

Welcome to the application process for the 2027 United States Water Ski Show Team. Team USA will compete in the IWWF World Show Ski Championship in Warsaw, Indiana, September 17-19, 2027. Given the continued growth and popularity associated with Team USA, we believe this could very well be the most competitive application process to date. We are confident this opportunity will bring forth the most accomplished and talented skiers in the nation, who if selected, will be tasked with competing against the very best show skiers on the planet in just 16 short months. Please note that the selection of team members will not be based solely on skill, but will also be predicated on coachability, self-awareness, work ethic, showmanship, and the ability to quickly develop team chemistry both on and off the water. We want to formally thank you for your interest in the 2027 team. Your level of commitment and the parameters that will be required of you as a member of Team USA are outlined below. Before you formally apply and submit your application, we ask you to review the requirements below to ensure you fully understand and can commit to all of them. In closing, it is our distinct honor to have been selected by the NSSA Board of Directors as Co-Show Directors for the 2027 United States Water Ski Show Team. We look forward to taking on the challenge of planning, organizing, and building another World Championship caliber team.

Thank you and best of luck!

David Rezin and Matt Heilman

Mandatory Practice Dates

- Post Nationals Tryout Event and Practice 2026 – Evansdale, IA: We will have an initial tryout event and practice beginning Sunday, August 9th thru Tuesday, August 11th for those who are invited and selected to participate following the application process. This practice is by invite only, and people will be notified of making this first cut no later than July 20th. (*Please note that an invitation to this practice does not guarantee selection on the 2027 Team.*)
- Spring Break Practice 2027 – Winter Haven, FL: We will have a formal and mandatory practice in Winter Haven, Florida Friday, March 19th thru Sunday, March 21st 2027.
- Post Nationals Practice 2027 – Warsaw, IN: We will have a formal and mandatory practice beginning Sunday, August 15th and concluding Tuesday, August 17th in Warsaw, IN following Division 1 Nationals.

Mandatory Tournament Week Requirement

- Using the current tournament dates that have been provided by the IWWF and LOC, members should plan to arrive and be onsite in Warsaw, IN on Thursday, September 9th, with the tournament consummating with the final awards banquet on Sunday evening, September 19th. Your attendance is required for the entirety of the 11 days.

At ALL times, applicants/members must maintain:

- USA-WSWS and NSSA membership status
- Remain current regarding annual SafeSport certification status.
- Consent and abide by the USA-WSWS code of conduct

Financial obligation

- Each Team Member selected is responsible for contributing \$1000 in addition to your travel to and from the organized practices listed above. All other associated costs for participating on the team will be covered. Our total budget is approximately \$150,000 for travel, lodging, meals, apparel, show expenses, etc. Your obligation is \$1000. This \$1000 is due in 2 installments on October 1st 2026 and March 12th 2027.

Fundraising opportunities

- We will provide fundraising opportunities for you to earn back a portion of your \$1000 and potentially more. Details on the fundraising opportunities will come following the selection of the team.

If you are able to commit to the dates listed, the financial obligation of \$1000, and are willing to sign the USA Water Ski Code of Conduct, then we would love for you to apply to be on Team USA.

Completed Applications Due – June 15th 2026

- Email all completed applications and video links to usawaterskishowteam@gmail.com
- Video submissions will be accepted until **June 30th** to give applicants additional time to compile and submit footage.
- Please limit video footage to 5 min and showcase your skill and versatility in natural settings as opposed to a highlight reel format.

Official 2027 Team Selection & Announcement – The 2027 United States Water Ski Show Team announcement will occur between the Post-Nationals Tryout Event & Practice and October 1st 2026. (Date/time tbd and to be announced at a later date.)



APPLICANT INFORMATION

FULL NAME: _____ DATE: _____
Last First M. I.

ADDRESS: _____
Street Address Apartment/Unit #

_____ *City State Zip Code*

CELL PHONE: _____ EMAIL: _____

ORIGINAL HOME TOWN: _____ DATE OF BIRTH _____

MALE _____ FEMALE _____ HEIGHT: _____ WEIGHT: _____

ARE YOU A CITIZEN OF THE UNITED STATES OF AMERICA? YES _____ NO _____

ARE YOU AVAILABLE FOR ALL WORLD TOURNAMENT DATES, SUMMER AND SPRING PRACTICES, AND ALL RELATED EVENTS FOR PARTICIPATION ON THE TEAM?

ARE YOU WILLING TO PAY \$1500 FOR PARTICIPATION ON THE 2025 TEAM USA?

