

Dear Athletes,

Please find the approved 2008 Under 23 and Senior National Team selection procedures posted.

There are two main changes to the 2008 procedures that deserve highlighting.

First, there will be no time standards used for the purpose of qualifying an event through trials to participate at world championships this year. If an entry wins the trials event, you will be eligible to represent USRowing at worlds.

Second, the progression of finals has changed for 2008 trials. All trials events for U23 and Senior Worlds will culminate in a one final only progression. This deviates from past years when we progressed through a two-out-of-three final format. Regardless of the number of entries, all events will end with one final only.

Finally, be aware that athletes winning trials will need to self-fund to the worlds, both U23 and Senior. Please plan accordingly, as payment is due upon winning trials and declaring intent to compete.

Should you have any questions regarding selection this year, please contact one of the athlete representatives at USRowing or a member of the High Performance Committee.

Regards,

Glenn Merry

United States Rowing Association

ATHLETE
SELECTION PROCEDURE FORMS



For the
2008 Senior World Championships

VERSION 1

USRowing
ATHLETE SELECTION PROCEDURES
2008 Senior World Championships
July 22-July 27, 2008

I. SELECTION SYSTEM

- A. Provide the minimum eligibility requirements for an athlete to be considered for nomination to the Team:
1. All athletes must be individual members of, and be in good financial standing with, USRowing.
 2. All athletes must abide by Selection Procedures and USRowing Rules of Rowing requirements and regulations.
 3. All athletes must hold United States citizenship and a current and valid United States Passport by the date of nomination of the team to USRowing, June 27, 2008.
 4. All athletes must meet eligibility rules to compete for the United States under IOC, USOC and IF governance.
 5. All athletes must have read and signed a copy of the USRowing Code of Conduct and the 2008 USRowing Team Agreement. (Appendix E and F)
 6. All athletes must self-fund and have made payment in full prior to being named to the 2008 Senior World Championship Team. See section G.1.c.
 7. All athletes participating in selection for the national team are subject to drug testing administered by representatives of the United States Anti Doping Agency (USADA) or FISA. Athletes who violate USADA, IOC, USOC, WADA, FISA, or USRowing rules relating to banned substances or procedures will be subject to penalties as established by the respective organization. Athletes are responsible for calling the USADA drug hotline (800/233-0393) prior to taking any medications and making sure the medication they are taking is not on the banned list. A complete guide to banned substances is available by contacting USADA Drug Control and Education Program (800/233-0393) <http://www.usantidoping.org/> or USRowing (800-314-4ROW).

B. Provide a brief summary outlining how an athlete is selected as a nominee to the Team (include maximum team size).

Maximum team size for the Senior World Championships will be twenty-eight (28) athletes, in eight (8) events.

1. Selection to the team will be made at a Trials event.

*Note: Progression for the 2008 Senior World Championship trials end with a one (1) final format.

Non - Olympic Boats (LM1x, LW1x, LM2-, M2+, LM4x, LW4x, W4- and LM8+) will be selected through open trials racing at the Senior World Championship trials.

C. Provide the event names, dates and location of all trials, events and/or camps to be used as part of the selection process.

1. Senior World Championship Trials: June 23-June 26, 2008, in West Windsor, NJ.

D. 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).

Not applicable

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

Not applicable.

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

1. Composition of the National Team Head Coaches and the Nomination Committee.

- a) The National Team Coaches shall be comprised of:
 - Tom Terhaar, the National Women’s Head Coach
 - Kris Korzeniowski, the National Sculling Head Coach
 - Mike Teti, the National Men’s Sweep Coach
 - John Parker, the National Lightweight Men’s Coach

Each coach shall be responsible for making recommendations to the Nomination Committee relating to a boat he/she is responsible for as coach. In making recommendations called for under these Selection Procedures, each National Team Head Coach may seek input and information from other coaches as he/she deems appropriate.

- b) The Nomination Committee shall be comprised of the Executive Director of USRowing, Glenn Merry, the High Performance Committee Chair, Jay Feenan and the USRowing Board Representative or Alternate Representative to the USOC AAC, Kate Johnson or Pete Cipollone.

