

USA TABLE TENNIS
ATHLETE SELECTION PROCEDURES
2007 PAN AMERICAN GAMES
Amended February 7, 2007

I. SELECTION SYSTEM

- A. Provide the minimum eligibility requirements for an athlete to be considered for nomination to the Team:

1. Citizenship:

Athletes to be considered for the 2007 Pan American Team must be citizens of the United States and eligible under the international rules of the Pan American Sports Organization at the time of the Official Draw of the U.S. Qualifying Tournament. Athletes must have a current, valid U.S. passport at the time of nomination.

2. Minimum IF standards for participation:

N/A

3. USATT Membership

Athletes to be considered for the 2007 Pan American Team must be members of USA Table Tennis.

- B. Provide a brief summary outlining how an athlete is selected as a nominee to the Team.

Team Event Qualification

The team size will be 3 athletes/gender.

1. The USA may qualify as a team to the 2007 Pan Am Games through the International Table Tennis Federation (ITTF) Team ranking as of January 1, 2007, by being among the three best ranked teams of the Americas. The 3 athletes per gender will be selected in the following manner:
 - a. The top 2 eligible athletes per gender in singles ranked order, if they are ranked among the top 30 in the ITTF Singles World ranking as of January 1, 2007 will automatically be nominated to the 2007 Pan American Team.
 - b. The remaining slots, be it one, two, or three, per gender, will be



determined by the 2007 Pan Am U.S. Trials.

The twelve athletes who participate at the 2007 Pan Am U.S. Trials will be composed of:

- i. The top ten USATT ranked male and top ten USATT ranked female athletes as of January 1, 2007.
 - ii. The remaining two spots per gender at the 2007 Pan Am U.S. Trials will be reserved for two male and two female athletes who place first and second at the U.S. Qualifying Tournament (see Section I.D.) The date and location of the 2007 Pan Am U.S. Trials and the U.S. Qualifying Tournament will be posted on www.usatt.org when determined, but no later than 30 days prior to the commencement of the event.
2. If the U.S. does not qualify as a team via #1 above, the U.S. may qualify for Open Qualification which allows for the top two finishing teams at the Special Pan Am Team Qualification Tournament (to be held April 9-11, 2007 in Brazil) from any region in the Americas not already qualified by being one of the three best ranked teams of the Americas to qualify for the 2007 Pan Am Games. Three athletes per gender will qualify to compete as a team for one of the two remaining "Open" team spots at the Special Pan Am Team Qualification Tournament. The three athletes per gender will be selected in the following manner:
- a. The top 2 eligible athletes per gender in singles ranked order, if they are ranked among the top 30 in the ITTF Singles World ranking as of January 1, 2007 will qualify to compete in the Special Pan Am Team Qualification Tournament.
 - b. Athletes will be selected to fill the remaining spots via I.B.1.b. above.
3. If the U.S. qualifies as a team via #1 or #2 above, the players who qualify as outlined above for the team event, play in the Men's and Women's Singles Events at the 2007 Pan Am Games.

If the U.S. qualifies as a team to the 2007 Pan Am Games, no further selection process is necessary.

Singles Qualification

If the U.S. does not qualify as a team via I.B.1 or I.B.2 in Team Event Qualification, the U.S. has the opportunity to qualify athletes to compete in the Men's and Women's Singles competition at the 2007 Pan Am Games through the Special Pan Am Singles Qualification Tournament to be held April 9-11, 2007 in Brazil. Athletes will compete for four open spots per gender for countries not already qualified to the 2007 Pan Am Games. The



U.S. may send up to 3 athletes per gender. The 3 athletes per gender will be selected in the following manner:

1. The top 2 eligible athletes per gender in singles ranked order, if they are ranked among the top 30 in the ITTF Singles World ranking as of January 1, 2007 will qualify to compete in the Special Pan Am Singles Qualification Tournament.
2. Athletes will be selected to fill the remaining spots via the 2007 Pan Am U.S. Trials as outlined in I.B.1.b. above.

If the U.S. does not qualify as a team for the 2007 Pan Am Games, but any U.S. athletes place in the top four at the Special Pan Am Singles Qualification Tournament, then those qualified athletes will be the nominees to the Pan Am Games and will only play in the Singles Event at the 2007 Pan Am Games.