IF NO TO ANY OF THE ABOVE, PLEASE EXPLAIN _____

I'M APPLYING FOR A POSITION AS A (CHECK ALL THAT APPLY) SKIER DRIVER ANNOUNCE/
STAGE SOUND

CURRENT WATER SKIING PARTICIPATION

CURRENT WATER SKI SKILLS

Able to perform with a 90% or better accuracy rate

FRONT BAREFOOT

DEEP _____
STEP OFF _____
FLYER _____
JUMP OUT _____
BAREFOOT PYRAMID _____
FLIP _____
CIRCLE _____
OTHER _____
MUST HAVE HIGH PYLON _____

BACK BAREFOOT

DEEP _____
STEP _____
FLYER _____
BACK TO FRONT _____
FRONT TO BACK _____
CIRCLES _____
OTHER _____
MUST HAVE HIGH PYLON _____

SWIVEL

TOE TURNS IN BALLET PATTERN _____
2 OR MORE LEVEL 7 SKILLS _____
1 OR MORE LEVEL 8 SKILLS _____

LIST YOUR LEVEL 9 SKILLS _____
LIST YOUR LEVEL 10 SKILLS _____

DOUBLES

4 OR MORE LEVEL 7 SKILLS _____
2 OR MORE LEVEL 8 SKILLS _____
2 OR MORE LEVEL 9 SKILLS _____

1 OR MORE LEVEL 10 SKILLS _____
YOUR CURRENT PARTNER _____

JUMP

2 SKI HELI _____
2 SKI FRONT _____
2 SKI GAINER _____
TWISTED SISTER _____
2 SKI 720 _____
2 SKI MOBIUS _____
1 SKI HELI _____
1 SKI FRONT _____
1 SKI GAINER _____
1 SKI 720 _____

1 SKI MOBIUS _____
1 SKI BACK HALF _____
OTHER _____

JUMPS YOU'VE PERFORMED IN

QUAD HELI _____
5 MAN HELI _____
PINWHEEL _____
HANG MAN _____
4 MAN FRONT _____
5 MAN FRONT OR MORE _____
TRIPLE GAINER _____
DOUBLE 1 SKI GAINER _____
DOUBLE MOBIUS _____
1 SPOT GAINER _____

PREFERRED
JUMP SPOT

PREFERRED RAMP SPOT _____

PYRAMID BASE

CENTER 3 TIER _____
CORNER/SIDE 4 TIER _____
CENTER 4 TIER _____
CENTER DOUBLE TOP 4 TIER _____
CENTER 5 TIER _____
PARTICIPATED IN A 5 TIER PYRAMID _____

PYRAMID CLIMBER

CORNER/SIDE 2ND TIER _____
CENTER 2ND TIER _____
3RD TIER _____
4TH TIER _____
5TH TIER _____
PARTICIPATED IN A 5 TIER PYRAMID _____

If yes to above, what position(s)

WAKEBOARD

BASIC INVERTS

2 - 5 Different Inverts

MULTIPLE INVERTS

5 - 10 Different Inverts

ADVANCED WAKEBOARD

More than 10 tricks - Big Air

ABLE TO PERFORM BEHIND ANY BOAT _____

MUST HAVE BIG WAKE TO PERFORM _____

MUST HAVE HIGH PYLON _____

SHOE SKIS

HELI _____

FLIP _____

GAINER _____

MOBIUS _____

TRICK SKI

3000+ POINT PASS _____

INVERT _____

SKY SKI

1 OR 2 INVERTS _____

3 OR MORE INVERTS _____

I KILL IT ON THE SKY SKI _____

WAKE SKIS

JUMP INVERTS _____

WAKE INVERTS _____

AROUND THE BOAT

FRONT _____

BACK _____

3 PLUS FRONT _____

3 PLUS BACK _____

DRIVER SKILLS

PICK UP BOAT _____

RATED INBOARD DRIVER _____

RATED SINGLE RIG DRIVER _____

RATED TWIN RIG DRIVER _____

RATED TRIPLE RIG DRIVER _____

ANY OTHER UNIQUE SKIING SKILLS WE SHOULD KNOW ABOUT

TOW BOAT DRIVING EXPERIENCE - INCLUDE ACTS DRIVEN IN A SHOW AND/OR TOURNAMENT

PREVIOUS WATER SKI EXPERIENCE *List 3 to 5 of your top experiences*

ANY OTHER RELATED TALENTS WE SHOULD KNOW ABOUT *Theatre, music, gymnastics, etc.*

REFERENCES *Please list two references that can attest to the above*

FULL NAME _____	PHONE _____
TEAM OR ORGANIZATION _____	RELATIONSHIP _____
FULL NAME _____	PHONE _____
TEAM OR ORGANIZATION _____	RELATIONSHIP _____

WHY SHOULD WE SELECT YOU TO BE ON TEAM USA?

DISCLAIMER AND SIGNATURE

*I certify that my answers are true and complete to the best of my knowledge.
If this application leads to selection on the team, I understand that false or misleading information in my application may result in my release.*

SIGNATURE: _____ DATE: _____

APPENDIX III
CODE OF CONDUCT AND ETHICS
USA WATER SKI & WAKE SPORTS
APPROVED OCTOBER 26, 2021

USA Water Ski & Wake Sports (USA-WSWS) is committed to providing a safe and ethical environment for all of its members, affiliated clubs, independent contractors, athletes, volunteers and employees (collectively “Colleagues” for purposes of this Code of Conduct and Ethics). USA-WSWS has adopted this Code of Conduct and Ethics (“Code of Conduct”) which governs all Colleagues (except as expressly limited, such as the annual reporting obligation) in USA-WSWS activities. This Code of Conduct and Ethics is intended to provide general concepts and guidance to all Colleagues, so they understand what types of behavior and decisions are acceptable and encouraged by USA-WSWS. General concepts include common principles of ethics based on USA-WSWS’ organizational values, such as respect for others, integrity and honesty, competence and accountability, and teamwork.