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

1. Non - Olympic Boats - (LM1x, LW1x, LM2-, M2+, LM4x, LW4x, W4-, LM8+)

The Non-Olympic crews shall each be selected according to the following selection procedures:

- a) The winning boat at the Trials (June 23-June 26, 2008) for each of these events will represent the United States at the 2008 Senior World Championships, provided that each member of the winning boat satisfies the Eligibility Criteria AND each athlete declares his/her intent to compete in the 2008 World Championships, in writing, to Elpi Pagitsas, the USRowing Programs Manager, no later than two hours after the finals race has been declared official.
- b) If the Trials winning boat does not satisfy the eligibility criteria or fails to declare their intent to compete at the World Championships, then USRowing will not send an entry in that event to the 2008 World Championships.
- c) The athletes and coaches of these events will be self-funded. No refunds will be granted based upon performance. An early estimated cost for food and accommodations from July 15 to July 28 is 1,100- 1,800€per athlete and 1,100-1,800€per coach. Due to the short amount of time between trials and the team departure date, boat rental may be included in the estimated cost. A final cost for self funding will be posted no later than June 16, 2008. Please contact Elpi Pagitsas (elpi@usrowing.org) for more information. Airfare is not included in the estimated cost and is the responsibility of the crew. All funds must be collected in USD no later than June 27, 2008.

II. Nomination Date:

Upon receiving all of the athlete declarations of intention to compete, USRowing will nominate the 2008 National Team no later than June 27, 2008.

III. Format for Selection Trials:

The format for trials racing and regatta schedule information is attached in Appendix A – Selection Trials Format. Please note that progression leads to a one final selection format for the 2008 Senior World Championships.

IV. DISCRETIONARY SELECTION (if applicable)

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

Not Applicable

B. List the discretionary criteria and explain how it will be used:

Not Applicable

C. Discretionary Selection Committee

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

Not Applicable

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.

Not Applicable

V. Selection of Replacements:

In the event of a vacancy in one or more boats, that vacancy will be filled according to these procedures.

A) The National Team Head Coach for the impacted boat will nominate replacement athletes for the World Championships. The National Team Head Coach will evaluate possible replacements according to the following criteria, which are listed in no particular order:

- Performance at Selection Camp
- 2008 NSR I and II results
- 2007-2008 National Team Testing
- 2008 Trials results
- 2008 FISA World Cup results
- Past performance in international competition
- Athlete's compatibility with rest of crew
- In the case of lightweight events, the athlete's weight

B) The recommendations of a National Team Head Coach shall be subject to review of the Nomination Committee and must be approved by the Nomination Committee to be effective; provided, however, that if a vacancy occurs after the National Team has left for

the World Championships, and convening the Nomination Committee is not practical, then the National Team Head Coach shall select the replacement.

C) Replacements will be unfunded to the same extent as the competitors in the events for which they are the replacements.

VI. Process for Issues and Conflicts:

An athlete or coach who has issues related to selection and logistics is strongly encouraged to discuss his/her concern or issue with:

- A) The appropriate National Team Coach directly or through an USRowing athlete representative.
- B) The USRowing Programs Manager.
- C) The Chairman of the High Performance Committee.

VII. Important USRowing Contact Information:

If you have any questions regarding these procedures, you may contact the USRowing Program Manager, Elpi Pagitsas by telephone at 609-751-0708 or by Email at elpi@usrowing.org

Current contact information for the coaching staff may be found at the USRowing Web site at <http://www.usrowing.org/ContactUs/NationalTeamCoachingStaff/index.aspx> and for the athlete representatives at <http://www.usrowing.org/ContactUs/BoardofDirectors/index.aspx>

VIII. USOC Athlete Ombudsman:

If you have questions regarding your opportunity to compete that are not answered by your USRowing staff, you may contact the USOC Athlete Ombudsman: John W. Ruger by telephone at (888) ATH-LETE, or by email at john.ruger@usoc.org.

IX. Distribution:

Within 30 days of their approval, these procedures will be published on the USRowing Web site (www.usrowing.org) and notice shall be made to athletes in the USRowing selection and national team testing database, as well as the USRowing member organizations,.

X. Athlete Representation:

The USRowing USOC AAC representative and the USRowing High Performance Committee, comprised of past national team lightweight and open weight athletes, have

been involved in the process of creating these selection procedures, and have reviewed the final procedures. Athlete input is sought continually by USRowing during the process of creating our procedures.

