

**USA SOFTBALL
ATHLETE SELECTION PROCEDURES
2015 PAN AMERICAN GAMES
WOMEN'S SOFTBALL
June 11, 2014**

1. SELECTION SYSTEM

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

1.1.1. Nationality/Passport requirements:

Athlete must be a national of the United States at the time of nomination.

Athlete must hold a valid U.S. passport that will not expire for six months after the conclusion of the Games.

1.1.2. Minimum International Olympic Committee (IOC), International Paralympic Committee (IPC) and/or Pan American Sport Organization (PASO) (PAG and PPAG only) standards for participation:

Any competitor in the Olympic, Paralympic, Pan American or Parapan American Games must be a national of the country of the National Olympic Committee (NOC) or National Paralympic Committee (NPC) which is entering such competitor. For additional information regarding an athlete who is a national of two or more countries, has changed his or her nationality or acquired a new nationality, refer to the IOC Charter (Rule 42), the IPC Handbook (Section 2, Chapter 3.1), or the PASO Statutes (Article XXII, Sections 4 and 5).

1.1.3. Minimum International Federation (IF) – N/A

1.1.4. Other requirements: USA SOFTBALL PLAYER POOL – Athletes meeting the above eligibility requirements are eligible to be selected as members of the USA Softball Women's National Team Player Pool (the "Pool"). Athletes must be members of the Pool at the time of selection to be eligible for nomination to a USA Softball Women's National Team, National Training Team, or Futures/Jr. Team and the 2015 USA

Softball Women's Pan American Team (the "Pan Am Team"). Athletes who are members of the Pool shall include the following:

- Athletes selected as members of a USA Softball Women's National Team, National Training Team, Futures/Jr. Team during the 2013-2016 quadrennium;
- Athletes invited to a USA Softball Selection or Training Camp during the 2013-2016 quadrennium;
- Athletes identified through the ongoing screening process described in Section 1.2.2 below and selected for inclusion in the Pool by the Women's National Team Selection Committee ("WNTSC"). The WNTSC is identified in 2.3.

Selection as a member of the Pool in the 2013-2016 quadrennium does not guarantee selection to the Pool in other quadrenniums and does not guarantee that such athlete will be selected to participate in any ASA/USA Softball Programs during the quadrennium, including those Programs described in these selection procedures. Athletes may be added to the Pool throughout the quadrennium.

1.2. Tryout Events:

- 1.2.1. Provide the event names, dates and locations of all trials, events and camps to be used as part of the selection process.

USA Softball Women's National Team Selection Camp ("the Camp") to be held at a site to be determined January 4-8, 2015 (it is intended that all members of the WNTSC will be present)

- 1.2.2. Provide event names, dates, locations and description of how athletes qualify for the trials, events and camps listed above in 1.2.1. (if any).

1.2.2.1 Membership in Pool - Athlete must be a member of the Pool to be selected to attend the event listed above in 1.2.1.

1.2.2.2 Ongoing screening - From time to time, one (1) or more members of the WNTSC will observe athletes at softball events for the purpose of general scouting. General scouting is conducted so that athletes can be identified who perform at a level which the WNTSC believes is competitive in the current international field. Players

identified through the ongoing screening process will be considered for placement in the Pool by the WNTSC.

1.3. Provide a comprehensive, step-by-step description of the method that explains how athletes will go through the selection process to become Team nominees (include maximum Team size).

1.3.1 USA Softball Women’s National Team Selection Camp – The WNTSC will invite 30-40 athletes from the pool to attend the Camp. Invitations will be based on observations and evaluations per the criteria outlined in 1.3.3 below during the camps and competitions that occurred during 2013, 2014 and 2015. Athletes will be notified of their invitation to the Camp at least thirty (30) days prior to the start of the camp.

1.3.2 Selection of 2015 Women’s Pan Am Team – The WNTSC will observe and evaluate athletes based on the criteria listed in 1.3.3 during all performance related activities conducted during the Camp. At the conclusion of the Camp and prior to the deadline established by the USOC for final athlete nominations, the WNTSC will select the final roster of fifteen (15) athletes it intends to nominate to compete in the Pan Am Games. Once the nominations are accepted by the USOC, the final roster will become the 2015 Pan Am Team. The selections will be based upon the Selection Criteria and include the cumulative written observations and evaluations of the WNTSC.