I. PRINCIPLES OF ACCEPTABLE AND ETHICAL CONDUCT

As a part of this Code of Conduct, and Ethics all Colleagues must:

1. Be knowledgeable of, and abide by USA-WSWS’s Bylaws, Policies (including USA-WSWS’s SafeSport policies), Competition Rules, and other member requirements as adopted and in effect from time to time.
2. Be knowledgeable of, and abide by USOPC’ s Rules, Policies and Procedures as adopted and in effect from time to time.
3. Be knowledgeable of, and abide by the Olympic Movement Code on the Prevention of the Manipulation of Competitions, as adopted and in effect from time to time.
4. Be knowledgeable and abide by all federal, state and local laws and regulations governing or applicable to USA-WSWS activities.
5. Resolve all alleged ethical and conduct violations in a fair, direct and prompt manner.
6. Preserve USA-WSWS’ stewardship role for water ski and wake sports.
7. Handle and engage in all USA-WSWS activities honestly and ethically, and in accordance with this Code of Conduct of Conduct.
8. Additionally, all Colleagues must exercise any duties and responsibilities undertaken on behalf of USA-WSWS (such as being an official, coach, director, officer, committee representative, or as an employee) (a) in good faith, (b) with the care an ordinarily prudent person in a like position would exercise under similar circumstances, and (c) in a manner that the Colleague reasonably believes to be in the best interests of USA-WSWS. This Code of Conduct establishes minimum standards of acceptable conduct, and all Colleagues are expected to seek clarification or direction from the Ethics Committee Chair (who shall respond in consultation with the Ethics Committee) if they are uncertain about what is required or if they have any questions as to how this Code of Conduct may apply to their circumstances.

This Code of Conduct is intended to set forth the principles and procedures for defining, preventing, and addressing violations of USA-WSWS’ ethical and conduct standards, consistent with USA-WSWS’ Bylaws, Competition Rules, and other member requirements which may be adopted from time to time. **The standards set forth in this Code of Conduct are mandatory, and must be followed by all USA-WSWS Colleagues.** This Code of

Conduct applies to all USA-WSWS Members and all other Colleagues. **USA-WSWS national team athletes will also be required to sign a team Code of Conduct and U.S. Team Agreement, which will apply in addition to this Code of Conduct (and which extend from this Code of Conduct to the extent that any higher or stricter standard applies under the team Code of Conduct or U.S. Team Agreement).** USA-WSWS employees may also be subject to additional requirements as set forth in USA-WSWS' employee policies.

II SCOPE OF THE CODE OF CONDUCT

The standards set forth in the Code of Conduct are mandatory; they must be followed by all Colleagues.

III LEADERSHIP RESPONSIBILITIES

USA-WSWS Colleagues holding positions of leadership, specifically including all persons in positions of influence and authority, must exercise their responsibility in a manner that ensures that Colleagues have sufficient information to comply with applicable laws, regulations, and policies, provides the resources required to resolve ethical concerns, creates a culture that promotes the highest standards of ethics and conduct, and never sacrifices ethical and compliant behavior in the pursuit of other organization objectives.

In exercising any duties and responsibilities undertaken on behalf of USA-WSWS, officers, directors, committee persons and employees, and all persons in positions of influence and authority, of USA-WSWS are subject to the laws of the State of Florida relating to the exercise of those duties in good faith, with ordinary and prudent care, and in a manner reasonably believed to be in the best interests of USA-WSWS. No such person shall be personally responsible to USA-WSWS for monetary damages for breach of fiduciary duty to USA-WSWS unless any such damages result from (a) a breach of loyalty, (b) acts or omissions not in good faith or that involve intentional misconduct or a knowing violation of law, or (c) transactions from which the director, officer, or committee member directly or indirectly derives an improper personal benefit.

IV OPEN COMMUNICATIONS

USA-WSWS recognizes that open and honest communication is essential to achieving the productive and transparent environment necessary to protect the integrity of sport. All USA-WSWS Colleagues are encouraged to create an environment and culture in which asking questions and challenging the status quo is encouraged and rewarded.

V LEGAL AND REGULATORY COMPLIANCE

USA-WSWS requires all Colleagues to abide by all applicable USA-WSWS Bylaws, Policies and Procedures, USOPC Rules, Policies and Procedures, and all United States federal, state, and local laws, including the Ted Stevens Olympic and Amateur Sports Act, and foreign laws, as applicable. The Code of Conduct operates in tandem with the policies and procedures of USA-WSWS, USA-WSWS's staff, and with all applicable U.S. and foreign laws and regulations. Where more than one set of laws, regulations, local customs, or norms exist, USA-WSWS Colleagues shall use the highest standard of behavior or the most restrictive requirement that applies.