C. Tryout Events:

1. Provide the event names, dates and location of all trials, events and/or camps to be used as part of the selection process.
 - a. 2007 Pan Am U.S. Trials- Men's and Women's Singles
 - The site for the Trials-TBD
 - Tentative schedule is February-March, 2007.
 - The date and location will be posted at www.usatt.org when determined, but not later than 30 days prior to the commencement of the Trials .
 - b. Special Pan Am Team Qualification Tournament
 - Brazil, April 9-11, 2007
 - If held and if the U.S. does not qualify through I.B.1.
 - c. Special Pan Am Singles Qualification Tournament
 - Brazil, April 9-11, 2007
 - If held and if the US does not qualify through I.B.1 or I.B.2.
2. Provide event names, dates, locations and description of how athletes qualify for any "preliminary or qualifying" events or procedures that are prerequisites to attend any of the events listed above in C. 1 (if any).

U.S. Qualifying Tournament – Men's and Women's Singles

- The site for the Qualifying Tournament -TBD.
- Date-1-2 days prior to the 2007 Pan Am US Trials in February-March, 2007
- The date and location will be posted at www.usatt.org at least 30 days prior to the commencement of the U.S. Qualifying Tournament.



3. Provide the event name, dates and locations of additional trials that will be used to determine “start positions” (if any).

n/a

D. Provide a comprehensive, step-by-step description of the method that explains how athletes will go through the selection process to become team nominees.

Current PASO criteria states there may be a Special Pan Am Team/Singles Qualification Tournament and these procedures are written as such. If no Special Pan Am Qualification Tournament is held, then U.S. athletes may only qualify through method I.B.1.

Team Event Qualification

The team size will be 3 athletes/gender.

1. The USA may qualify as a team to the 2007 Pan Am Games through the International Table Tennis Federation (ITTF) Team ranking as of January 1, 2007, by being among the three best ranked teams of the Americas. The 3 athletes per gender who will fill these slots will be selected in the following manner:

- a. The top 2 eligible athletes per gender in singles ranked order, if they are ranked among the top 30 in the ITTF Singles World ranking as of January 1, 2007 will automatically be nominated to the 2007 Pan American Team.
- b. The remaining slots, be it one, two, or three, per gender, will be determined by the 2007 Pan Am U.S. Trials.

The twelve athletes who participate at the 2007 Pan Am U.S. Trials will be composed of:

- i. The top ten USATT ranked male and top ten USATT ranked female athletes as of January 1, 2007. If there is a tie for 10th place, a playoff match (if two players are tied) or a round robin (if more than two players are tied) will be held to decide the 10th qualifier. The winner of the playoff or round robin becomes the 10th USATT ranked male or female and is then invited to the Trials. The date and location for the playoff or round robin will be announced and posted on the USATT website (www.usatt.org) as soon as possible after the entry deadline for the US Trials.
- ii. The remaining two spots per gender at the 2007 Pan Am U.S. Trials will be reserved for two male and two female athletes who place first and second at the U.S. Qualifying Tournament (see Section I.D.) The date and location of the 2007 Pan Am U.S. Trials and the U.S. Qualifying Tournament will be posted on www.usatt.org when determined, but no later than 30



days prior to the commencement of the event.

2007 Pan Am U.S. Trials

At the 2007 Pan Am U.S. Trials, the 12 athletes will participate in a single giant round robin competition in which each athlete will compete against every other athlete. Each match will be the best of seven games.

At the conclusion of the 2007 Pan Am U.S. Trials, the athletes will be rank ordered on the basis of their Trials competition results, using previously established and long-standing ITTF rules (which can be found at www.ittf.com) regarding ordering, tie breaks, defaults, and such matters.

A list ranking the Pan Am eligible athletes will be created based upon the results of the matches played in the 2007 Pan Am U.S. Trials. Besides athletes ranked among top 30 in the ITTF World single's ranking as January 1, 2007, the top finishers (according to the number of slots allocated to the U.S.) in the 2007 Pan Am U.S. Trials/gender, will have the opportunity to participate in the Special Pan Am Singles Qualification Tournament.

U.S. Qualifying Tournament

The remaining two spots at the Trials (two spots for men, two spots for women) will be reserved for two male and two female athletes who place first and second at a separate qualifying tournament (the "U.S. Qualifying Tournament") to be held 1-2 days prior to the 2007 Pan Am U.S. Trials. These two athletes will then be seeded 11th and 12th at the Trials. Players will compete in round robin or knockout elimination competitions, depending upon the final number of entries, to determine the top two athletes from this field. Each match in the U.S. Qualifying Tournament will be the best of seven games.

