United States Tennis Association Incorporated (USTA)
ATHLETE SELECTION PROCEDURES
2020 Olympic Games - Tokyo
Tennis
November 28, 2018

1. SELECTION SYSTEM

Note: Use objective based criteria or discretionary/subjective criteria that are supported by objective measures.

1.1. Provide the minimum eligibility requirements for an athlete to be considered for selection 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 2020 Olympic Games.

1.1.2. Minimum International Olympic Committee (IOC) 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 Olympic Charter (Rule 41), 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) standards for participation (if any):

- International Tennis Federation (ITF) entry criteria as outlined and referenced in the ITF Qualification System (Attachment A) via https://www.itftennis.com/media/282148/282148.pdf.
1.1.4. Other requirements (if any):

- Players must be a current APT or WTA Tour player with an ATP singles rank in the top 500, a WTA Tour singles rank in the top 300 including utilization of protected rankings, if applicable, or have an ATP/WTA doubles rank in the top 10, or if nominated by the USTA as a double specialist’s playing partner, a recognized international singles or doubles ranking as of June 8, 2020.
- Players must be actively enrolled and in good standing with TADP’s or USADA’s Out of Competition anti-doping testing pool.
- Players must be in good standing with USTA and the ITF (as defined in the ITF’s Olympic Eligibility documents (Attachment B)) and meet the Davis Cup and Fed Cup Eligibility Rule for the Olympic Tennis Event via https://www.itftennis.com/media/267450/267450.pdf
- Upon request by the USTA, players agree to submit and pass a physical evaluation conducted by a USTA designated physician. Failure to submit to and pass a physical evaluation may result in the determination that the player has a disabling injury.

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.

- A list of ATP/WTA events can be found at: www.atpworldtour.com or www.wtatennis.com.

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).

- Players may earn an ATP/WTA ranking through participation at any event where ATP/WTA points are awarded.

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

1. Pursuant to the ITF Qualification System (Attachment A), during the week of June 11, 2020 the ITF will extend an invitation to the USTA for those players (male and female) who, as of June 18, 2020, are ranked in the top 56 according to the ATP/WTA rankings (including utilization of protected rankings, if applicable). These players qualify for selection by their National Olympic Committees ("NOCs"). Tied rankings, if applicable, will be determined by the ITF who utilize the singles and doubles computer rankings.
systems adopted by the Grand Slam Board.

If the United States has 4 or fewer players who qualify for selection per gender (i.e., receive invitations from the ITF the week of June 11, 2020), the USTA will nominate each of those players who have qualified. If the United States has more than 4 players qualify for selection per gender (i.e., receive invitations from the ITF the week of June 11, 2020), the USTA will nominate the top 4 players from that pool based on their June 8, 2020 ranking in the ATP/WTA rankings. Tied rankings, if applicable, will be determined by the ITF who utilize the singles and doubles computer rankings systems adopted by the Grand Slam Board.

Additionally, if players ranked in the top 56 according to the ATP/WTA rankings (including utilization of protected rankings, if applicable), are not nominated by their respective NOCs by June 18, 2020, or if the top 56 is extended due to NOCs exceeding their maximum of 4 singles allocations within the top 56, or if a nominated player becomes unable to participate prior to a date certain as determined by the ITF to the next highest ranked player. In such a case, if the U.S. has a player who receives, or players who receive, an invitation from the ITF based on the reallocation process, and the USTA has nominated less than 4 singles players, the USTA will nominate the reallocated player or players to the U.S. Olympic Tennis Team so as to bring its team size to the maximum 4 singles players per gender provided that such nomination does not exceed the maximum team size of six (6) players per gender.

Finally, the ITF may issue invitations for six (6) final qualification places to NOCs who have not reached their maximum team size of four (4) singles players based on four factors (set forth in the ITF Qualification System (Attachment A)). In such a case, if the U.S. has a player who receives/or players who receive an invitation from the ITF as part of this process, the USTA will nominate that player /those players to the U.S. Olympic Tennis Team so as to bring its team size to the maximum four (4) players provided that such nomination does not exceed the maximum team size of six (6) players per gender.