Officers of USA-WSWS cannot also serve as officers of another National Governing Body designated and recognized by USOPC.

All questions regarding conflicts of law, such as a conflict between any United States and foreign law, or regarding the legality of any action should be directed immediately to the USA-WSWS Executive Director and President for information and guidance.

VI CONFLICTS OF INTEREST

USA-WSWS has instituted a strict policy regarding conflicts of interest which applies to all Colleagues, including but not limited to all USA-WSWS employees, Board of Directors members and officers, all members of any committee or task force, all hearing panel members, and all independent contractors and volunteers when acting in any capacity or role relating to USA-WSWS. All Colleagues must maintain their independence when acting in an official capacity for USA-WSWS (including a volunteer capacity, such as work as a board or committee member, or as an event official) and conduct all such activities ethically, and never use their position to further their own (or an immediate member of their family or household) or a friend's personal interest.

All USA-WSWS Colleagues must refrain from any activity or investment that creates, or that might appear to create, a Conflict of Interest. This policy requires all Conflicts of Interest, either actual or perceived, to be immediately reported following the procedures detailed below. This policy is intended to supplement but not replace all applicable state and federal laws governing conflicts of interest in nonprofit or charitable organizations.

Specifically, all Colleagues must be free from any influence which might interfere with the proper and efficient discharge of their duties, or which might be inconsistent with their loyalty to USA-WSWS. It is also the duty of USA-WSWS Colleagues not to use their position with USA-WSWS for personal advantage or gain, either for themselves or for a member of their family, or to attempt to influence other Colleagues to do so:

- A. Colleagues shall not accept monetary compensation or benefit other than normal salaries and business expense reimbursement for services within the scope of their duties to USA-WSWS. In addition, no Colleagues, except for athletes speaking on the subject of their competitive experiences, shall accept honoraria for speaking engagements where the subject of the discussion relates to activities of a USA-WSWS sports discipline.
- B. It is normal and acceptable for a Colleague to be provided meals, lodging and event clothing when acting in an official capacity at a USA-WSWS sanctioned event. It is also normal and expected that members and staff of a competition team representing a USA-WSWS sports discipline will be provided travel expenses and competition or event clothing.
- C. No Colleague shall engage in outside activities that are in clear and direct conflict with the interests of the USA-WSWS.
- D. Colleagues should act with honesty and integrity in all actions taken in any official USA-WSWS capacity.
- E. Colleagues shall attempt to remain free from obligations to, or relationships with, any person or concern with which USA-WSWS has a business or other relationship. Where a Colleague has such an obligation or relationship, he or she shall disclose it to the Ethics Committee Chairman, who in consultation with the

Ethics Committee, shall have the authority to approve or disapprove of the obligation or relationship. The Ethics Committee could request the individual to:

1. Excuse himself or herself from any formal or informal discussions related to the relationship between the USA-WSWS and the person or concern; and
 2. Abstain from voting and from seeking to influence the vote on any matter related to the person or concern.
- F. USA-WSWS volunteers and employees shall not use assets, intellectual property or confidential or personal information for personal gain.
- G. Colleagues should recognize and attempt to avoid any activity or investment that constitutes or might constitute a Conflict of Interest.
- H. When a matter comes before the Board or any Committee as to which a Director or Committee Representative has a conflict of interest, an alternate without a conflict of interest may be designated (either a designated alternate selected in advance, or by the AAC, the Sport Discipline, or the President, as appropriate) to participate and vote with respect to that matter. If no alternate is designated, the vote shall be re-apportioned such that the conflicted Director's or Committee Representative's vote shall not be given any weight vis-à-vis the outcome of the vote (to avoid abstentions being counted as "no" votes).

The procedures for reporting violations of this Conflict of Interest Policy are set forth below (see Section XII). USA-WSWS' anti-retaliation and whistleblower policies (see below Section XI) are applicable to all reports or complaints relating to this Code of Conduct and Ethics, Conflict of Interest Policy.

All USA-WSWS Employees, Officers, any individuals involved with selection criteria and procedures, Directors and Committee Members (including Sport Discipline Officers, Directors and Committee Members) must annually complete and return to USA-WSWS a Code of Ethics and Conflict of Interest Reporting Statement ("Reporting Statement"). As new conflicts arise, individuals must update the Reporting Statement by completing a new Reporting Statement, and make proper disclosures as outlined below

All Reporting Statements, prior to assuming a new role or continuing the same role within USA WSWS, will be promptly reviewed by the Chair of the Ethics Committee, who shall advise and consult with the entire Ethics Committee in the event there is a potential violation, including a lack of disclosure of the perceived, potential, or actual conflict, of this Code of Conduct and Ethics Policy. The Judicial Committee will review the Ethics Chair's Conflict of Interest Disclosure form in accordance with the USA WSWS Bylaws, Article VIII B.

