



2020 CADET, JUNIOR AND SENIOR NATIONAL TEAM ATHLETE SELECTION PROCEDURES

December 25, 2018

I. SELECTION SYSTEM

Selection System Overview

The athlete selection system for U.S. National Teams is based on points earned in the U.S. National Rankings. The athlete who holds the #1 ranking in U.S. National Ranking points 6 weeks before the 1st weigh in date of the National Team event is nominated to the U.S. National Team. Points earned at an event the weekend before this deadline will be included.

A. Minimum Eligibility Requirements

1. Citizenship:

- a. Athlete meets eligibility and nationality requirements as presented by USA Taekwondo in compliance with the minimum International Federation standards for participation (item I.A.2.).
- b. All athletes must be U.S. Citizens in order to compete.

2. Minimum IF standards for participation (if any):

- a. World Taekwondo (WT); Rules of Competition, Article 4. Contestants, Section 1 http://www.wtf.org/wtf_eng/site/rules/competition.html
 - Holder of the nationality of the participating team.
 - One recommended by the WT National Taekwondo Association.
 - Holder of Taekwondo Dan certificate issued by the Kukkiwon or WT.

3. Other requirements (if any):

- a. Athlete must be a USA Taekwondo member in good standing.
- b. Athletes must compete in the World Class, Black Belt division at a USATKD State Championship, the most current US Open and the most current USATKD Nationals.



B. Waivers

1. In exceptional circumstances, waivers may be granted for event attendance requirements to US Open or Nationals for athletes who are ranked in the Top 5 of the U.S. National Rankings, 4 weeks prior to the required event. Agreement with the USATKD High Performance department must have been reached prior to the required event.
2. In the case of an athlete who wishes to attend a World Taekwondo Sanctioned G2 event that conflicts with a U.S. domestic event that is required in the selection procedure, a waiver of the requirement may be granted so long as the following requirements are met:
 - a. 1) An email request is sent to may.spence@usa-taekwondo.us no later than three weeks before the first day of competition in the required domestic event, detailing which G2 you intend to attend.
 - b. 2) Confirmed details are provided of flight and event registration to the World Taekwondo G2 ranked event no more than one week following the agreement of the waiver.
 - c. ** Athlete must be a member of the 2019 World Championship Team or 2019 Pan American Games Team or have a World Taekwondo Olympic ranking of at least Top 32 to be granted a waiver.
 - d. **Please do not book travel until you have received confirmation from the USA Taekwondo High Performance Department that your waiver request has been granted. If you request and are granted a waiver but then subsequently do not attend the G2 ranked event then the waiver will be revoked, and this will effect your eligibility for the U.S. National Team, except in the case of injury, which should be demonstrated through supply of a signed physician's opinion confirming your inability to compete on medical grounds at your earliest convenience.



The Senior National Team is made up of sixteen (16) athletes.

One in each of the eight (8) male & eight (8) female weight divisions.

All Senior National Team members must be at least 17 years old in the calendar year of the National Team event.

Weight Division Classification for the Senior National Team

Men's Division		Women's Division	
Not exceeding 54 kg	Fin	Not exceeding 46 kg	Fin
Over 54 kg & not exceeding 58 kg	Fly	Over 46 kg & not exceeding 49 kg	Fly
Over 58 kg & not exceeding 63 kg	Bantam	Over 49 kg & not exceeding 53 kg	Bantam
Over 63 kg & not exceeding 68 kg	Feather	Over 53 kg & not exceeding 57 kg	Feather
Over 68 kg & not exceeding 74 kg	Light	Over 57 kg & not exceeding 62 kg	Light
Over 74 kg & not exceeding 80 kg	Welter	Over 62 kg & not exceeding 67 kg	Welter
Over 80 kg & not exceeding 87 kg	Middle	Over 67 kg & not exceeding 73 kg	Middle
Over 87 kg	Heavy	Over 73 kg	Heavy

The Junior National Team is made up of twenty (20) athletes.

One in each of the ten (10) male & ten (10) female weight divisions.