2. Doubles

As per the ITF Qualification System for the 2020 Olympic Games (Attachment A), during the week of June 11, 2018 those players (male and female) ranked in the top 10 according to the ATP/WTA doubles ranking
will qualify for selection by their National Olympic Committees ("NOCs") to the Olympic Games provided that:

a. Their nominated partner has a minimum ranking of 300 on the Singles and Doubles ranking as of June 8, 2018; and
b. They and their partner have been nominated as a doubles team by their respective National Association/National Olympic Committee; and
c. The nomination does not bring the total number of competitors to more than six (6).

Depending on: a.) the number of singles players, for each gender who qualify for selection and are nominated to the U.S. Olympic Tennis Team; and b.) a determination by USTA as to the best combination of players for the greatest potential to medal at the Olympic Games; the USTA may elect not to nominate any doubles players, or to nominate 1, 2, 3, or 4 doubles players (per gender). After it receives its singles and doubles invitations from the ITF the week June 8, 2020, the respective coaches of the 2020 Men's and Women's U.S. Olympic Tennis Teams will appraise the need for doubles players after reviewing the names of the singles players and doubles players who receive invitations by the ITF.

The USTA will use the following criteria listed in no priority order in determining whether or not to nominate any doubles players to the US Olympic Team:

- Number of singles players receiving invitations from the ITF;
- Ability of singles players to play doubles events.
- The ability of doubles players;
- Compatibility of players (doubles and singles);
- Success of players in doubles events;
- Aptitude for specific Tokyo event conditions (which include court surface, prior results at the venue, ball type, playing environment, and competition format);
- Estimated performance at the Games (most likely combination of players to win medals in the doubles events);
- Doubles rankings (ATP and WTA Tour respectively) as of June 8, 2020 including utilization of protected rankings, if applicable;
- Historical doubles performance in Grand Slams, Davis Cup/Fed Cup and Olympic competition from 2016 through the date of nomination in 2020;
- Physical health at the date of nomination as determined by a USTA designated physician;
- Prior playing experience and results with other nominated American
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• Recommendation and input from doubles player/son desired playing partner/s; and/or
• Likelihood of acceptance by the ITF into the doubles competition.

After making their appraisal, the respective men's coach and women's coach shall make a recommendation to the USTA Olympic Selection Oversight Committee (see Section 2.3) as to the number of doubles players to be nominated to the U.S. Olympic Team. Further, provided that the coaches decide to recommend the nomination of any doubles players to the U.S. Olympic Tennis Team, the coaches shall determine who to recommend to the USTA Olympic Selection Oversight Committee (see Section 2.3 for approval process). It shall be the intent to nominate doubles players who have the greatest potential to medal at the Olympics (see Section 2, Discretionary Selection) as determined by USTA. The USTA Olympic Selection Oversight Committee shall review the recommendations of the respective coaches (whether to nominate any doubles players, or whether to nominate some doubles players and who will be nominated, if anyone) and to make nominations to the USOC. No later than June 18, 2020 each NOC, including the USOC, shall confirm to the ITF the names of those doubles players, if any, who will participate in the Olympic Games.

3. Mixed Doubles

Mixed doubles teams will be derived from those players already on site at the Olympic Tennis Event. The respective coaches of the 2020 Men's and Women's U.S. Olympic Tennis Teams shall nominate the players for approval by the ITF with the intent of nominating the players who have the greatest potential to medal. In formulating their nomination, the coaches of the 2020 Men's and Women's U.S. Olympic Tennis Teams will use discretionary selection procedures outlined in Section 2.2 below, mixed doubles. In the event that the respective coaches of the 2020 Men's and Women's U.S. Olympic Tennis Teams do not agree on the nomination of players for approval by the ITF, the respective coaches of the 2020 Men's and Women's U.S. Olympic Tennis Teams shall submit their respective nominations to the USTA Olympic Selection Oversight Committee (identified below) for a final determination with the intent of nominating the players who have the greatest potential to medal. The ITF will select the mixed doubles teams taking into account the recognized international singles and doubles computer rankings as of June 8, 2020. A maximum of 4 players, 2 mixed doubles teams, from any one NOC may compete in the mixed doubles tennis event.
Pursuant to Attachment A, the ITF will retain and nominate four (4) ITF final qualification places. The ITF will select the remaining mixed doubles teams from nominations received from NOC's/National Associations, taking into account recognized world rankings and geographic location.