XI. International Disclaimer:

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

XII. PUBLICITY/DISTRIBUTION OF PROCEDURES

The High Performance Committee approved Selection Procedures (complete and unaltered) will be posted/published by USRowing in the following locations:

- A. NGB Web site: www.USRowing.org
The Web site information will be posted as soon as possible, but not more than 5 business days following notice of approval by the High Performance Committee.
- B. USRowing Official Publication (if any):
Not applicable.

XIII. MANDATORY TRAINING AND/OR COMPETITION

Specify the location, schedule and duration of mandatory training and/or competition:

Not Applicable

XIV. DEVELOPMENT OF SELECTION PROCEDURES

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

The USRowing High Performance Committee:
Jay Feenan, Chair
J. Sloan DuRoss, athlete member

Chris Ahrens, athlete member
Linda Muri, member
Kris Karlson, member
Steve Peterson, member
Jon Bernstein, member
Glenn Merry, executive director
Kate Johnson, AAC Representative
Kris Korzeniowski, Coach
Mike Teti, Coach
Tom Terhaar, Coach

XV. NGB BYLAWS AND GRIEVANCE PROCEDURES

The USRowing Bylaws and Grievance Procedures can be found:
<http://www.usrowing.org/AboutUSRowing/Governance/index.aspx>

Important Dates: (tentative and subject to change)

Senior National Team Trials (June 23-June 26, 2008)

West Windsor, NJ

LM1x, LW1x, LM2-, M2+, LM4x, LW4x, W4-, LM8+

2008 Team Nomination Date (June 27, 2008)

Team lineups nominated

Appendix A - Selection Trials Format

National Team Trials, June 23-June 26, 2008, – West Windsor, NJ

All Selection Trials, will be run according to the Trials Rules set forth in the current USRowing Rules of Rowing unless superseded by the these procedures. A copy of the Rules of Rowing may be found under the Events section at: www.usrowing.org

Depending on the number of entries in each event, time trials, heats, repechages, and finals will be conducted at the Selection Trials.

Selection Trials will follow a 4-lane progression system.

Tentative Trial Racing Schedule* (Weather Permitting and Subject to Change):

Monday, June 23: Athlete Meeting
Tuesday, June 24: Time Trial and Heats**
Wednesday, June 25: Heats and Reps**
Thursday, June 26: Finals

*Please note that for 2008, progression ends with one final.

**Dependent upon number of entries

Reference:

Appendix B – 4-Lane Progression System
Appendix C – General Trials Rules.

Appendix B - 4 - Lane Progression System

If there are five to eight entries, crews advancing out of each heat are placed in the final; all others are placed into the repechages. Crews advancing out of the repechages are placed into the final; all others in the repechages are eliminated. If there are four or fewer entries, there will be a final only.

In events with nine or more entries there will be a time trial to cut to 8 crews; all others are eliminated. The 8 remaining crews will follow the progression of 5-8 entries.

The following shall constitute the forms of progression for four-lane racing:

Entries	Heats	Advance in each heat	Repechages	Advance in each rep
1-4	0	-	0	-
5-6	2	1	1	2
7-8	2	1	2	1
8+	1 (head race)	1 st 8 into 2 heats, rest eliminated, then follow progression for 7-8	2	1

Changes in the Form of Progression:

Once the form of progression has been published according to the number of entries received, it may be changed under the following circumstances:

1. By USRowing staff, no less than two hours before the scheduled time of the first race in the event if, due to scratches, the reduced number of entries would call for a different form of progression under the applicable progression system.
2. By USRowing staff any time before the first race in the specific event if, due to scratches, the event would be reduced to a final only, with no heats, under the applicable progression system.

If USRowing staff changes the form of progression, it shall continue to utilize the same seeding excluding those entries dropped to determine the composition of heats and lane assignments.

Appendix C – General Trial Rules

Trials Weight Requirements:

Lightweight Women

The team boats must average 57 kgs. (125.67 lbs.), with no individual rower weighing more than 59 kgs. (130.07 lbs.).