All Junior National Team members must be at least 15-17 years old in the calendar year of the National Team event

Weight Division Classification for the Junior National Team

Men's Division		Women's Division	
Not exceeding 45 kg	Fin	Not exceeding 42 kg	Fin
Over 45 kg & not exceeding 48 kg	Fly	Over 42 kg & not exceeding 44 kg	Fly
Over 48 kg & not exceeding 51 kg	Bantam	Over 44 kg & not exceeding 46 kg	Bantam
Over 51 kg & not exceeding 55 kg	Feather	Over 46 kg & not exceeding 49 kg	Feather
Over 55 kg & not exceeding 59 kg	Light	Over 49 kg & not exceeding 52 kg	Light
Over 59 kg & not exceeding 63 kg	Welter	Over 52 kg & not exceeding 55 kg	Welter
Over 63 kg & not exceeding 68 kg	Light Middle	Over 55 kg & not exceeding 59 kg	Light Middle
Over 68 kg & not exceeding 73 kg	Middle	Over 59 kg & not exceeding 63 kg	Middle
Over 73 kg & not exceeding 78kg	Light Heavy	Over 63 kg & not exceeding 68kg	Light Heavy
Over 78 kg	Heavy	Over 68 kg	Heavy



The Cadet National Team is made up of twenty (20) athletes.

One in each of the ten (10) male & ten (10) female weight divisions.

All Cadet National Team members must be age 12-14 years old in the calendar year of the National Team event.

Weight Division Classification for the Cadet National Team

Men's Division		Women's Division	
Not exceeding 33 kg	Fin	Not exceeding 29 kg	Fin
Over 33 kg & not exceeding 37 kg	Fly	Over 29 kg & not exceeding 33 kg	Fly
Over 37 kg & not exceeding 41 kg	Bantam	Over 33 kg & not exceeding 37 kg	Bantam
Over 41 kg & not exceeding 45 kg	Feather	Over 37 kg & not exceeding 41 kg	Feather
Over 45 kg & not exceeding 49 kg	Light	Over 41 kg & not exceeding 44 kg	Light
Over 49 kg & not exceeding 53 kg	Welter	Over 44 kg & not exceeding 47 kg	Welter
Over 53 kg & not exceeding 57 kg	Light Middle	Over 47 kg & not exceeding 51 kg	Light Middle
Over 57 kg & not exceeding 61 kg	Middle	Over 51 kg & not exceeding 55 kg	Middle
Over 61 kg & not exceeding 65kg	Light Heavy	Over 55 kg & not exceeding 59kg	Light Heavy
Over 65 kg	Heavy	Over 59 kg	Heavy

If an athlete is ranked #1 in two or more weight divisions in the U.S. National Ranking system, that athlete must declare 6 weeks before the 1st weigh in date of the National Team event which division they intent to compete. The #2 ranked athlete will then be nominated in the division that the 1st place athlete does not choose.

For Senior athletes, if there is a tie for the #1 ranked athlete in a division, the athlete with more group II points (points earned in World Taekwondo G-level events) will be nominated to the U.S. National Team.

For Junior and Cadet athletes, if there is a tie for the #1 ranked athlete in the division, the athlete who had a better result at the current year's U.S. Open will be nominated to the team. In the case that both athletes earn a bronze medal, the athlete who lost to the gold medalist will receive priority over the athlete who lost to the silver medalist.



II. REMOVAL OF ATHLETES

An athlete who is to be nominated to the Team by USA Taekwondo may be removed from the nominations for any of the following reasons, as determined by USA Taekwondo.

- A. Voluntary withdrawal. Athlete must submit a written letter to the USA Taekwondo CEO. Injury or illness as certified by USATKD physician (or medical staff). If an athlete refuses verification of their illness or injury by a USATKD physician (or medical staff), his/her injury will be assumed to be disabling and he/she may be removed.
- B. Violation of the NGB's Code of Conduct. (Attachment A) An athlete who may be removed from the Team pursuant to this provision has the right to a hearing per the NGB's Bylaws (USATKD Bylaws, Section 15, Complaint Procedures) or USOC Bylaws, Article 9.
- C. Violation of the NGB's Athlete Agreement. (Attachment B) An athlete who may be removed from the Team pursuant to this provision has the right to a hearing per the NGB's Bylaws (USATKD Bylaws, Section 15, Complaint Procedures) or USOC Bylaws, Article 9.
- D. An athlete may be removed from Nomination or from the Team at any time for violation of IOC, WADA, WTF, USADA and/or USOC anti-doping protocol, policies and procedures. In such instances, the adjudication process will be managed through the United States Anti-Doping Agency.