4. Reallocation of unused IF Quota places

For clarification, if any players/teams are not entered by the respective NOC/National Associations by July 6, 2020, the places shall be reallocated to the next highest ranked player/team up until a date as determined by the ITF when any unused quota places shall be replaced by players/teams already on site.

2. DISCRETIONARY SELECTION (if applicable)

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

While the ITF and international ranking dictate how the Singles players for the 2020 U.S. Olympic Tennis Team will be selected, in the instances where the most competitive doubles and mixed doubles teams may be fielded through a combination of qualified singles and qualified doubles and mixed doubles players, the USTA will use discretionary selection to select those doubles and mixed doubles players who have the greatest potential to medal as determined by the USTA.

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

Doubles
The respective coaches of the 2020 Men's and Women's U.S. Olympic Tennis Teams shall recommend the players/teams to the USTA Olympic Selection Oversight Committee (see Section 2.3) for approval with the intent of nominating the players/teams who have the greatest potential to medal based on the factors below in no priority order.

• Number of singles players receiving invitations from the ITF;
• Ability of singles players to play doubles events;
• The ability of doubles players;
• Compatibility of players (doubles and singles);
• Success of players in doubles events;
• Aptitude for specific Tokyo event conditions (which include court surface, prior results at the venue, ball type, playing environment and competition format);
• Estimated performance at the Games (most likely combination of players
to win medals in the doubles events);

- Doubles rankings (ATP and WTA Tour respectively as of June 8, 2020 including utilization of protected rankings, if applicable;
- Historical doubles performance in Grand Slams, Davis Cup/Fed Cup and Olympic competition from 2016 through the date of nomination in 2020;
- Physical health at the date of nomination as determined by a USTA designated physician;
- Prior playing experience and results with other nominated American doubles/singles players;
- Recommendation and input from doubles player/s on desired playing partner/s; and/or
- Likelihood of acceptance by the ITF into the doubles competition.

Mixed Doubles
The respective coaches of the 2020 Men's and Women's U.S. Olympic Tennis Teams shall nominate the players/teams to the ITF for approval with the intent of nominating the players/teams who have the greatest potential to medal based on the factors below in no priority order.

- Number of singles players receiving invitations from the ITF;
- Ability of singles players to play doubles events;
- The ability of doubles players;
- Compatibility of players (doubles and singles);
- Success of players in doubles events;
- Aptitude for specific Tokyo event conditions (which include court surface, ball type, playing environment and competition format);
- Estimated performance at the Games (most likely combination of players to win medals in the doubles events);
- Doubles rankings (ATP and WTA Tour respectively as of June 8, 2020) including utilization of protected rankings, if applicable;
- Historical mixed doubles performance in Grand Slams and Olympic competition from 2016 through the date of nomination in 2020;
- Physical health at the date of nomination as determined by a USTA designated physician;
- Prior playing experience and results with other nominated American doubles/singles players;
- Recommendation and input from doubles player/s on desired playing partner/s; and/or
- Likelihood of acceptance by the ITF into the mixed doubles competition.

c. 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:

Recommendation of the Players

- 2020 Men's U.S. Olympic Tennis Team Coach (men's team only except for mixed doubles)
- 2020 Women's U.S. Olympic Tennis Team Coach (women's team only except for mixed doubles)

Approval of the Players

USTA Olympic Selection Oversight Committee:

- Gordon A. Smith, USTA’s Chief Executive Officer & Executive Director
- Martin Blackman, USTA’s General Manager of Player Development
- Kent Kinnear, USTA's Director of Men's Tennis
- Kathy Rinaldi, USTA's Director of Women's Tennis
- Jeff Ryan, USTA's Senior Director Team Events
- Robby Ginepri, USTA's representative to the USOC AAC
- Julie Ditty, USTA's alternate representative to the USOC AAC

Should any individual listed above be unable to serve on the Committee for whatever reason, they will be replaced accordingly.

d. 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 selection 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

a. Prior to entry by name to the Local Organizing Committee 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 for any of the following reasons, as determined by the NGB/HPMO:

i. Voluntary withdrawal. Athlete must submit a written letter to the USTA CEO/Executive Director with a copy to the USTA Team Leader;

ii. Injury or illness as certified by a USTA designated physician. If an athlete refuses verification of his/her illness or injury by a USTA physician, his/her injury will be assumed to be disabling and he/she may be removed.

iii. Violation of the USTA’s Rules of Player Conduct (Attachment B).

iv. Violation of the World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the United States Olympic Committee (USOC), or the ITF/ATP/WTA doping regulations (the Tennis Anti-Doping Program “TADP”).