Examples of potential conflicts of interest that must be disclosed are listed below including, but not limited to:

Affiliated Individual or their Family Member owns stock or holds debt or other proprietary interests in any third party dealing or who may potentially deal with USA-WSWS.

EXAMPLE: A USA-WSWS board member owns a 70% interest in a company seeking to enter into a contract with USA-WSWS to provide consulting services.

Affiliated Individual or a Family Member owns a business, maintains a second job, or provides goods or services under a provider, contractor, or consulting agreement, where by the outside business provides goods or services to USA-WSWS.

EXAMPLE: USA-WSWS is contemplating entering into an agreement with a consulting company owned by a USA-WSWS employee's husband.

Affiliated Individual solicits gifts or gratuities using their USA-WSWS role or accepts personal gifts, loans, gratuities, or discounts from third parties in violation of USA-WSWS Gift & Entertainment Policy. No personal gift of money should ever be accepted.

EXAMPLE: A USA-WSWS employee using her position at USA-WSWS to obtain box seats to a sporting event from a vendor for personal use.

EXAMPLE: A USA-WSWS board member gets paid a commission if USA-WSWS enters into a particular contract with a third party.

Affiliated Individual or a Family Member acts as an agent, representative, or consultant to a business whose interests may conflict with the interests of USA-WSWS.

EXAMPLE: A USA-WSWS board member agrees to promote another USA-WSWS board member in negotiations with potential sponsors or licensees.

Affiliated Individual drafts selection procedures or participates and/or votes within a discretionary selection committee of USA-WSWS when they have a relationship with an athlete who is potentially impacted by the selection procedures (e.g., as coach, trainer, parent, etc.) or when Affiliated Individual might benefit directly or indirectly from the selection method.

EXAMPLE: USA-WSWS committee member participating in a decision to select an athlete on USA-WSWS team for World Championships or major international competition when the USA-WSWS committee member is athlete's current coach or family member.

EXAMPLE: The AAC athlete representative assisting with drafting, voting on, and/or signing the procedures is also competing for a spot on the team for which the procedures are written.

Resources available for Colleagues having questions, concerns or issues relating to this Conflict of Interest policy, include USA-WSWS Executive Director or the Chair of the Ethics Committee (please email EthicsChair@usawaterski.org for appropriate information) Athletes may also contact the USOPC Athlete Ombuds office (see contact information at <https://teamusa.org/athlete-ombuds>).

The below link to the Code of Conduct and Ethics Policy and Reporting Statement will be emailed at the annual January Board meeting by the USA WSWS administrative staff. To complete and return the Code of Conduct and Ethics Policy and the Conflict of Interest Reporting Statement form at any time, please go to: <https://forms.gle/Jp8SECDtomRoWGu6>

For a hard paper copy of the Code of Conduct and Ethics Policy and Conflict of Interest Reporting Statement form for submission, please contact EthicsChair@usawaterski.org.

VII GIFTS

USA-WSWS has instituted a strict policy regarding gifts, which applies to all Colleagues, including but not limited to all USA-WSWS employees, Board of Directors

members and officers, all members of any committee or task force, all hearing panel members, immediate family members of these individuals, all independent contractors and all volunteers when acting in any capacity or role relating to USA-WSWS. All USA-WSWS Colleagues must refrain from accepting or offering any gift in violation of this Code of Conduct and Ethics, when that gift may influence, or be perceived to influence, their independence or actions when acting in an official capacity for USA-WSWS (including a volunteer capacity, such as work as a board or committee member, or as an event official). Care must also be taken not to influence, or appear to influence, the decision-making processes of third parties through gift giving. To that end, the same restrictions that apply to the receipt of gifts shall apply to the delivery of gifts to third parties. This policy requires all improper gifts (or offers to make improper gifts) to be immediately reported following the procedures detailed below. This policy is intended to supplement but not replace all applicable state and federal laws governing conflicts of interest in nonprofit or charitable organizations.

Except as permitted in this Code of Conduct and Ethics, no Colleague shall accept any gift as a result of their position, including travel and entertainment. The gift policy will also apply to the purchase of goods and services at a price less than would be available to them if it were not for their position with USA-WSWS. Specifically:

- A. Gifts which the recipient reasonably and in good faith believes to have a value of less than \$150, and provided that the cumulative value of gifts from one source in any calendar year does not exceed \$300, may be accepted. In no event, however, may any such gift influence or appear to influence the recipient in the discharge of his or her official duties. No gift with a value of less than \$50 will count toward the \$300 annual limit.
- B. The following gifts shall be permitted:
 1. Gifts from relatives.
 2. Gifts from personal friends, unless the gift is provided because of a USA-WSWS affiliation.
 3. Gifts from USA-WSWS.
 4. Gifts provided as a result of the recipient's outside business or employment activities.
 5. Awards or prizes given to competitors in contests or events open to the public.
 6. Honorary degrees and other bona fide, non-monetary awards presented in recognition of service.
 7. Gifts of personal hospitality.
 8. Commemorative plaques or trophies
 9. Food or refreshments offered as a part of a meal.
 10. Hospitality (e.g., tours, event tickets, meals) provided to groups in conjunction with USA-WSWS board and committee meetings.
 11. Gifts of tickets to athletic events shall also be permitted. This exception shall only apply to spectator events and shall not apply to events in which the recipient participates (e.g., the exception will not apply to a gift of lift tickets). Any gift of tickets with a value in excess of \$150 must be disclosed to the Chairman of the Ethics Committee no later than thirty (30) days after the event in question unless it is exempt by virtue of one of the exceptions listed above.