1.3.3 Selection Criteria – In selecting athletes to be members of the 2015 Pan Am Team, the WNTSC will consider information such as observation and statistics of both objective and subjective nature, that pertains to the criteria listed below in no priority order(the “Selection Criteria”):

1.3.3.1 Criteria

- Offensive Performance
 - Batting
 - Batting statistics
 - Ability to make contact and adjustments
 - Ability to hit ball hard (power) and consistency
 - Situational hitting (bunting, advancing runners, etc.)
 - Base running (speed)
- Defensive Performance
 - Fielding
 - Hands and arm strength
 - Throwing accuracy and range

- Judgment and consistency
 - Communication with other players
 - Instincts for necessary adjustments and positioning
- Pitching Performance
 - Pitch speed
 - Pitch location and ball movement
 - Variety and command of pitches
 - Situational pitching
 - Ability to adjust to game situation
 - Communication with catcher and defense players
 - Presence and demeanor on the mound
 - Judgment
 - Communication with other players and coaches
 - Instincts for necessary adjustments and positioning
- Physical Strength
- Conditioning Performance

The above listed criteria shall carry equal weight and the athletes will be force ranked based upon the number of athletes competing for a particular position. The highest ranked player by position will be ranked with a score of 1.

1.3.3.2 Other Considerations

- Team Work- willingness to accept roles that lead to team success
- Enthusiasm – energy and support of teammates
- Versatility – balance between offense and defense as well as the ability to play other positions to fulfill multiple roles
- Maturity- ability to adjust to situations dealing with adversity, accepting things that don't go well and reacting appropriately
- Team Composition- the intended direction for the particular team (example, if the team is intended to be primarily a power hitting team)

Feedback on the above criteria from coaches working the Camp will be considered.

In selecting members of the team, the WNTSC will initially select a “Core Group” of players based upon evaluations and forced rankings made by the WNTSC while also taking into account the Other Considerations (listed in 1.3.3.2 above). “Core Group” is defined as those athletes who ranked #1 in the 9 positions. The WNTSC will then identify the remaining needs of the team based upon the Core Group previously selected (i.e., identify need for utility players and other position players) based upon the Selection Criteria.

2. DISCRETIONARY SELECTION (if applicable)

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

The sport of softball is not a measured or timed event. In the selection of athletes who will compete together as a team, it is difficult to make selection decisions based solely upon objective criteria. It is the belief of the WNTSC that considering the mix of Selection Criteria set out in Section 1.3.3 above, which includes subjective components in evaluation of performance ability and other listed considerations, will result in selection of the best athletes, who will work together as an effective team to continue success of the USA Softball program.

2.2 List the discretionary criteria and explain how they will be used (if any):

See Criteria listed above in Section 1.3.3

2.3. Provide the name of the committee that will be responsible for making discretionary selections, along with a complete list of the members' titles currently serving on the committee:

Women's National Team Selection Committee (WNTSC):

<i>Sam Ducato, Chairman,</i>	<i>ASA Region 14 Player Representative</i>
<i>Crystal Dombkowski</i>	<i>Indiana ASA Player Representative</i>
<i>Ralph Weekly</i>	<i>ASA Allied Member (NFCA) Representative</i>
<i>Tairia Flowers</i>	<i>Athlete Representative</i>
<i>Ken Eriksen</i>	<i>USA SB Women's National Team Head Coach</i>

2.3.1 Specify the process that will be used to identify and handle any potential conflicts of interest involving a member of the committee

Any member of the selection committee that has a possible conflict of interest must disclose it. If such conflict exists, the selection committee member must recuse him/herself from committee discussions and voting. Further, the committee member should not otherwise influence other members of the committee in the nomination process. However, a committee member who recused him/herself, but who has relevant and necessary information with respect to athlete performance, for example a national team coach or high performance director, may, if requested by the selection committee, provide such information to the committee so long as such information is provided in a fair and unbiased manner and the

committee member who declared the conflict of interest does not vote toward the final decision.

3. REMOVAL OF ATHLETES

- 3.1. Prior to acceptance of nominations by the USOC, the NGB/HPMO has jurisdiction over potential nominees.

An athlete who is to be nominated to the Team by the NGB/HPMO may be removed as a nominee for any of the following reasons, as determined by the NGB/HPMO:

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the NGB/HPMO CEO/Executive Director.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by the NGB/HPMO. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by the NGB/HPMO, his/her injury will be assumed to be disabling and he/she may be removed.
- 3.1.3. Violation of the NGB's/HPMO's Code of Conduct (Attachment A).