2. If the U.S. does not qualify as a team via #1 above, the U.S. may qualify for Open Qualification which allows for the top two finishing teams at the Special Pan Am Team Qualification Tournament (to be held April 9-11, 2007 in Brazil) from any region in the Americas not already qualified by being one of the three best ranked teams of the Americas to qualify for the 2007 Pan Am Games. Three athletes per gender will qualify to compete as a team for one of the two remaining "Open" team spots at the Special Pan Am Team Qualification Tournament. The 3 athletes per gender will be selected in the following manner:



- a. The top 2 eligible athletes per gender in singles ranked order, if they are ranked among top 30 in the ITTF Singles World ranking as of January 1, 2007 will qualify to compete in the Special Pan Am Team Qualification Tournament.
 - b. Athletes will be selected to fill the remaining spots via I.B.1.b. above.
3. If the U.S. qualifies as a team via methods #1 or #2 directly above, the players who qualify for the team event will play in the Men's and Women's Singles Events at the 2007 Pan Am Games.

If the U.S. qualifies as a team to the 2007 Pan Am Games, no further selection process is necessary.

Singles Qualification

1. If the U.S. does not qualify as a team via I.B.1 or I.B.2 in Team Qualification, the U.S. has the opportunity to qualify athletes to compete in the Men's and Women's Singles competition at the 2007 Pan Am Games through the Special Pan Am Singles Qualification Tournament, to be held April 9-11, 2007 in Brazil. Athletes will compete for four open spots per gender for countries not already qualified to the 2007 Pan Am Games. The U.S. may send up to 3 athletes per gender. The 3 athletes will be selected in the following manner:
 - a. The top 2 eligible athletes per gender in singles ranked order, if they are ranked among the top 30 in the ITTF Singles World ranking as of January 1, 2007 will qualify to compete in the Special Pan Am Singles Qualification Tournament.
 - b. Athletes will be selected to fill the remaining spots via the 2007 Pan Am U.S. Trials as outlined in I.B.1.b. above.

If the U.S. does not qualify as a team for the 2007 Pan Am Games, but any U.S. athletes place in the top four at the Special Pan Am Singles Qualification Tournament, those athletes will be the nominees to the Pan Am Games and will only play in the Singles Event at the 2007 Pan Am Games.

Proof of Citizenship

Any of the participants of the 2007 Pan Am U.S. Trials or the U.S. Qualifying Tournament, who are not U.S. citizens as of January 1, 2007, may petition USATT in writing by January 10, 2007, for entry into the 2007 Pan Am U.S. Trials or the U.S. Qualifying Tournament (petition must be received by USATT National Office by January 10, 2007.) The petition must include copies of official documentation that demonstrate the petitioner's initiation of the USA citizenship process as well as a timeline of the anticipated "swearing in" date. Petitioning athletes will be notified in writing by January 15, 2007, of their approval for



participation in the U.S. Qualifying Tournament or the 2007 Pan Am U.S. Trials, or their denial.

- E. Provide the names of all committees/groups who oversee the selection process, including the name(s) and role(s) of their members.

Elite Athlete Committee:

Bob Fox and Todd Sweeris- co-chairs

Ashu Jain- Olympic Athlete Rep.

Whitney Ping- female athlete Rep.

Khoa Nguyen- Male athlete Rep.

Emilia Gheorghe- member- USA National Cadet Girl's Team coach

David Zhuang- member- player- Olympian

Sheri Pittman- ex-officio member-USATT President

Dan Seemiller-ex-officio member- National Men's team coach

Teodor Gheorghe-ex-officio member- USATT Executive Director

II. DISCRETIONARY SELECTION (if applicable)

- A. Provide rationale for utilizing discretionary selection (if any):
N/A

- B. List the discretionary criteria and explain how it will be used:
N/A

- C. Discretionary Selection Committee

1. Provide the name of the committee(s) that will be responsible for discretionary selection.

N/A

2. Provide a complete list of the members of the committee(s), their titles and their NGB role that qualifies them to serve in this capacity.

N/A

III. REMOVAL OF ATHLETES

- A. Prior to acceptance of nomination by the USOC, the NGB has



jurisdiction over potential nominees.

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

- Voluntary withdrawal. Athlete must submit a written letter to the USATT CEO/Executive Director.
- Injury or illness as certified by a USATT physician (or medical staff). If an athlete refuses verification of their illness or injury by an USATT approved care giver, their injury will be assumed to be disabling and they may be removed.
- Violation of USATT's Code of Conduct. (Attachment: A)
 - An athlete does not follow the entire preparation program set by USATT as outlined in section IX.