Lightweight Men

The team boats must each average 70 kgs. (154.32 lbs.), with no individual rower weighing more than 72.5 kgs. (159.84 lbs.).

Coxswains

Male coxswains must weigh a minimum of 55kgs. (121.25 lbs.). Female coxswains must weigh a minimum of 50 kgs. (110.23 lbs.). A coxswain may only carry a maximum of 10 kgs. (22.04 lbs.) dead weight to meet this minimum standard.

An official scale will be provided at the Selection Trials course prior to racing. The weight of athletes will be determined each day. The weigh-in shall take place on each day no less than one hour and no more than two hours before the scheduled time of the first race in the first event for which the athlete is scheduled to compete in that day. Competitors shall be weighed in racing uniform, without shoes or other footgear.

Rules of Racing:

All athletes must abide by all trials rules and safety procedures set forth in the current USRowing Rules of Rowing. Copies of the Rules of Rowing may be purchased from USRowing by calling (800) 314-4ROW. or online in the Events section at <http://www.usrowing.org> The current USRowing Rules of Rowing also will be available for distribution at the Selection Trials racing site.

Seeding:

Seeding may be used to determine the composition of heats and the assignment of lanes in heats in trials events. This seeding will be determined by USRowing staff and shall be based on one or more of the following indicators: current year's speed orders, national selection regatta results, trials results, identification camp results, national team testing results, and prior Under 23 World Championship, Senior World Championship and Olympic results. The assignment of lanes for repechages, semifinals and finals shall be assigned according to the order of finish in the previous level of competition

Adverse Weather Conditions Policy:

In the event of adverse weather, USRowing staff will follow the Adverse Weather Conditions Policy which is attached in Appendix D – Adverse Weather Conditions Policy.

Boat Weigh-In:

All boats are required to be at weight according to the FISA Rules of Racing. It is the responsibility of the athletes and/or their coaches to have their boats at weight. All boats will be subject to “weight checks” during the course of the trials procedure. Any crew whose boat is found to be under the minimum weight as a result of a weight check will be subject to disqualification.

A scale will be provided at the Selection Trials course following the athletes' meeting as well as throughout the remaining business hours of the trials procedure. Athletes are strongly encouraged to weigh their boats well in advance of the start of the race.

Athlete Check-In:

A representative of each boat will be required to attend and confirm their participation at the roll call during the athletes' meeting. Any crew failing to have at least one representative present at the meeting is subject to disqualification. All athletes and coaches are responsible for abiding by any information given out by USRowing staff during the athletes' meeting.

Declaration of Intent to Compete:

A crew must declare in writing their intention to compete in the World Championships as outlined in the 2008 Selection Procedures and it should be sent to Elpi Pagitsas, Programs Manager.

Travel Arrangements:

USRowing will arrange all accommodation details of the trip including meals, and all athletes and coaches will travel as part of the USRowing delegation and all delegates will be self-funded.

USRowing Code of Conduct Agreement & USRowing Team Agreement:

All national team athletes selected to the 2008 World Championship Team must sign and adhere to the USRowing Code of Conduct, as well as the 2008 Athlete Agreement.

Replacement of an Athlete:

If an athlete on the team is unable to continue at any time (as specified above under “removal of an athlete”), the Nomination Committee in conjunction with the Head Coach will nominate a substitute athlete to that crew from any of the replacements or any other existing team members. The newly nominated athlete must be in agreement with such a nomination.

If the replacement of an athlete has created a vacancy in an existing boat, a new team member (s) may be identified using criteria listed in the “selection of replacements” criteria. The three National Team Head Coaches in consultation with the High Performance Committee Chair and the Athlete Representative must approve such nomination.

All athletes nominated to the World Championship Team as a result of the trials procedures detailed above shall race at the World Championships in the same boat in which they were nominated to the team, except that the appropriate National Team Head Coach may alter lineups, with the affected athlete's consent, when one of the US National Team crews requires a substitute athlete. For example, if the Women's 4x needs a replacement, the coach may select a substitute from the Women's 2x or Women's 1x as long as the affected athlete consents to the change.

Reference:

Appendix D – Adverse Weather Conditions Policy.