The procedures for reporting violations of this Gifts Policy are set forth below (see Section XII). USA-WSWS' anti-retaliation and whistleblower policies (see below Section XI) are applicable to all reports or complaints relating to this Gifts Policy.

**All USA-WSWS Employees, Officers, Directors and Committee Members
(including Sport Discipline Officers, Directors and Committee Members)**
VIII USA-WSWS INFORMATION

All USA-WSWS Colleagues are responsible for the integrity and accuracy of organization documents, communications and financial records. USA-WSWS records serve as a basis for managing its activities and are important in meeting its obligations to vendors, sponsors, government regulators, creditors, the Board, and its members.

USA-WSWS shall maintain a system of internal controls to assure appropriate authorization, recording and accountability of USA-WSWS's assets. USA-WSWS shall maintain high standards of accuracy and completeness in documenting, maintaining, and reporting financial information. USA-WSWS shall also comply with tax and financial reporting requirements. All USA-WSWS financial documentation must reflect actual USA-WSWS funds, assets, and transactions. It must also conform to accounting principles generally accepted in the United States of America.

All responses to requests by internal auditors, legal staff, independent accountants, the Board, and outside counsel, must be complete and truthful. Colleagues must include all relevant information, even if the request does not specifically ask that that be done.

It is a violation of this Code of Conduct to alter or falsify information on any record or document, to intentionally make a false or exaggerated claim to anyone, or to mislead anyone about USA-WSWS activities. USA-WSWS documents and records must be retained according to the law, and our own record retention policies. No one may remove or destroy records before the specified date without first obtaining permission as outlined in USA-WSWS's records management policy.

IX CONDUCT

Any one or more of the following shall constitute violations of this Code of Conduct or the USA-WSWS Code of Conduct of Ethics:

1. Drugs and Alcohol. It is the duty of individual members of USA-WSWS to comply with all anti-doping rules of the World Anti-Doping Agency (WADA), IWWF, the USOPC National Anti-doping Policy, and of the U.S. Anti-Doping Agency (USADA), including the USADA Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by WADA, IWWF, the USOPC and USADA. Athlete members agree to submit to drug testing by the IF and/or USADA or their designees at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules make them subject to penalties including, but not limited to, disqualification and suspension. If it is determined that an individual member may have committed a doping violation, the member agrees to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of the IWWF, if applicable or referred by USADA. This includes participation in out of competition testing as required by the IWWF, USOPC, USADA and/or WADA Rules.
2. Athlete Team Agreements. All members of USA-WSWS teams and independent athletes entered into international events by USA-WSWS must also adhere to the requirements and obligations set forth in any athlete team Code of Conduct of Conduct and U.S. Team Agreement.
3. Equal Treatment. USA-WSWS strictly prohibits unlawful discrimination or unlawful harassment of any kind. Treating someone in an unlawful discriminatory or harassing manner is a violation of this Code of Conduct and Ethics.

4. SafeSport Policy. Any violation of the USA Water Ski & Wake Sports SafeSport Policy (to be implemented shall be a violation of this Code of Conduct).
5. Fraud, Deception. Any act of fraud, deception, improper use of USA-WSWS assets, or dishonesty in connection with any USA-WSWS-related activity.
6. Inappropriate Conduct. Any non-consensual physical contact, obscene language or gesture, or other defamatory, demeaning, or threatening language (whether written or oral) or conduct directed towards a Colleague is a violation of this Code of Conduct.
7. Conduct Detrimental. Any other material and intentional wrongful act, conduct or failure to act not provided for above, which is detrimental to the image or reputation of USA-WSWS or its Objects and Purposes.
8. Disclosure of Confidential Information. Any intentional or reckless disclosure of material USA-WSWS confidential information.
9. Retaliation. Any retaliation against any person who reports or participates in an investigation of a possible violation of our Code of Conduct and Ethics, including Whistleblowers (see below Section XI). Retaliation shall include (by way of example; other actions may also constitute retaliation) threats or actions of physical harm, threats or actions (including social media postings) which constitute bullying or other misconduct under USA-WSWS' SafeSport Policy, and actions taken to prevent or restrict another person from fully participating as a member of USA-WSWS and its Sports Disciplines.
10. Failing to Report Violations and False Accusations. Any knowing or intentional failure to report a violation of this Code of Conduct or USA-WSWS' Code of Conduct of Ethics, or any false accusation which is knowing or intentional.