III. REPLACEMENT OF ATHLETES

- A. Describe the process by which the replacement pool of athletes will be identified:
The athlete who places 2nd in the same weight division of the U.S. National Rankings will serve as the replacement athlete, should circumstances arise in which the 1st place athlete needs to be removed for any of the reasons listed above.

IV. REQUIRED DOCUMENTS

The following documents are required to be signed by an athlete as a condition of nomination to the U.S. National Team, and are included as attachments:

- Code of Conduct (Attachment A)
- Athlete Agreement (Attachment B)

V. PUBLICITY/DISTRIBUTION OF PROCEDURES

The approved Selection Procedures (complete and unaltered) will be posted/published by USA Taekwondo in the following locations:

- A. NGB website: www.usa-taekwondo.us



VI. DATE OF NOMINATION: 6 weeks before 1st weigh in date of National Team event.

VII. MANDATORY TRAINING AND/OR COMPETITION: N/A

VIII. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IOC, WADA, WT, USADA and USOC anti-doping protocols, policies and procedures. This includes participation in out of competition testing as required by the IOC, WADA, WT, USADA and USOC Rules.

IX. DEVELOPMENT OF SELECTION PROCEDURES

The following committee/group were responsible for creating these Selection Procedures:

- Steve McNally, CEO, USA Taekwondo
- May Spence, Director of High Performance, USA Taekwondo
- Barbara Brand, AAC Chairwoman, USA Taekwondo

X. NGB BYLAWS AND GRIEVANCE PROCEDURES

The USA Taekwondo Bylaws and Grievance Procedures can be found in the USA Taekwondo Bylaws.

XI. INTERNATIONAL DISCLAIMER

These procedures are based on IOC and/or World Taekwondo (WT) rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC and/or WT rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USA Taekwondo. However, the selections are always subject to unforeseen, intervening circumstances, and realistically may not have accounted for every possible contingency.



XII. ATHLETE OMBUDSMAN

Athletes who have questions regarding their opportunity to compete that are not answered by USA Taekwondo may contact the USOC Athlete Ombudsman:

- Toll free telephone at (888) ATHLETE
- E-mail at ombudsman@usoc.org
- www.888athlete.org

XIII. NGB SIGNATURES

I certify that I have read, understand and incorporated our IF standards/criteria into our Selection Procedures and that the information provided herein regarding Athlete Selection Procedures represents the method approved by USA Taekwondo.

Position	Print Name	Signature	Date
NGB CEO	Steve McNally	<i>Steve McNally</i>	6/11/19
NGB Director of High Performance	May Spence	<i>May Spence</i>	6/11/2019
USOC Athletes' Advisory Council Representative	Barbara Brand	<i>Barbara Brand</i>	6-11-19



Attachment A
USA TAEKWONDO
ATHLETE AGREEMENT

THIS ATHLETE AGREEMENT, effective as of January 1, 2020 (the “Effective Date”), is by and between USA Taekwondo, a Colorado nonprofit corporation having its principal office at 1 Olympic Plaza; Colorado Springs, Colorado 80909, and the athlete signing below (“Athlete”), whose address is also set forth below. Athlete and USA Taekwondo may be collectively referred to herein as the “Parties” and each individually as a “Party.”

Recitals

1. USA Taekwondo is the national governing body for the sport of taekwondo in the United States in accordance with The Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. § 220501 et seq. (the “Act”). As the national governing body, USA Taekwondo is responsible for developing elite athletes with the goal of winning medals in the Olympic Games and other international competitions. As part of that mission, USA Taekwondo has developed an Athlete Agreement program to support athletes who have demonstrated the capability to be elite international athletes with potential to win medals in international competition.
2. I, the Athlete, desire to be a member of USA Taekwondo and participate in the Athlete Agreement and the terms and conditions set for herein.

NOW, THEREFORE, in consideration of the mutual promises and obligations, the Parties agree as follows:

Agreement

I. Obligations of the Athlete

Athlete agrees to perform the following duties and obligations:

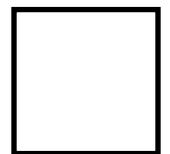
1. **NGB Membership and Eligibility.** Athlete is and shall remain a member in good standing with USA Taekwondo throughout the term of this Agreement. Athlete shall remain eligible to compete in international competition for the USA.



