

USA HOCKEY
ADDITIONAL OFFICIALS SELECTION PROCEDURES
2018 WINTER OLYMPICS PYEONGCHANG
MEN'S ICE HOCKEY
13 March 2017

These procedures provide for selection of USA Hockey Additional Official position(s) for the 2018 Winter Olympics - Pyeongchang. However, accreditation allocation is not guaranteed and the number of Additional Officials will be based on final USOC credential allocation and overall team size.

1. Describe the specific Additional Official position(s) that USA Hockey is requesting.

Title	Responsibility
General Manager	Management of Team and Staff
Director Player Personnel	Evaluation of Players
Equipment Managers	All player/staff equipment needs
Athletic Trainers	All player/staff medical needs and care
Team Physician	All player/staff medical needs and care
Massage Therapist	All player/staff medical needs and care
Media Relations	All team/player/staff media responsibilities
Video Coordinator	All team and staff video needs

2. Describe USA Hockey's criteria for the above-mentioned Additional Official position(s).

- 2.1. Additional Official(s) must:

- 2.1.1. Successfully pass the National Center for Safety Initiatives' (NCSI) background screen in accordance with the current USOC Games Background Check Policy prior to nomination.

- 2.1.1.1. Should a nominee experience any event between the time the background check is conducted and the relevant Games that may change his/her background check status, the nominee must inform USA Hockey and/or USOC.

- 2.1.2. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.

- 2.1.3. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.

- 2.1.4. Other criteria as determined by USA Hockey:

General Manager – A person with a proven history of management performance with both professional leagues and specifically International Hockey, as well as knowledge of past USA Hockey teams in international competitions.

Director Player Personnel – A person with a proven history of management performance and player evaluation with both professional leagues and specifically International Hockey, as well as knowledge of past USA Hockey teams in international competitions. A person that can work closely with the General Manager on evaluating players prior to and during the Olympic Games.

Equipment Managers – Professionals with past expertise in the hockey equipment business and a proven performance specifically with past USA Hockey teams at both professional and international levels.

Athletic Trainers, Team Physician, Massage Therapist – Professionals with all certified requirements for athletic trainers (as determined by USOC medical staff) along with past experience and proven performance with professional hockey players and/or international events.

Video Coordinator – Professional with past experience in video assistance with USA Hockey coaching staffs and specifically with teams at professional and/or international levels.

Media Relations – Professional with past experience in media relations with USA Hockey teams and specifically with teams at professional and/or international levels.

2.2. In addition, medical personnel must:

- 2.2.1. Possess the appropriate certifications.
- 2.2.2. Pass a medical credential review in addition to the approved USOC Games Background Check.
- 2.2.3. Meet the required experience and proficiency levels as determined by USOC Sports Medicine and outlined in the documents found at <http://www.teamusa.org/About-the-USOC/Athlete-Development/Sports-Medicine/Volunteer-Program.aspx>.
- 2.2.4. Be approved for nomination through the USOC's Sports Medicine Division.
- 2.2.5. Other criteria as determined by USA Hockey

3. Describe the process that candidates should follow to express interest in being considered for Additional Official position(s):

USA Hockey will contact individuals with an extensive background and history in working with USA Hockey National Teams to gauge interest for being considered for Additional Official positions.

4. Describe the intended method of identifying the pool and selecting the candidates to be considered for Additional Official position(s):

The positions will not be posted as the pool of those interested who fill these roles have been a part of USA hockey's International teams at past World Championships and Olympic teams.

5. Describe the removal of an Additional Official:

An individual who is to be nominated as an Additional Official by USA Hockey may be removed as a nominee for any of the following reasons, as determined by USA Hockey:

- 5.1. Voluntary withdrawal. Nominee must submit a written letter to USA Hockey Executive Director.
- 5.2. Injury or illness as certified by a physician (or medical staff) approved by USA Hockey. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Hockey, his/her injury will be assumed to be disabling and he/she may be removed.
- 5.3. Inability to perform the duties required.
- 5.4. Violation of USA Hockey's Code of Conduct (Attachment A).