X RESOLVING ETHICAL AND CONDUCT ISSUES

Colleagues have an obligation to be familiar with this Code of Conduct and Ethics. Lack of awareness or misunderstanding of an ethical or conduct standard is not itself a defense to a charge of unethical conduct that violates the Code of Conduct. USA-WSWS Colleagues should direct all conduct and ethics questions and concerns to the Ethics Committee or to other appropriate authorities in order to choose a proper response. It is the responsibility of all Colleagues to resolve any issues arising under this Code of Conduct and Ethics before the Colleague takes any action which may be a violation of this Code of Conduct and Ethics. It is intended that this Code of Conduct and Ethics will be strictly enforced.

The following persons shall be required to deliver an annual certification (which can be satisfied by email statement) to the Executive Director of USA-WSWS or her/his designee regarding compliance with this Code of Conduct and Ethics:

1. USA-WSWS and Sport Discipline Board Directors;
2. Members of the USA-WSWS AAC;
3. Members of Designated Committees;
4. Employees of USA-WSWS.

The Ethics Committee shall report all issues, interpretations, and decisions (including guidance provided to Colleagues under this policy) to the Executive Director or her/his designee. All such records shall be permanently maintained as a record of those actions. Those records shall be confidential except for any matters which are reported to the Judicial Committee or for other required reporting activities.

XI WHISTLEBLOWER AND ANTI-RETALIATION POLICY

All Colleagues have the right to report violations of this Code of Conduct and Ethics, or other violations of USA-WSWS' Bylaws, Policies and Rules. Retaliation or threats of reprisal against a Colleague (including any "whistleblower") for reporting or filing a Complaint in good

faith are not permitted and shall be an independent violation of this Code of Conduct and Ethics. These protections include any reports or complaints of violations (whether filed with the Ethics Committee, the Judicial Committee, or otherwise) under (1) this Code of Conduct and Ethics; (2) any Bylaw, Policy or Rule of USA-WSWS or its Sport Disciplines; (3) the Ted Stevens Olympic and Amateur Sports Act; (4) the USOPC Bylaws; or (5) any applicable state or federal law.

These protections include "whistleblowers." A "whistleblower" as defined by this policy is any USA-WSWS Colleague who reports an activity to one or more of the parties specified in this policy that they consider to be illegal, dishonest, unethical or in conflict with the interests of USA-WSWS. Reports should be made as set forth below. All Colleagues must exercise sound judgment to avoid baseless allegations. A Colleague who intentionally files a false report of wrongdoing will be subject to sanctions up to and including termination.

"Whistleblower" protections provide confidentiality and prevent retaliation. Insofar as possible, the confidentiality of the whistleblower will be maintained. However, to conduct a thorough investigation, to comply with the law and to provide accused individuals their legal rights of defense, disclosure of identity may be required. USA-WSWS will not retaliate against a whistleblower. Any "whistleblower" who believes he or she is being retaliated against must contact the USA-WSWS Executive Director immediately, with copies to USA-WSWS' President and the chair of the committee having jurisdiction (Ethics Committee or Judicial Committee).

USA-WSWS has an open-door policy and encourages Affiliated Individuals to share questions, concerns, suggestions or complaints in the way and to the people with which they are most comfortable. This means Affiliated Individuals have options for how to report any concern about a potential ethical, policy, financial or legal violation.

USA-WSWS has zero tolerance for retaliation against people who make good faith reports of potential ethical, policy, financial or legal violations, or who cooperate with investigations of those reports. That means no Affiliated Individual may threaten, harass, discriminate against, or take any negative employment (where applicable) or participation related action (e.g., discharge, demotion, suspension, non-assignment, negative review) on that basis.

Any such retaliation can be reported as described above in the same way as any other policy violation. It will be treated as a violation this Policy and USA-WSWS's Code of Conduct, and may lead to serious consequences up to and including termination of employment or participation for anyone involved in retaliation

The right of the "whistleblower" to protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated. USA-WSWS Colleagues with any questions regarding this policy should contact the Ethics Committee at EthicsChair@usawaterski.org.

XII INVESTIGATION AND ADJUDICATION

To report a concern or complaint under this Code of Conduct and Ethics, you may contact USA-WSWS' Executive Director, with copies to USA-WSWS' President and the chair of USA-WSWS' Judicial Committee (see contact information on USA-WSWS' website), each of whom shall confirm that receipt of such reports by the others.

All reports and claims of violations under this Code of Conduct and Ethics shall be referred to the Judicial Committee except as follows:

- A. Jurisdiction over issues arising under USA-WSWS' SafeSport Policy shall be as set forth in the Bylaws of USA-WSWS and its SafeSport policy.
- B. Alleged violations involving USA-WSWS employees may be addressed if/as

appropriate by USA-WSWS' Executive Director and USA-WSWS' President.

Matters referred to the USA-WSWS Judicial Committee shall be investigated and resolved in accordance with all Bylaws, and Policies and Procedures, relating to the Judicial Committee.