Appendix D – Adverse Weather Conditions Policy

USRowing Adverse Weather Conditions Policy:

National Selection Regattas and Trials Regattas -

There shall be a “Fairness Committee” to make changes to the program and/or to the USRowing Progression System if the weather creates unfair or unrowable conditions. The Fairness Committee shall consist of three persons: a representative of the event Jury, the regatta director and the high performance committee or their delegates. The identity of the members of the Fairness Committee shall be announced at the athletes meeting.

Alternative programs in cases of Adverse Weather Conditions

1. It is the duty of the Fairness Committee to determine that the weather has created, or is about to create, unfair or unrowable conditions. It is then the committee’s responsibility to implement the appropriate program from the alternatives described below. In applying these alternatives, the Fairness Committee will always consider (a), (b) and (c) before considering (d) or (e).

(a) To use the lanes offering the most equal conditions.

(b) To delay the racing program, either to later in the same day or to the next day, if the weather forecast indicates that the conditions are likely to improve.

(c) To start racing earlier than previously announced, provided that the announcement of the new times is made at least three hours before racing, or before 9:00 p.m. the evening before in the case of morning racing. The announcement will be made on the USRowing.org Web site and on the posting board at the event site.

(d) To re-allocate the lanes for each individual race, using placement from the previous round to put the crews with the better finish (or the seeded crews for the heats or final where there are no heats or the fastest in the case of a Time Trial) in the better lanes. For a heat, the unseeded crews shall start in the order of their lanes, as assigned to them in the official draw. Where two or more crews have the same placement in the immediately previous round, (e.g. each were heat winners), then there shall be a draw to determine their lanes.

(e) To implement the Time Trial System for each individual race, e.g. if there were four heats from the official draw, then there shall be four separate Time Trial Races.

2. After the Fairness Committee has determined that alternatives (a) to (e) in 1) above are not appropriate solutions to the difficulties created by adverse weather conditions and after consultation with the teams/athletes at an Athletes’ Meeting convened for this purpose, it is the duty of the Regatta Director to decide whether to implement one of the following solutions in order to continue the regatta:

(a) To omit a round of the event (e.g. semifinals) where adverse conditions have stopped racing for a significant period of time. In such a case, the composition of the next rounds will be determined on the basis of the results of those rounds that have been completed and may necessitate more than six crews in each race. Wherever possible, the rankings of

the crews in the previous rounds will be used as the basis for the composition of the next rounds.

(b) To reduce the length of the race to no less than 1,000 meters where conditions are so adverse that no other alternative is possible.

Appendix E –USRowing Code of Conduct

The United States Rowing Association ("USRowing") shall expect and require all persons associated with USRowing to conduct Association business with integrity and to maintain the highest standard of personal conduct in the affairs of USRowing.

Conflict of Interest

No person shall have a direct or indirect interest in or relationship with any outside organization or person or any internal entity that might affect (or be perceived by others to be affecting) the objectivity or independence of her/his judgment or conduct in carrying out her/his duties and responsibilities as an employee or Association member/leader.

Examples of such conflict of interest include;

- Directly or materially benefiting from personal involvement with grantees, suppliers, sponsors, members.
- Acceptance of material payments, services and/or loans from such an entity.
- Outside employment which might impact job performance or efficiency or employment with USRowing which might impact performance of a person in a volunteer position.
- Ownership of property affected by USRowing action or acquired as a result of confidential information.

Improper use of Information and Assets

No person should use for her/his personal gain or disclose outside USRowing any confidential information obtained through her/his association with USRowing. This includes spoken, written and computer-generated data.

No person shall make any illegal or unethical payments from the assets or resources of USRowing or in a capacity representing or acting on behalf of USRowing.

All persons shall be responsible for prevention of the loss, damage, misuse or theft of property, records, funds or other assets belonging to USRowing.

Gifts, Gratuities and Entertainment

No person shall encourage or accept gifts or gratuities for themselves, their families or friends from any outside person or organization having, or seeking to have a relationship with USRowing. If any person should receive any unsolicited gifts to be a contribution to USRowing and shall be immediately turned over to USRowing through any officer or the Executive Director

as a contribution from the original source. Unsolicited gifts or gratuities or less than \$100 may be retained but shall be fully disclosed as to the parties, purpose and amount.