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the USTA’s Constitution and USTA Bylaws, Section 43 or USOC Bylaws, Section 9.

b. Once athlete entries have been submitted to the Local Organizing Committee 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:

https://www.teamusa.org/Footer/Legal/Governance-Documents
https://www.teamusa.org/athlete-resources/athlete-ombudsman/dispute-resolution

c. 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

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

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

• The respective coaches of the 2020 Men's and Women's U.S. Olympic Tennis Teams will have the responsibility of selecting the respective 2020 Olympic replacement team members (subject to the USTA Olympic Selection Oversight Committee's approval as defined herein) for nomination to the USOC with the intent of selecting male and female players who have the greatest potential to medal at the Olympics.
• The factors considered for the selection of male and female replacement singles and doubles players include the below (in no priority order):
  
  o Rankings (as of June 8, 2020 from the ATP and WTA Tour respectively) including utilization of protected rankings, if applicable;
  o Historical performance in Grand Slams, Davis Cup/Fed Cup and Olympic competition from 2016 through the date of nomination in 2020;
  o Aptitude for specific Tokyo event conditions (which include court surface, prior results at the venue, ball type, playing environment, and competition format);
  o Physical health at the date of nomination as determined by a USTA designated physician;
  o Prior playing experience and results with other singles/doubles players (for doubles selection); and/or
  o Recommendation/input from doubles player/s on desired playing partner/s.

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

Please refer to ITF Qualifications system, dated March 20, 2018, via https://www.itftennis.com/media/282148/282148.pdf

5. SUPPORTING DOCUMENTS

The USTA 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 Olympic Games and are included as attachments:
  • USTA’s Rules of Players Conduct (see Attachment C); and
  • 2020 Olympic Games Consent & Waiver Form (see Attachment D).

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOC approved Selection Procedures (complete and unaltered) will be posted/published by the USTA in the following locations:
a. NGB/HPMO Web site:  www.usta.com

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

b. 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:


9. MANDATORY TRAINING AND/OR COMPETITION

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

N/A

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

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

- Jeff Ryan, USTA Senior Director Team Events
- Staciellen Stevenson Mischel, USTA Associate General Counsel and Deputy Chief Legal Officer
- Robby Ginepri, USTA’s representative to the USOC AAC

12. NGB/HPMO BYLAWS AND GRIEVANCE PROCEDURES

The USTA Bylaws and Grievance Procedures can be found at:

13. INTERNATIONAL DISCLAIMER

These procedures are based on IOC, IPC, PASO, as applicable, and/or ITF 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 ITF rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to the USTA. 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 the USTA may contact the USOC Athlete Ombudsman, Kacie Wallace, by:

- Telephone at (719) 866-5000
- Email at kacie.wallace@usoc.org
- http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman

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 the USTA.

<table>
<thead>
<tr>
<th>Position</th>
<th>Print Name</th>
<th>Signature</th>
<th>Date</th>
</tr>
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<tbody>
<tr>
<td>NGB/HPMO President or CEO/Executive Director</td>
<td>Gordon A. Smith</td>
<td><img src="signature1.png" alt="Signature" /></td>
<td>11.28.2018</td>
</tr>
<tr>
<td>Nat. Team Coach, Head Coach, or Nat. Program Director</td>
<td>Martin Blackman</td>
<td><img src="signature2.png" alt="Signature" /></td>
<td>11.28.2018</td>
</tr>
<tr>
<td>USOC Athletes’ Advisory Council Representative*</td>
<td>Robby Ginepri</td>
<td><img src="signature3.png" alt="Signature" /></td>
<td>11.28.2018</td>
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* 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.

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