An athlete who may be removed from the Team pursuant to this provision has the right to a hearing per USATT's Bylaws, Chapter XX or USOC Bylaws, Article 9.

- B. After acceptance of nomination by the USOC, the USOC has jurisdiction over the Team under the USOC Code of Conduct and Grievance Procedures. This occurs no earlier than 45 days and no later than 30 days prior to the Opening Ceremonies of the Games (unless expressly waived by the USOC).
 - 1. A USOC approved team member is subject to the USOC Code of Conduct and Grievance Procedures.
- C. An athlete may be removed from Nomination or from the Team at any time for violation of PASO, WADA, ITTF, 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.

IV. REPLACEMENT OF ATHLETES

- A. Describe the process by which the replacement pool of athletes will be identified:

Replacement of the athletes will be based on finishing order at the Trials.

- B. Describe how the replacement athlete(s) will be selected to replace a previously nominated athlete, should a vacancy occur.



Replacement athlete will be chosen according to the finishing order at the Trials.

C. Identify the group or committee that will be responsible for making athlete replacement determinations:

1. Group or committee who determines the replacement pool:

n/a

2. Group or committee who determines a replacement to the team:

n/a

V. SUPPORTING DOCUMENTS

USA Table Tennis will retain all supporting documents, including scouting or evaluation forms, etc., and data from the selection process for six months past the date of the Closing Ceremonies of the Games.

VI. REQUIRED DOCUMENTS

The following documents are required to be signed by an athlete as a condition of nomination in the Pan American Games and are included as attachments:

USATT Code of conduct (Attachment A)

Membership application (Attachment B)

VII. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOC approved Selection Procedures (complete and unaltered) will be posted/published by USA Table Tennis in the following locations and will include the USOC approval date:

A. NGB website: [www: www.usatt.org](http://www.usatt.org)

The website information will be posted as soon as possible, but not more than 5 business days following notice of approval by the USOC.



B. NGB Official Publication (if any): USATT magazine

C. Other: n/a

VIII. DATE OF NOMINATION

Nomination of Athletes form, including replacements, will be submitted to the USOC on:

Not later than 2 weeks after the conclusion of the Trials and but before the USOC nomination date.

IX. MANDATORY TRAINING AND/OR COMPETITION

Athletes will be notified at least 30 days prior to mandatory training and/or competition.

- Camp prior to World Championships- 6 days, May 2007, location TBD
- World Championships- May 21-27, 2007
- US Open- June- July, 2007
- Camp prior to Pan Am Games, July 2007, location TBD
 - Pan Am Games- July 22-28, 2007, Rio de Janeiro

X. ANTI-DOPING REQUIREMENTS

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

XI. DEVELOPMENT OF SELECTION PROCEDURES

The following committee/group (include names and titles) was responsible for creating these Selection Procedures:

Elite Athlete Committee- see section I.E.

XII. NGB BYLAWS AND GRIEVANCE PROCEDURES

The USA Table Tennis Bylaws and Grievance Procedures can be found:
www.usatt.org/organization/bylaws/index.shtml



XIII. INTERNATIONAL DISCLAIMER

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


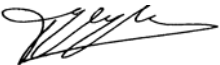

XIV. ATHLETE OMBUDSMAN

Athletes who have questions regarding their opportunity to compete that are not answered by **USA Table Tennis** may contact the USOC Athlete Ombudsman: John W. Ruger by:

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

XV. 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 USATT.

Position	Print Name	Signature	Date
NGB President or	Sheri Pittman		2/09/07
Nat. Team Coach, Head Coach,	Teodor Gheorghe		2/09/07
USOC Athletes' Advisory Council Representative*	Ashu Jain		2/09/07

*If USOC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

USOC USE ONLY

Date Original Procedures Rec'd _____	Date of USOC Approval _____
Date Revision Submitted _____	



Attachment A

USA Table Tennis Code of Conduct

ATHLETE PLEDGE

I pledge to uphold the spirit of the USA Table Tennis Code of Conduct (the “Code”), which offers a guide to my conduct as a member of the 2007 National/ Pan Am 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 2007 National/ Pan Am Team.