Once an Additional Official nomination is accepted by the USOC, the USOC has jurisdiction over the Additional Official, at which time, in addition to any applicable NGB/HPMO Code of Conduct, the USOC's Code of Conduct and Grievance Procedures apply. The USOC's Code of Conduct and Grievance Procedures can be found at:

<http://www.teamusa.org/Footer/Legal/Governance-Documents>

6. Describe the replacement of an Additional Official:

In the event that the Nominated Additional Official is unable to perform his/her duties due to injury, illness, Code of Conduct violation or any other unforeseen circumstances that would result in the need to replace him/her, the replacement candidate must meet all of the criteria listed in #2 above and, if applicable, come from the pool of candidates described in #4 above.

7. Which group/committee will make the final approval of the Additional Official(s)?

- USA Hockey Executive Director
- USA Hockey Assistant Executive Director Hockey Operations
- USA Hockey Athlete Director

8. Conflict of Interest:

Any individual who is being considered for an Additional Official position or has any other conflict of interest and is involved in the selection process must disclose this information, recuse him or herself and not influence others regarding the discussions, meetings or decisions involving selection of that Additional Official position.

9. Date of Nomination:

The Games Staff Nomination Form with Additional Official nominees' names, including names of any replacements (if applicable), will be submitted to the USOC on or before: October 15, 2017

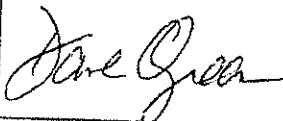
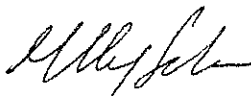
10. Publicity/Distribution of Procedures:

The USOC approved selection procedures (complete and unaltered) will be posted/published by USA Hockey in the following locations:

10.1. Web site: www.usahockey.com

These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOC.

10.2. Other (if any):

Position	Print Name	Signature	Date
NGB/HPMO President or CEO/Executive Director	Dave Ogreaan		4-11-17
USOC Athletes' Advisory Council Representative*	Molly Schaus		4/13/17

* If the 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.

* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Selection Procedures being submitted by the NGB/HPMO, he/she may submit those reasons in writing to his/her Sport Performance Team.

* If, for some reason, a sport does not have an elected USOC AAC Representative, the NGB/HPMO must designate an athlete from that sport to review and sign the Selection Procedures.

Attachment A

Code of Conduct

ADDITIONAL OFFICIAL PLEDGE

I pledge to uphold the spirit of the USA Hockey Code of Conduct (the “Code”), which offers a guide to my conduct as a staff member of the USA National Team (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 the Team, I hereby promise and agree that I:

- will abide by all published rules related to the Team selection procedures as approved by USA Hockey;
- have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- 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;
- will not participate or assist in any gambling or betting activities associated with any event related to my sport or my participation;
- should I be chosen for an international team that requires a passport, I am in possession of a valid USA passport, that will not expire prior to six months following the conclusion of the international competition;
- will refrain from conduct detracting from my ability or that of the team 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, written rules regarding curfew, required attendance at team meetings and prohibitions on the release of confidential team information;
- am aware that USA Hockey sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated USA Hockey apparel at all official Team functions and events;
- will abide by the rules of the IIHF concerning allowable trademark identification on clothing and equipment worn or used in competition or on visible body tattoos.
- agree to be filmed and photographed by the official photographer(s) and network(s) of USA Hockey under conditions authorized by USA Hockey and give event organizers and USA Hockey 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 Hockey 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 Hockey apparel or equipment or the use of the USA Hockey logo for the purpose of trade, without the prior written consent of USA Hockey;
- understand that if I require legal representation because of I am accused of criminal misconduct, or if for any other reasons I require the services of an attorney, I will be personally responsible for payment of such legal fees and expenses;
- will act in a way that will bring respect and honor to myself, my team, USA Hockey and the United States; and
- will remember that at all times I am an ambassador for my sport, my country and the Olympic Movement.

OMBUDSMAN

I may contact the USOC Athlete Ombudsman, Kacie Wallace toll free at 888.ATHLETE (888.284.5383) or Kacie.wallace@usoc.org for further information regarding my rights under this Code that are not answered by USA Hockey.

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