Minor business courtesies such as payment for normal meal costs are permitted when arising from business connected with the activities of USRowing. Entertainment with an individual valued in excess of \$100 shall be fully disclosed as to the parties, purpose and amount.

Moral and Ethical Conduct

Association members and employees shall (a) maintain high standards of moral and ethical conduct; (b) abstain from the use of illegal drugs and from immoderate consumption of alcohol; (c) not commit a criminal act while representing Usrowing; and (d) abide by the rules of competition in all events entered.

Administration

This code will be provided at least annually to each competitor, staff member, coach, judge-referee and Association leaders. (Staff members will receive and acknowledge the statement of policy at the beginning of employment.) The code is not intended to supersede any other policy (i.e. National Team Agreement or Bylaw on Member Misconduct, etc.) but is to compliment and strengthen the Association.

Disclosure

All situations involving a conflict of interest in a business relationship or in outside activities should be reported and/or approval obtained. A staff person will make full disclosure of the nature and extent of any actual or potential conflict of interest to the Executive Director, while an Association member will make full disclosure to the Chair of the Ethics committee of the Board of Directors. They will determine the existence of the conflict and appropriate action if needed.

Reporting a questionable situation does not imply a conflict of interest or impropriety, but afforded the opportunity of review and obtaining the necessary approval, if appropriate.

Individuals in position of conflict are precluded from participating in any further consideration of or action related to the conflict matter. The existence of the conflict will be reported in the minutes of a Committee or Board meeting or, in the case of a staff member, noted in the personnel file.

Violation of this conduct policy is ground for dismissal as a Board Director, Committee member or employee, and may result in suspension or termination of USRowing membership.

A conflict of interest disclosure statement will be developed and circulated to volunteer leaders and employees at least once a year.

Appendix F – 2008 USRowing Athlete Agreement and Consent Form

This agreement is entered into between the United States Rowing Association (USRowing), a not-for-profit corporation designated by the United States Olympic Committee (USOC) as the national governing body for the sport of rowing and _____ (the Athlete), an athlete member of USRowing.

The purpose of this agreement is to set forth the basic opportunities, benefits, and obligations between USRowing and Athletes participating in the World Rowing Championships, USRowing Training Centers, competitions, camps, and/or public appearances.

USRowing's Obligations

USRowing is obliged to select, develop, and help support athletes who will represent the United States at international competitions with the ultimate objective of winning medals at the World Championships and the Olympic Games. USRowing, in order to fulfill this role, organizes, promotes, and manages a wide range of programs intended to support athletes in training for the sport, provides training and competitive opportunities for athletes, and provides support services for athletes, coaches, clubs, race organizers, and officials.

USRowing is responsible for:

- Coordinating the provision of USOC programs, services, and support to the Athlete, and ensuring compliance by the Athlete with USOC obligations and requirements including participation in anti doping programs through USADA.
- Coordinating the provision of USRowing programs, services, and support to the Athlete, and ensuring compliance by the Athlete with USRowing obligations and requirements.

Athlete Obligations

The Athlete, by signing this document, agrees to abide by the following obligations and conditions for the term of the Agreement.

Good Faith

The Athlete acknowledges that he or she must use all good faith effort to succeed in each and every event in which he or she is entered. The Athlete further understands that failure to race in good faith, to the best of his/her abilities, constitutes grounds for removal from the National Team.

Eligibility

The Athlete agrees to be a current member in good standing of USRowing. The Athlete will abide by all provisions of the USRowing Constitution and Bylaws. Any Athlete who has a debt to USRowing that has been outstanding for longer than 30 days shall no longer be considered a member in good standing. The Athlete agrees to remain eligible to compete under IOC, FISA, and USOC standards.

To the extent that the Athlete remains eligible to row for a collegiate program, the Athlete understands that it is her/his sole responsibility to obtain information and conform to the conduct dictated by his or her respective collegiate associations, conferences, and colleges.