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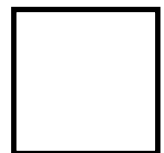
2. **Ambassador of the Sport.** Athlete shall be a representative of USA Taekwondo and conduct herself/himself in a manner which upholds the name, reputation and goodwill of USA Taekwondo as the National Governing Body for the sport of Taekwondo in the United States. Sportsmanlike conduct includes but is not limited to demonstrating respect for opponents, competition officials, employees, the public; demonstrating respect for facilities, privileges and operation procedures; the use of courtesy and good manners; acting responsibly and maturely; refraining from the use of profane or abusive language; and abstinence from illegal and banned drugs. Athlete conduct must not reflect poorly upon or bring discredit to USA Taekwondo, its athletes, its coaches or its events and programs.
 - Athlete conduct extends beyond actions on the field of play, including but not limited to actions/posting/images disseminated in public domain.
 - Any public communication by Athlete via the Internet or via social media must be appropriate as a member of USA Taekwondo.
 - The Athlete's responsibility to conduct himself/herself appropriately under this Agreement is broader than the Athlete's obligation to satisfy the USA Taekwondo Code of Conduct, and Athlete recognizes and acknowledges that conduct that is inappropriate under this Agreement may not necessarily constitute a violation of the Code of Conduct.
3. **Code of Conduct.** Athlete shall sign and abide by USA Taekwondo Code of Conduct attached as Addendum B. The Code of Conduct is incorporated into this Athlete Agreement.
4. **Administrative Deadlines.** Athlete shall comply with any and all applicable deadlines established by USA Taekwondo.
5. **Training.** Unless otherwise agreed by USA Taekwondo in writing, Athlete shall train for peak performances at key national and international events held during the Term. This includes participating in all organized activities and required agendas, including camps, to which the Athlete is assigned. Athlete must submit to the High Performance Department their training plan and competition schedule. USAT may require funded athletes to report to the Olympic Training Center in Colorado Springs for fitness testing. Failure of this testing may result in immediate suspension of any/all financial support.



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6. **Competition.** Athlete shall perform to the best of her/his ability when participating in national and international competitions which Athlete is assigned by USA Taekwondo and shall participate for the full duration of the event. Unless excused in writing by USA Taekwondo, Athlete shall attend all national team events. At all competitions at which Athlete represents USA Taekwondo, Athlete shall meet the weight class in which Athlete is scheduled to compete. In the event Athlete fails to make weight at a competition, whether held in the United States or a foreign country, athlete shall be subject to the following penalties:
- Dismissal from trip and liability for reimbursement of all travel expenses for said competition paid on Athlete behalf by USA Taekwondo including transportation, per diem, housing, and entry fee.
 - Athlete stipend reduction and/or forfeiture.
7. **Commitment to Train for and Participate in Events.** Athlete commits to USA Taekwondo that it is his/her intention to train for the current National Team event as well as the Grand Prix series of events (if invited) and agrees to work with the USATKD selected coaching staff.
8. **Travel.** Athlete shall have a valid, current passport, and keep the most recent copy uploaded to WT GMS Simply Compete and share with the High Performance Department. Athlete shall also maintain current passport style photos for use by USA Taekwondo in applying for visas. Athlete agrees to meet all travel schedules set by USA Taekwondo and understands that changes may only be made with approval from USA Taekwondo. Athlete is financially responsible for any additional expenses resulting from changes made by Athlete to travel arrangements. Athlete will also be financially responsible for airline, hotel, and other expense activity which Athlete has agreed to attend, but subsequently does not attend, unless formally excused by USA Taekwondo.



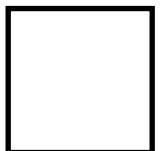
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9. **Team Policies.** The following guidelines are to be strictly adhered to by Athlete during all competitions, training camps, USAT Olympic Training Center programs, seminars, or other USA Taekwondo designated activities and functions. In the event Athlete violates any team rules set out below, USATKD may, in its sole discretion, dismiss Athlete from the team, revoke the Athlete's credentials, and/or terminate or receive any financial support Athlete would otherwise be entitled to receive.