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

- will abide by all rules related to the Team selection procedures as approved by USA Table Tennis;
- 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 not commit a doping violation as defined by the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the United States Olympic Committee (USOC) or the International Table Tennis Federation (ITTF) 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;
- am eligible to compete under the rules of International Table Tennis Federation



- 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 rules, including by way of example, rules regarding curfew and required attendance at team meetings;
- am aware that USA Table Tennis sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated USA Table Tennis apparel at all official Team functions and events;
- will not conceal or cover-up any USA Table Tennis sponsor, supplier or licensee brand or other identification appearing on my USA Table Tennis apparel;
- agree to be filmed and photographed by the official photographer(s) and network(s) of USA Table Tennis under conditions authorized by USA Table Tennis and give event organizers and USA Table Tennis the right to use my name, picture, likeness, and biographical information before, during and after the period of my participation in these activities to promote the activity in which I participate or to promote the success of the team on which I compete; in no event may USA Table Tennis or the event organizers use or authorize the use of my name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without my written permission;
- will not use or authorize the use of photographs, films or videos of myself in my USA Table Tennis apparel or equipment or the use of the USA Table Tennis logo for the purpose of trade, without the prior written consent of the USA Table Tennis (which consent shall not be unreasonably withheld);
- will act in a way that will bring respect and honor to myself, my teammates, USA Table Tennis and the United States; and
- will remember that at all times I am an ambassador for my sport, my country and the Olympic Movement.

ATHLETE OMBUDSMAN

I may contact the USOC Athlete Ombudsman,
toll free at 888.ATHLETE (888.284.5383) or John.Ruger@usoc.org
for further information regarding my rights under this Code



that are not answered by USA Table Tennis.

PARTICIPANTS' 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

NGB Name

Sport

<p>PARENT/GUARDIAN CERTIFICATION (For Participants Under the Age of 18 as of Date of Signature)</p>

Signature

Date

Relationship (Parent or Guardian)



Attachment B

2007 USA Table Tennis Elite National Team Membership Agreement

This Agreement is entered into by and between USA TABLE TENNIS ("USATT"), a not-for-profit corporation designated by the United States Olympic Committee ("USOC") as the national governing body for the sport of table tennis and _____ (the "Athlete") an athlete member of USATT.

Recitals

- A. In furtherance of its duties as the national governing body for the sport of table tennis, USATT selects, trains and funds the Elite National Team to represent the United States in selected national and international competitions. If the Athlete is successful in Team Trials Competition, USATT desires to include the Athlete as a member of the Elite National Team, subject to the terms and conditions set forth herein.
- B. The Athlete, a member in good standing of USATT whose performance in USATT competitions qualifies him/her for the Elite National Team, desires to be a part of that Team. As a member of the Elite National Team, the Athlete is willing to devote his/her very best efforts to developing his/her full potential as an athlete representing the United States in national and international competition.

Now, therefore, USATT and the Athlete agree as follows:

- I. **Athlete's Obligations.** In consideration for his/her selection to, and membership on, USATT's Elite National Team and the services provided to Athlete by USATT as identified below, Athlete agrees to be bound by each of the following:
- A. **Eligibility.** As long as Athlete remains a member of the National, Olympic, Pan Am or other team, Athlete will not violate any provision of the USATT Bylaws, Code of Conduct, or written rules, which are in effect during the Term of this Agreement. Likewise, Athlete agrees to abide by and comply with all ITTF, USOC and IOC Rules and Regulations which apply when Athlete is acting on behalf of or representing the Elite National Team and eligibility requirements as interpreted by the respective organization.
- B. **Training.** Athlete agrees to comply with all written training requirements established by the appropriate coach of the Elite National Team or such other individual or group as USATT may



designate to coordinate Elite National Team training. Such training may include, but shall not be limited to, participation in Elite National Team training camps for the full duration of those camps and adherence to training schedules and regimens provided for Athlete by the coach or other USATT designee. Athlete further agrees to submit periodic training progress reports as designed by and on a schedule set by USATT or its designee (usually the Elite Athlete Committee and/or a USATT National Team Coach. Athlete further agrees to comply with the team requirements as stated in Addendum 1 and to participate in all psychological and physical testing as may be required by USATT during the Term of this Agreement. Athlete shall notify the Chair of USATT's Elite Athlete Committee in writing of any overseas training or competitions in which Athlete independently participates.