Banned Substances and Drug Testing

The Athlete will remain in compliance with International Olympic Committee (IOC), the World Anti Doping Agency (WADA), the Federation Internationale Des Societes d'Aviron (FISA), the United States Olympic Committee (USOC), the United States Anti-Doping Agency (USADA), and USRowing anti-doping policies. The athlete will not use any chemicals, drugs, other substances, or procedures banned by the IOC, WADA, FISA, USOC, USADA, or USRowing. The Athlete agrees to enroll, prior to participating in any competition on behalf of USRowing, in the United States Anti-Doping Agency's (USADA) No-Advance Notice (NAN) testing program (enrollment forms may be found online at www.usantidoping.org). The Athlete agrees to abide by all requirements and protocols of USADA. The Athlete further agrees to submit to periodic, unannounced drug tests as conducted by any of the organizations named above. A list of banned substances is available upon request from the USADA (1.800.233.0393). Failure to enroll in USADA's NAN program will result in loss of opportunity to participate on behalf of USRowing in any international competition.

Conduct

The Athlete acknowledges that she/he frequently functions as a representative of USRowing, USOC, and/or the United States. The Athlete agrees that, due to this stature, she/he will exhibit, in word and in deed, a positive image on behalf of these entities named above. The Athlete agrees to conduct his/her public affairs in a manner that reflects cooperation and respect for other athletes, coaches, staff members, volunteers, sponsors, event organizers, officials, the media, and all others associated in any way with USRowing, USOC, the rowing community, and the Olympic family.

The Athlete agrees to uphold the following specific codes of conduct as a guest or competitor at camps, training centers, and competitions:

- The provisions set forth in the USRowing National Team Selection Procedures and any specific Training Center and/or sponsored camp policies.
- The transportation, possession, or unauthorized use of alcoholic beverages, illegal drugs, or IOC/WADA/USADA/FISA/USRowing banned substances on USRowing training center premises is prohibited.

- Any physical damage to USRowing equipment or property, or any facility, incidental room, phone charge, or loss of items in a dormitory or hotel room shall be paid for by those individuals assigned to the room, or utilizing the equipment, in which the damage or loss occurs.
- Any act considered to be an offense under federal, state, or local laws, or is a violation of USRowing policies is prohibited.
- USRowing expects and requires all persons associated with USRowing to conduct Association business with integrity; to maintain the highest standard of personal conduct when engaged in the affairs of USRowing.
- Policy and Procedure to Prevent Harassment in the Rowing Environment: USRowing maintains a long-standing commitment against any form of harassment in the rowing environment (workplace, training center, rowing activities, and programs) because of a person's race, sex, religion, sexual orientation, age, national origin, citizenship status, handicap, or disability. USRowing is committed to providing an environment free of sexual harassment. Harassment in the rowing environment is in violation of USRowing policy.
- The Athlete agrees to uphold all codes of conduct imposed by other organizations which host the Athlete, domestically or abroad, and specifically the USOC Olympic Training Centers (Chula Vista, Colorado Springs, or Lake Placid) or any other organizations that may host FISA or IOC competitions.

Promotions, Sponsorship, and Marketing

The Athlete agrees to make a good faith effort to participate in USRowing sponsored media events, interviews, and other activities both during and out of both practice and competition, which serve to enhance the individual Athlete's public recognition, USRowing, and enhance public awareness of and support for the sport.

The Athlete agrees to uphold the following promotional, sponsorship and marketing terms:

- USRowing will provide athletes with competition apparel, which is to be worn, without cosmetic alteration, during any competition in which Athlete represents USRowing or the United States. The Athlete agrees to wear the competitive apparel provided for the team that includes USRowing sponsor marks and logos whenever the Athlete is competing or making public appearances as a member of a USRowing Team or USRowing Training Center. The Athlete agrees that the design, color, and identification marks of the uniform will be left to the discretion of the apparel sponsor and USRowing.