- Athlete is subject to a 10:00 P.M. curfew, unless changed by National Team Staff
- Absolutely no alcohol is permitted
- Absolutely no performance-enhancing drugs or stimulants or recreational drugs are permitted
- Hazing and/or sexual harassment of any nature are not permitted in any form or fashion
- Athlete must **not** be more than (5) five percent over the required weight limit of your division five (5) days before current National Team competition
- Athlete is required to make weight at official weigh-in and random second day weigh in
- Neither family, friends, personal coaches nor other visitors are permitted to linger on the team floor or be in team members' room or the competition areas
- Only national team coaches, staff, and athletes are permitted at team meetings, team meals, and training sessions
- If team members wish to spend any team designated free time with family or friends, they need to seek approval from the Head of Team or National Team Coach, as meals, transportation and other activities may have already been planned and paid for
- Athletes shall sleep in the room assigned to them by National Team Staff
- **Unless assigned to a room together, athletes are not permitted in teammates' hotel or dorm rooms**
- Only national team coaches, staff, or other national team members shall be permitted to warm up athletes during competitions

10. **Injuries.** Athlete shall promptly notify USA Taekwondo in writing of any injury that interferes, or could reasonably be expected to interfere, in any manner with Athlete's obligations hereunder, including, without limitation, notifying USAT of the receipt by Athlete of any medical attention given with respect thereto (including, without limitation, physician and emergency room visits). Such notification shall be within forty-eight hours of incurring such injury or receiving such medical attention, as applicable and such notification shall include the name and address of any provider from whom Athlete received medical attention and/or health care services. Upon such notice, and/or at USATKD's request, Athlete shall execute and deliver to USA Taekwondo such forms as are required to evidence Athlete's condition and medical attention and/or health care services received by Athlete.



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11. **Medical.** Should an athlete be injured, the athlete may be required to report to the United States Olympic Training Center to undergo a thorough examination by a USOC or USA Taekwondo medical doctor to determine if the athlete has medical reasons to forego any planned National Team event in which Athlete has been selected to compete. Athlete shall comply with the full rehabilitation process as prescribed by USATKD, USOC, or other agreed upon rehabilitation services.

12. **Anti-Doping.** Athlete pledges to not use any chemicals, drugs, or other banned substances and shall comply with all anti-doping policies, procedures, and protocols of the International Olympic Committee (IOC), World Taekwondo (WT), World Anti-Doping Agency (WADA) and United States Olympic Committee (USOC).

13. **Hazardous Activities.** Athlete acknowledges and agrees that Athlete's participation in other sports or hazardous activities may impair or destroy Athlete's ability and skill as a Taekwondo athlete. Accordingly, Athlete agrees that Athlete will not engage in sports or activities which could endanger Athlete's health or safety (including, but not limited to, boxing, wrestling, motorcycling, moped riding, auto racing, sky diving, bungee jumping, water or snow skiing, snowboarding, water skiing and hang gliding); except with the prior written consent of USATKD. Nothing contained herein, however, shall be intended to require Athlete to obtain the written consent of USATKD in order to enable Athlete to participate in, as an amateur, the sport of golf, tennis, handball, swimming, hiking, softball, or other "recreational" activities.

14. **NCAA Eligibility.** If Athlete wishes to remain eligible under National Collegiate Athletic Association (NCAA) rules, it is the Athlete's responsibility to know the rules and take the necessary steps to remain eligible, including compensation, endorsement, and agent responsibilities.



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15. Use of Image. Athlete agrees to be filmed, videotaped and photographed, and to have his/her name, image, picture, likeness, voice, and biographical information otherwise recorded, in any media, by the USA Taekwondo's official photographer(s), film crew(s), and video crew(s), and by any other entity authorized by the USA Taekwondo, under the conditions specified by the USA Taekwondo (the "Footage"). Athlete grants to USA Taekwondo the irrevocable, perpetual, fully paid-up, worldwide right and license to use, and to authorize third parties to use, in all media the footage for: (1) news and information purposes, (2) promotion of the national team, and competition(s) in which Athlete compete, (3) promotion of the national team, and (4) promotion the sport of Taekwondo sue or authorize the commercial use of the footage in any manner that would imply Athlete's endorsement of any company, product, or service, without Athlete's express written permission.