- C. Competition/Readiness to Compete. Athlete agrees to fully participate in all national or international competitions and exhibitions in which Athlete is requested to participate by USATT, unless Athlete is prevented from so doing by (I) physical injury which has been reported to and confirmed by USATT's medical designee; (II) a conflict with the rules or requirements of Athlete's academic institution; or (III) other unforeseen circumstances beyond Athlete's control which have been reported to and approved by USATT in writing. Athlete shall represent only the United States in national and international competitions. As part of Athlete's obligations under this paragraph, Athlete agrees to prepare himself/herself fully both physically and psychologically for each competition or exhibition, and to perform to the best of his/her ability. A list of competitions Athlete may be requested to participate in is included in Addendum 1.
- D. Banned Substances. Athletes must adhere to all IOC, PASO, WADA, ITTF, USADA and USOC anti-doping protocols, policies and procedures. This includes participation in out of competition testing as required by the IOC, PASO, WADA, ITTF, USADA and USOC Rules.
- E. Use of Athlete's Image. Athlete grants to USATT a royalty-free, non-exclusive license to use, reproduce, display, and publicly perform, and to sublicense third-parties to use, reproduce, display, and publicly perform, Athlete's name, likeness, image, voice, biography or any other pertinent information about Athlete in connection with one or more of the following:
1. Promoting the sport of table tennis, Athlete's achievements, or the work of USATT;
 2. Promoting events sponsored or sanctioned by USATT;
 3. Creating, promoting and distributing educational or safety materials;
 4. Televising, video-streaming, audio-streaming and web casting through other internet mediums factual accounts of the performance of the Elite National Team and its members,
 5. Raising funds for USATT through the sale of merchandise (including photographs, posters and prints) with written permission of the athlete; and
 6. Allowing a company to identify itself as a national sponsor or official supplier of USATT in advertising or promotions approved by USATT (general release document).

This grant is subject to the condition that the use of Athlete's name, likeness, image, voice, biography or any other pertinent information about Athlete by a national sponsor or official



supplier shall be used only in conjunction with that company's reference to its status as a Sponsor or Supplier of USATT or the Elite National Team, and not to represent that Athlete, independently of USATT, endorses the national sponsor's or official supplier's product or service. Any use, reproduction, display, or public performance made by USATT or its sublicensee pursuant to this paragraph and prior to the termination of this Agreement may continue for the duration of the then-current calendar year or for the duration of any contract entered into by USATT with a sponsor or supplier, whichever is longer.

- F. Promotion of Elite National Team Activities. Consistent with the training and competition schedules established for Athlete by the appropriate coach of the Elite National Team or such other individual or group designated by USATT, Athlete shall make every effort to participate in activities designed to teach table tennis skills or to promote the sport of table tennis, the work of USATT, the Elite National Team and USATT events. Such activities may include, but shall not be limited to, Elite National Team meetings, exhibitions, national and regional congresses, clinics, seminars and sessions with members of the media.
- G. General Responsibilities. Athlete recognizes that as a member of the Elite National Team, he/she is serving as a representative of the thousands of athletes participating in table tennis throughout the United States. Athlete therefore agrees to conduct himself/herself in accordance with principles of good sportsmanship at all times and to abide by USATT's Code of Conduct, the rules and decisions of the Elite Athlete Committee, and, when in residence, the rules of the National Training Center. Athlete will cooperate with other members of the Elite National Team, USATT and Team officials, international officials, foreign hosts and all other third parties Athlete encounters as a member of the Elite National Team. If Athlete is under the age of eighteen (18) years old and is not yet a high school graduate, Athlete must carry a full high school load and carry a "C" average or above.
- H. Appearances. Athlete shall comply with all USATT written guidelines for appearances whenever appearing or traveling as a member of the Elite National Team, including but not limited to all competitions, meetings, training media interviews, public relations appearances and exhibitions as an individual or as a group. Athlete further agrees to wear USATT Elite National Team competition clothing provided by USATT in connection with all international and national events where the Elite National Team is representing the United States or USATT, including without limitation during all competitions, during all travel to and from such competitions, and during all appearances with or on behalf of the Elite National Team or USATT.
- I. Ambush Marketing. In all National Team activities funded by USA Table Tennis athlete shall not wear, endorse or display any product that, in USATT's sole discretion, causes dilution of the value of USATT's Elite National Team clothing sponsor agreements, including those sponsors who have licensing arrangements with USATT via the USOC Joint Marketing Agreement or such other agreements established by USATT. Athlete shall not modify the



appearance of any USATT supplied clothing or equipment without the express written permission of the Chair of the Elite Athlete Committee.