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the NGB's/HPMO's Bylaw (ASA Board of Directors Policies & Procedures Article 105) and the USOC's Bylaws, Section 9.

- 3.2. Once an athlete nomination is accepted by the USOC, the USOC has jurisdiction over the Team, 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/For-Athletes/Athlete-Ombudsman/Games-Information.aspx>

- 3.3. An athlete may be removed as a nominee to the Team or from the Team for an adjudicated violation of IOC, PASO, IPC, WADA, IF, USADA and/or USOC anti-doping protocol, policies and procedures, as applicable.

4. REPLACEMENT OF ATHLETES

4.1. Describe the selection and approval process for determining replacement athlete(s) should a vacancy occur:

4.1.1. prior to submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

In the event an athlete is removed from the Pan Am Team, a replacement player shall be chosen by the WNTSC from the Pool based upon the Selection Criteria outlined in this document.

4.1.2. after submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

In the event an athlete is removed from the Pan Am Team, a replacement player shall be chosen by the WNTSC from the Pool based upon the Selection Criteria outlined in this document.

5. SUPPORTING DOCUMENTS

USA SOFTBALL will retain the approved Selection Procedures and all supporting documents, including scouting or evaluation forms, etc., and data from the selection process for six months past the date of the Closing Ceremony of the Games.

6. REQUIRED DOCUMENTS

In addition to the USOC Code of Conduct, the following documents are required to be signed by an athlete as a condition of nomination to the Pan American Games and are included as attachments:

ASA/ USA Softball Code of Conduct, Attachment A
USA Softball National Team Letter of Agreement, Attachment B
USA Softball Medical Treatment Consent Form, Attachment C

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

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

7.1. NGB/HPMO Web site: www.usasoftball.com and www.asasoftball.com

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

7.2. Other: N/A

8. DATE OF NOMINATION

The Nomination of Athletes form, including replacements, will be announced to all athletes and submitted to the USOC on or before the nomination deadline established by the USOC.

May 22, 2015

9. MANDATORY TRAINING AND/OR COMPETITION

Specify the location, schedule and duration of mandatory training and/or competition: A mandatory training program will be created for the team in preparation for the 2015 Pan Am Games. The locations, schedule and duration will depend on funding and availability of facilities. Once the mandatory program is developed the affected athletes will be informed no later than 45 days prior to each training or competition event.

10. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IOC, IPC, PASO, WADA, IF, USADA and USOC anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing as required by the IOC, IPC, PASO, WADA, IF, USADA and USOC Rules, as applicable.

11. DEVELOPMENT OF SELECTION PROCEDURES

These selection procedures were developed by the ASA/USA Softball Director of National Teams, Ronnie Isham in consultation with the WNTSC including one (1) duly elected Athlete Representative. See Section 2.3 for names and titles of the WNTSC members.

12. NGB/HPMO BYLAWS AND GRIEVANCE PROCEDURES

The ASA/USA Softball Bylaws and Grievance Procedures can be found at:
<http://www.teamusa.org/USA-Softball/About/About-Us/ASA-Code>

13. INTERNATIONAL DISCLAIMER

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

If any force of nature, or force majeure, should cause the alteration or cancellation of any of the selection events listed in this document, these selection procedures will be revised, pursuant to their resubmission to the USOC.

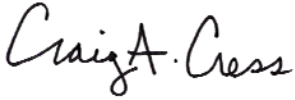


14. ATHLETE OMBUDSMAN

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

- Telephone at (719) 866-5000
- Toll-free telephone at (888) ATHLETE (1-888-284-5383)
- E-mail at john.ruger@usoc.org
- <http://www.teamusa.org/For-Athletes/Athlete-Ombudsman.aspx>

15. NGB/HPMO SIGNATURES

I certify that I have read and understand the standards/criteria set by our IF and/or CF (PAG/PPAG only) and incorporated those standards/criteria into our Selection Procedures. I further certify that the information provided herein regarding Athlete Selection Procedures represents the method approved by USA Softball.

Position	Print Name	Signature	Date
NGB/HPMO President or CEO/Executive Director	Craig Cress		06-27-14
Nat. Team Coach, Head Coach, or Nat. Program Director	Ronnie Isham		06-27-14
USOC Athletes' Advisory Council Representative*	Valerie Arioto		06-27-14

* 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 Athlete 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.