16. Promoting of the Team

- a. *Participation in Media Sessions.* Athletes agree to participate in media sessions including photo shoots, as reasonably requested by USA Taekwondo, to promote a competition in which Athlete is participating.
- b. *Appearances for USA Taekwondo.* Athlete agrees to make two (2) personal non-commercial appearances for USA Taekwondo without remuneration except for reasonable travel costs. Such appearances will not interfere with Athlete's training, preparation, or competitions.
- c. *Autographed items.* Athlete shall autograph up to 25 non-sponsor branded items, provided by USA Taekwondo at its expense, which USA Taekwondo may use to promote the sport and its mission, such as for thank you gifts, auctions, etc.
- d. *Promotional Efforts.* Athlete shall, on his/her personal web site and on social media sites (including without limitation Facebook and Twitter), promote USA Taekwondo collaboratively and in good faith. With respect to Facebook, Twitter, and other social media applications that may develop, Athlete agrees to list USA Taekwondo as a friend and to include the USA Taekwondo logo in appropriate places.

17. Athlete Personal Sponsors. Athlete may not use or authorize the use of the USA Taekwondo's intellectual property, including use of photographs, films, or videos of Athlete in USA Taekwondo apparel or equipment, or the marks and logos of the USA Taekwondo, or terms containing national team without the express written permission of USA Taekwondo.



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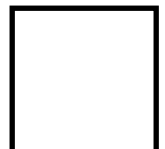


18. **Team Apparel.** Athlete will wear designated USA Taekwondo apparel at all official Team functions and events, and will not conceal or cover-up any USA Taekwondo sponsor, supplier, or licensee brand or other identification appearing on USA Taekwondo apparel. Team apparel issued by USA Taekwondo may not be sold or traded until after new apparel is issued or the Athlete's term with USA Taekwondo has expired and will not be renewed. No other logos are permitted on Team Uniform: Athlete is not permitted to add to the official National Team uniform any trade name, trademark, name, logo, or any other identification of any person, company, or business unless expressly provided for in this Agreement or a written waiver.

II. Obligations of USA Taekwondo

USA Taekwondo agrees to perform the following duties and obligations:

1. **Respect for Athlete's Training.** In carrying out its duties and activities under this Agreement, USA Taekwondo shall be respectful of, and shall use reasonable efforts to avoid interfering with Athlete's training and competition schedules.
2. **Use of Image.** In no event will USA Taekwondo use or authorize the use of Athlete's name, picture, likeness, voice, and biographical information for the purpose of trade, including any use in a manner that would imply Athlete's endorsement of any company, product, or service, without athlete's express written permission.
3. **NGB Support Staff.** USA Taekwondo, through its office staff, shall be available to Athlete to coordinate all NGB/Athlete activities, including programs of the USOC and its training centers.
4. **Compensation.** Provided that Athlete complies with all of the terms and conditions set forth in this Agreement and established by the USOC, USA Taekwondo shall submit to the USOC the required documentation for the Athlete to receive the compensation for which Athlete qualifies.
5. **Agents.** USA Taekwondo shall not prevent Athlete from hiring or retaining an agent.
6. **USA Taekwondo Sponsors.** Athlete is strongly encouraged, but not required, to support or sign with USA Taekwondo sponsors.



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7. **Corporate Sponsor Networking Events.** USA Taekwondo shall use its commercially reasonable efforts to develop corporate sponsor networking events, and Athlete and their agent may participate in such corporate networking events for the purpose of meeting potential personal sponsors.
8. **Athlete's Personal Endorsements.** USA Taekwondo shall not require Athlete to reveal the details of any personal sponsorship agreement other than the name of the company. Athlete shall not be required to give USA Taekwondo right of first refusal for any of USA Taekwondo's sponsors regarding a personal contract with individual Athlete.
9. **Team Apparel.** If and when Athlete is invited or assigned by USA Taekwondo to participate in national or international competitions or activities USA Taekwondo will provide Athlete with Team apparel if possible.
10. **Personal Performance Gear.** USA Taekwondo will not prevent athlete from using personal performance gear, as defined by the USOC, of his/her choice in competitions and training. Further, USA Taekwondo shall not require Athlete to cover up a manufacturer logo on Personal Performance Gear, as long as it complies with the relevant IOC or World Taekwondo Federation rules regarding size and placement.