- J. Exhibitions and Promotions. Athlete agrees to make the best effort to have at least one public appearance each year on behalf of USATT, where USATT coordinates with an outside entity for an exhibition or promotional appearance. Athlete further agrees to promote USATT and the sport of table tennis at such appearances.
- K. Guideline Extensions. Athlete acknowledges and agrees that the terms and conditions set forth herein apply not only while the Athlete is at an event venue but also at all other times and/or locations during the period in which the Elite National Team has required or contributed funds for the Athlete to attend the competition, event or appearance, including without limitation travel days to and from a competition, event or appearance. Any outside or independent activities during a USATT competition event or appearance conducted on behalf or for the benefit of another sponsor shall require the prior written approval of the Chair of the Elite Athlete Committee or the Chair's agent.
- L. Travel. Athlete agrees to have in his/her possession a valid and current passport and shall be prepared to notify USATT of the passport number and the place and date of issue. Athlete shall also maintain current, passport style photos for use by USATT in applying for visas. Athlete agrees to meet all travel schedules set for the Elite National Team, and Athlete understands that he/she may only change travel arrangements with the prior written approval of USATT. Athlete agrees to be personally responsible for any additional costs resulting from changes to the travel arrangements made for Athlete by USATT.
- M. Medical Attention. In the event that medical treatment or consultation is necessary in the course of Athlete's participation as a member of the Elite National Team, and Athlete is unable to give his/her consent, Athlete hereby authorizes USATT to provide, through a medical staff of its choice, customary medical care and athletic training, transportation and emergency medical services as deemed warranted or expedient by USATT or Elite National Team staff.
- N. Retirement or Inability to Compete. Athlete agrees to notify USATT immediately of any decision to retire from international competition or the Elite National Team, or if Athlete suffers any injury or illness which may prevent him/her from fulfilling his/her responsibilities as a member of the Elite National Team. In the event of such an injury or illness, Athlete agrees to submit to all reasonable requests for examination or evaluation by medical personnel retained or designated by USATT.
- O. Disciplinary Action.
 - 1. An Athlete who is in violation of any provision of this Agreement is subject to disciplinary action which may include, but shall not be limited to: a private or public reprimand; removal from a USATT Training Center or camp for the duration of the training or longer; non-payment of event entry fees by Elite Athlete Committee; fines; or any combination of such actions, or other similar actions. No disciplinary action shall violate USOC commercial Teams rules.



2. Any Athlete who has been given a disciplinary penalty or who has a grievance or dispute regarding this Agreement or any part hereof agrees to use the USATT's Grievance Procedures, set forth in Chapter XX of the USATT Bylaws.

- P. Reimbursement of Expenses. Athlete agrees to submit, in a timely and prudent fashion, true and accurate expense reports supported by detailed invoices for all expenses related to legitimate Elite National Team activities.
- Q. Waiver and Release. ATHLETE IS FULLY AWARE OF AND APPRECIATES THE RISKS ASSOCIATED WITH PARTICIPATION IN TABLE TENNIS. ATHLETE HEREBY RELEASES AND COVENANTS NOT TO SUE USATT AND ITS MEMBERS, SPONSORS, SUPPLIERS, EMPLOYEES, AGENTS, VOLUNTEERS, OFFICERS AND DIRECTORS IN CONNECTION WITH ANY AND ALL LIABILITY FOR ANY AND ALL LOSS OR DAMAGES OCCURRING AS A RESULT OF ATHLETES PARTICIPATION IN TABLE TENNIS AS A MEMBER OF THE Elite National Team.

II. USATT Obligations. In consideration for the Athlete's agreement to participate fully as a member of USATT's Elite National Team and to be bound by the terms and conditions of this Agreement, USATT agrees to do each of the following:

- A. Media Support. USATT will use reasonable efforts to promote the Elite National Team and its athletes through available media channels.
- B. Coaching and Training. USATT will use reasonable efforts to establish a training program designed to assist the Athlete in his/her development as an international table tennis player. This program may include i) the employment of Elite National Team coaches, a training coordinator, coaching staff or other individuals designated by USATT to be responsible for this program, ii) Elite National Team training camps, iii) the creation of training schedules and programs designed specifically for the Athlete and iv) psychological and physical testing.
- C. Apparel. USATT will provide the Athlete with a complete set of competition apparel, tracksuit and accessories.
- D. Competition. USATT may arrange for participation of the Athlete in national and international competitions, promotional appearances and exhibitions to the extent USATT elects to participate in such events.
- E. Travel. USATT will ordinarily pay travel, housing and meal expenses directly associated with the Athlete's participation in required training camps, competitions and USATT exhibitions, subject to funding allocations and restrictions. The reimbursement will be according to the USATT reimbursement schedule. Costs associated with participation in trial events are the Athlete's responsibility. USATT will use reasonable efforts to provide an appearance fee to all USATT exhibitions and non-competition events. NOTHING IN THIS AGREEMENT SHALL BE CONSTRUED AS REQUIRING USATT TO EXCEED ITS BUDGET ALLOCATION FOR THE ELITE NATIONAL TEAM.
- F. Insurance. To the extent that Athlete's activities on behalf of the Elite National Team are covered by insurance provided by or through the USOC, USATT shall provide insurance



coverage for the Athlete when training, competing or otherwise participating in activities as a member of the Elite National Team.