- USRowing will provide athletes with competition racing shell, which is to be used, without cosmetic alteration, during any competition in which Athlete represents USRowing or the United States. The Athlete agrees to row the competitive racing shell provided for the team that includes USRowing sponsor marks and logos whenever the Athlete is competing. The athlete agrees that the use of another racing shell requires prior approval and written consent of USRowing, the cost of which may be entirely the responsibility of the athlete.
- In the Athlete's capacity as a National Team member, the Athlete shall not wear or endorse any other manufacturer's or seller's products except for that of the official supplier of USRowing, without prior approval and written consent of USRowing.
- The Athlete will make every reasonable attempt to accommodate interviews and appearance requests by media and by USRowing sponsors.
- The Athlete will, whenever possible and appropriate during public appearances, acknowledge the support of USRowing's sponsors, suppliers, and donors: the National Rowing Foundation, the USOC, and the suppliers mentioned above.
- Athletes may not enter into any agreements on behalf of USRowing, the USOC, the USRowing National/Olympic Team, or the USRowing National Training Centers, and will not represent that they have any such authority.
- The Athlete hereby grants the right to USRowing to use his or her images and likeness in a National Team context in promotional materials for USRowing and its affiliated corporate sponsors, patrons, partners, and suppliers, and waives any claim on prior approval or payment for use of image or likeness. In no event may USRowing use or authorize the use of the athlete's 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 the athlete's written permission.
- The Athlete, in accordance with policy, sponsorship, trademark, and logo restrictions, may not use any USRowing, National Team Training Center, or the USRowing or Training Center sponsor name, logo, or mark without the prior approval and written consent of USRowing. This applies to the use of these marks on items such as clothing, written materials, and equipment.
- All efforts to create promotional materials of any kind involving USRowing National Team or Training Center athletes require prior approval from USRowing. Any marks, designs, or logos that suggest a separate entity other than USRowing or USOC Training Centers will not be approved.
- In accordance with FISA, and USRowing Rules of Racing, USRowing retains the exclusive right to display sponsor decals on the boats and oars used during competition at national and international Regattas, Training Centers and Camps, and

all other USRowing or FISA sponsored events for athletes training under USRowing and/or USOC support. Athletes may request written permission from USRowing to deviate from this policy, allowing them the right to display individual sponsor decals on the boats and oars used during competition. Such requests should be made through the National Team Programs Director.

Medical Attention

The Athlete hereby consents to USRowing's provision, through medical staff of its choice, customary medical care, athletic training, physical therapy, transportation and emergency medical services as warranted in the course of participation on the National/Olympic Team.

Waiver and Release

The Athlete is fully aware, and appreciates the risks as well as other damages and losses, associated with participation in rowing. The Athlete agrees that USOC, USRowing, its sponsors, suppliers, employees, agents, volunteers, local organizing committees, officers, and directors are not liable for any such loss or damage.

Additional Terms of the Agreement

Effective Dates

This Agreement is effective from its signing through December 31, 2008. This Agreement may be terminated at any time by the Athlete's decision to retire from the team or a training center, withdraw from the team, or by USRowing's decision to discharge the Athlete from the team for reasons detailed below. The Athlete agrees to notify USRowing in writing of her/his retirement to ensure removal of the Athlete's name from No-Advance Notice drug testing rosters.

Relationship of the Parties

Nothing in this agreement is intended to create a joint venture, partnership, or employment relationship between USRowing and the Athlete. The Athlete is an independent contractor providing services to USRowing on a contract basis.

Sanctions

USRowing may respond to the failure of the Athlete to meet her / his obligations under this Agreement by terminating the Agreement (thereby discharging the Athlete from the National Team) or by other appropriate sanctions such as fines.

Athlete Removal Policy – Removal of an Athlete from the National Team

An Athlete may be removed for the following reasons:

- A USRowing or USOC certified team doctor, after consultation with the coach of that boat, and the designated committee representative (if available by phone or in person within 24 hours), may declare an Athlete medically unable to participate.
- An Athlete may remove himself or herself from a national team.

- For behavior in violation of this Agreement, the Athlete may be removed from the national team, boat, camp, or competition. Such removal may only take place after an administrative hearing which includes, whenever possible, the respective camp or competition coach, the Athlete in question, the Executive Director or National Team Programs Director, an Athlete-Representative from the Board of Directors (and who may not sit in an affected boat) and the head Team Leader as a witness to the entire hearing.

Dispute Resolution

All disputes arising out of or connected with this Agreement are subject to review through the grievance procedure set forth in USRowing's By-Laws.

Governing Law

This Agreement is governed by the laws of the State of New Jersey

2008 USRowing Athlete Agreement and Consent Form Signature Page

Athlete

USRowing

Print Name

USRowing Programs Manager

Signature

Date

Date

Social Security #

Permanent Address

City, State, Zip Code

Emergency Contact (Name and Relationship)

Phone Number