III. Additional Terms of Agreement

1. **Term.** This Agreement must be signed in its original state and shall commence as of the Effective Date and shall continue through and include December 31, 2020, unless earlier terminated as set forth in Section III., 4.
2. **Suspension or Dismissal.** Failure to comply with any of the contract provisions may lead to disciplinary action against Athlete as solely determined by Team Management, i.e., coaches, medical and administrator. This is not a system of progressive discipline. Nothing herein shall require USA Taekwondo to impose any one of the penalties prior to the institution of a more severe penalty. USA Taekwondo, in its sole discretion, shall select the penalty appropriate to the particular violation of the contract. Any action taken shall be applied fairly and equitably to all parties involved. Athletes do have the right to a hearing if they so desire. The disciplinary action taken can include:



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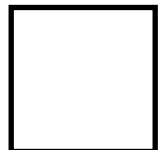
- a. Verbal warning and written warning.
 - b. Repayment of all costs associated with event and/or a financial penalty.
 - c. Suspension from team or competition.
 - d. Dismissal from the team trip or training camp. All costs in returning a dismissed athlete home will be the sole responsibility of the athlete.
 - e. Athlete stipend reduction and/or forfeiture.
 - f. Elimination from future USA Taekwondo events.
3. **Suspension of Activities.** USA Taekwondo acknowledges that, from time to time, Athlete may desire to take an extended break from training. If Athlete desires to suspend training for a period of longer than one (1) week, Athlete acknowledges and agrees that USA Taekwondo may suspend the delivery of benefits to Athlete under this Agreement unless Athlete has first obtained the prior written approval of USA Taekwondo to continue the benefits while Athlete is not training.
4. **Dispute Resolution.** The Parties agree that any dispute under this Agreement shall first be addressed by good-faith negotiation of the Parties. If a dispute involving a breach, act, omission or interpretation of this Agreement is not resolved by good faith negotiation, the dispute shall be resolved by a hearing under the grievance procedures in the Bylaws of USA Taekwondo.
5. **AAA.** Any dispute between the parties shall be resolved by arbitration administered by the American Arbitration Association under their Commercial Rules.
6. **Legalities.**
- a. *Nature of the Parties Relationship.* It is expressly understood and agreed that, in the performance of this Agreement, USA Taekwondo and Athlete shall be independent contractors, free from control of each other except as specified in this Agreement.
 - b. *Intellectual Property and Ownership.* Nothing contained herein will be construed as an assignment or grant to Athlete of any right, title or interest in or to USA Taekwondo's trademarks, or in or to any copyright or other right in and to USA Taekwondo's materials. Likewise, nothing contained herein will be construed as an assignment or grant to USA Taekwondo of any right, title, or interest in or to Athlete's image and personality rights.



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- c. Notices. Any notice required or permitted to be delivered under this Agreement shall be in writing and shall be deemed properly delivered on the earlier of the actual receipt, one day after being sent via electronic mail, or three days after the date deposited in the U.S. Mail, by first class mail, addressed to the recipient at the Athlete's address set forth. Athletes are required to keep USA Taekwondo updated on any change of address throughout the year.
- d. Force Majeure. If for any reason outside a Party's reasonable control, including without limitation strikes, boycotts, war, acts of God, labor troubles, riots, acts of terrorism, delays of commercial carriers, restraints of public authority, or for any other reason, similar or dissimilar, beyond either Party's control, a Party is unable to perform its duties and obligations hereunder such failure to perform will not be considered a default under this Agreement, and such Party will not be liable for the failure to deliver the corresponding benefits and privileges.
- e. Entire Agreement. This Agreement, together with any attachments hereto, contains the entire agreement and understanding of the parties and supersedes all prior agreements and understanding, whether verbal or written, with respect to the subject matter hereof and any such other agreements or understanding are hereby revoked.
- f. Waiver. A failure on the part of either Party to exercise any right, remedy, power, or privilege under this Agreement will operate as a waiver thereof. No waiver will be effective unless it is in writing and signed by the Party granting such waiver.
- g. Severability. If any provision of this Agreement is determined to be invalid by a court of competent jurisdiction, that determination will in no way affect the validity or enforceability of any other provision herein.
- h. Governing Law. The terms of this Agreement and any dispute between the Parties shall be governed by and interpreted in accordance with the laws of the State of Colorado.



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The signatures of the parties below indicate their willingness to be bound by the terms of this Agreement.