- G. Job Opportunities. USATT will use reasonable efforts to work in close cooperation with its sponsors, suppliers and other supporters of table tennis in the United States to identify employment and exhibition opportunities which will allow the Athlete to both work and maintain a training schedule consistent with the Athlete's development as a table tennis player.
- H. USOC Stipend. USATT will recommend to USOC that USOC provide a stipend to some, if not all, members of the Elite National Team. The final decisions as to amount and distribution will be made by USOC and shall not be construed as necessarily reflecting or representing the opinion of USATT, nor shall they create any further obligation on the part of USATT.

III. Other Terms of the Agreement

- A. Term and Termination. This Agreement is effective March 1, 2007, and shall continue through and including the selection date of the next Elite National Team. The Agreement may be terminated at any time by the Athlete's decision to withdraw from the Team or by USATT's decision to discharge an Athlete from the Team. In addition to the remedies set forth above, USATT may terminate this Agreement in the event that Athlete breaches one or more duties and obligations under this agreement. Termination shall be effective immediately upon written notification by Athlete or USATT.
- B. Sanctions. In lieu of discharge or imposition of other penalties by USATT or its designee, USATT may respond to the failure of the Athlete to meet his/her obligations as a member of the Elite National Team by referring the matter to the Ethics and Disciplinary Committee of USATT as provided in the USATT Bylaws.
- C. Governing Law and Venue. This Agreement is governed by the laws of the State of Colorado. Any suit, claim, action or proceeding brought in connection with this Agreement must be filed and litigated in an appropriate court located in El Paso County, Colorado (provided, however, that if the suit, claim, action or proceeding involves a claim for which federal courts have exclusive jurisdiction, then such suit or action must be filed in the U.S. District Court for the District of Colorado in Denver, Colorado).
- D. Severability. If any clause or provision of this Agreement is illegal, invalid or unenforceable under applicable present or future laws, then it is the intention of the parties that the remainder of this Agreement shall not be affected but shall remain in full force and effect.
- E. Amendment. No provision of this Agreement shall be altered, amended, revoked or waived except by mutual written consent of the parties.
- F. Relationship. The parties understand and agree that the relationship between USATT and Athlete is that of an independent contractor and that participation on the Elite National Team shall not cause Athlete to be an employee or agent of USATT for any purpose.
- G. Entire Agreement. This Agreement, together with Addendum 1 hereto, contains the entire agreement and understanding of the parties and supersedes all prior agreements and



understandings, whether verbal or written, with respect to the subject matter hereof and any such other agreements or understandings are hereby revoked.

The signature of the parties below indicates their willingness to be bound by the terms of this Agreement.

Printed Name of ATHLETE

Signature of ATHLETE

Date

If athlete is under the age of 18:

As the legal parent and/or guardian for _____ I do hereby verify that I fully understand and accept each of the conditions for permitting my child to participate as a USATT Elite National Team Member.

Printed Name of PARENT OR GUARDIAN

Signature of PARENT OR GUARDIAN

Date

USA TABLE TENNIS

By: _____
Executive Director

Date: _____



ADDENDUM 1

Team Training and Competition Requirements

- World TT Championship- Zagreb, Croatia, May 21- May 27, 2007- USATT will pay all expense for top 2 qualified athletes per gender. The 3rd qualified athlete per gender will pay his/her own travel expense.
 - Training Camp 3 days prior to Pan Am Games- Location and date TBD
 - Pan Am Games- July 21-27, 2007, Rio de Janeiro, Brazil
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- Attendance at all required training camps. Failure to participate in all training will result in non-participation in the event, to which the training is directed, unless excused by USATT or its designee. Training at other locations, approved by USATT coaches and the Elite Athlete Committee, may fulfill the player's scheduled training requirement at the sole discretion of USATT or its designee (usually the Elite Athlete Committee and/or the coach of the Elite National Team).

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