ATHLETE:

Signature of Athlete _____ Date _____

Printed Name of Athlete _____

Athlete DOB _____ Address _____

City _____ State _____ Zip _____

PARENT/GUARDIAN CERTIFICATION (Athletes under the Age of 18 as of Effective Date):

Signature of Parent or Guardian _____ Date _____

Printed Name of Parent or Guardian _____

Relationship to Athlete _____

USA Taekwondo:

By: _____ Date _____



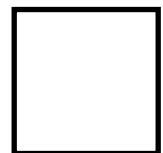
Attachment B Code of Conduct/Athlete Pledge

I pledge to uphold the spirit of the USA Taekwondo Code of Conduct (the “Code”), which offers a guide to my conduct as a member of the USA Taekwondo (the “Team”). I acknowledge that I have a right to a hearing if my opportunity to compete is denied or if I am charged with a violation of this Code.

I have familiarized myself with the Code and understand that acceptance of its provisions is a condition of my selection to the Team.

As a Member of USATKD, I hereby promise and agree that I:

- Will abide by all published rules related to the Team selection procedures as approved by USA Taekwondo;
- Have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- Will maintain a level of fitness and competitive readiness that will permit my performance to be at the maximum of my abilities;
- Will abide by the weigh issues policy of being no more than 5% overweight five (5) days before competition and will make weight at official weigh-in;
- Will submit to a physical examination by USA Taekwondo medical personnel if my ability to compete is compromised due to physical injury and I understand that such injury may be cause for my not being selected to the Team, being removed from the Team, or not being allowed to participate if I remain on the Team;
- Will not commit an anti-doping violation as defined by the International Olympic Committee (IOC), the World Taekwondo Federation, the World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA) or the United State Olympic Committee (USOC) rules;
- Am not currently serving a doping violation and/or do not have a pending or unresolved doping charge;
- Will not engage in any conduct that is criminal under any laws applicable to me, including, but not limited to laws governing the possession and use of drugs and alcohol and providing of drugs to any person and of alcohol to minors;
- Understand that if I require legal representation because I am accused of criminal misconduct or an anti-doping violation, or if for any other reason I require the services of an attorney, I will be personally responsible for payment of such legal fees and expenses;
- Will not participate or assist in any gambling or betting activities associated with any event related to my sport or my participation;



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Member, World Taekwondo

1 Olympic Plaza
Colorado Springs, CO 80909

Tel: +1 719.866.4632 Fax: +1 719-866-4642

www.usa-taekwondo.us

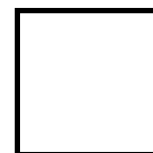


Member, U.S. Olympic Committee



- Am eligible to compete under the rules of the World Taekwondo;
- Am in possession of a valid USA passport that will not expire prior to six months following the conclusion of the international competition, should I be chosen for an international team that requires a passport;
- Will refrain from conduct detracting from my ability or that of my teammates to attain peak performance;
- Will respect the property of others whether personal or public;
- Will respect members of my Team, other teams, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical, or sexual harassment or abuse;
- Will follow my Team's written rules, including by way of example, rules regarding curfew, required attendance at team meetings, consumption of alcoholic beverages and prohibitions on the release of confidential team information;
- Will abide by the rules of the World Taekwondo concerning allowable trademark identification on clothing and equipment worn or used in competition or on visible body tattoos;
- Will act in a way that will bring respect and honor to myself, my teammates, USA Taekwondo and the United States; and
- Will remember that, at all times I am an ambassador for my sport, my country and the Olympic Movement.

Athletes that chose not to follow the code of conduct will receive a punishment that will include but not limited to; First Offense – Suspension from team travel and competitions and reimbursement by athlete to USAT for team training and travel expenses. Second Offense – Removal from Team, Third Offense – will include punishments from the first and second offense and possible suspension or banishment from all USA Taekwondo sanctioned competitions.



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Member, U.S. Olympic Committee



ATHLETE OMBUDSMAN

I may contact the USOC Athlete Ombudsman, at 719.866.5000 or ombudsman@usoc.org for further information regarding my rights under this Code that are not answered by USA Taekwondo.

PARTICIPANT'S AFFIRMATION

I have read and accept this Code of Conduct. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being selected to participate as a member of the Team.

Signature _____ Date _____

Print Name

Guardian Signature (if under 18) _____ Date _____

Print Name and relationship (Guardian)

Name

Relationship



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