Although USA-WSWS will review all reports under this Code of Conduct and Ethics, anonymous reporting may make it difficult to properly investigate allegations. To the extent permitted by law, and as appropriate, USA-WSWS will keep confidential the reporter's/complainant's name on request. USA-WSWS will support the reporter/complainant and her/his right to express concerns in good faith, including as set forth in the above Whistleblower Policy (see Code of Conduct and Ethics, § XII. However, false complaints or complaints made in bad faith are prohibited, and may subject the reporter/complainant to disciplinary action depending on the nature of the allegation or complaint.

In certain circumstances, issues may be resolved informally. Any informal resolution must be agreed to by all parties-in interest, and approved by the Executive Director, the Chair of the Judicial Committee, and the President of the Sport Discipline most closely connected to the matter at issue. All informal resolutions must be in writing, and retained as a part of the records of USA-WSWS. If an information resolution is not agreed upon or is otherwise inappropriate, a formal proceeding shall be commenced as set forth above.

Anyone who violates this Code of Conduct and Ethics is subject to disciplinary measures, which may include termination of employment, suspension or expulsion from USA-WSWS. Disciplinary measures may also be taken with respect to senior staff who condone improper conduct by their associates or who do not take measures to correct problems that are brought to their attention.

This policy serves as a framework to guide ethical conduct, but by no means covers every situation. If you are unclear about the requirements of this policy, please consult your supervisor or contact the Chairman of the Ethics Committee. You have a responsibility to ask questions if you have doubts about a situation or proposed course of action.

Resources available for questions, concerns or issues relating to this Code of Conduct and Ethics please email EthicsChair@usawaterski.org. Athletes may also contact the USOPC's Athlete Ombuds Office (see contact information at <https://www.teamusa.org/athlete-ombuds>).

USA WATER SKI U.S. TEAM AGREEMENT

EFFECTIVE JANUARY 2017

USA Water Ski

THIS AGREEMENT (“Team Agreement”) is made the _____ day of _____, 202____ between USA Water Ski, a corporation incorporated under the laws of the State of New Jersey (“USA Water Ski and/or “USA-WS”), and _____ (“Team Member”) whose address is: _____.

If the Team Member is a minor, the Team Member’s undersigned parent or legal guardian (“Parent”) agrees to the Team Member’s participation as a member of the following USA Water Ski Team on the terms set forth in this Team Agreement. _____ (Name of Parent or Legal Guardian), whose address is: _____

The USA Water Ski Team which is the subject of this Team Agreement (the “U.S. Team”) is:

Recitals

This agreement is entered into between the parties, as follows herein.

WHEREAS USA Water Ski is an incorporated body composed of individuals and clubs throughout the United States, dedicated to the advancement and promotion of the sport of water skiing (or its named derivatives as defined by USA-WS) in the United States, and is the recognized National Governing Body (NGB) for competitive water skiing (or its named derivatives as defined by USA-WS) and is recognized as the representative governing body for the United States of America by the International Waterski & Wakeboard Federation (“IWFF”), and the United States Olympic Committee (“USOC”);

AND WHEREAS, as part of its activities, USA Water Ski organizes and manages the U.S. Water Ski Teams (or its named derivatives as defined by USA-WS), (the “U.S. Teams”) to represent it and the United States of America in water ski (or its named derivatives as defined by USA-WS) competitions throughout the world; AND WHEREAS, the Team Member has been duly selected by USA Water Ski in accordance with its bylaws, rules and regulations to be a member of the above U.S. Team and is eligible to partake fully in the program designated for the U. S. Team by USA Water Ski and its officers;

AND WHEREAS, the Team Member (and her/his Parent or Legal Guardian, if the Team Member is a minor) wish to relieve USA Water Ski of all liabilities arising out of the Team Member's participation as a Team Member or otherwise in any activities of USA Water Ski;

AND WHEREAS, the Team Member (and her/his Parent or Legal Guardian, if the Team Member is a minor) fully appreciates the risks inherent in the Team Member's participation in water skiing (or its named derivatives as defined by USA-WS) activities and competitions whether sponsored by USA Water Ski or otherwise, and the Team Member (and her/his Parent or Legal Guardian, if the Team Member is a minor) nevertheless assumes, accepts and consents to those risks and seeks to participate in those activities and competitions as a member of a U.S. Team; therefore, in consideration of the terms set forth in this Agreement the Team Member (and her/his Parent or Legal Guardian, if the Team Member is a minor) on behalf of herself/himself and the Team Member's guardians, legal representatives, heirs, personal representatives and administrators, releases and forever discharges USA Water Ski, its coaches, team leaders, managers, volunteers, agents, representatives and servants and all others connected with those activities and competitions (including trips to, from and during competitions or any required tournament or activity), of and from any and all liabilities, claims, losses, demands and actions of any and every nature whatsoever that may occur, for any and all loss, damage or injury sustained by the Team Member or his equipment, before, during and after the activities and competition; and the Team Member (and her/his Parent or Legal Guardian, if the Team Member is a minor) contracts and agrees to defend and hold USA-WS and all those associated with it harmless from any liabilities, claims, losses, demands and actions (including attorney's fees and costs of defense) in connection with any such activities and competitions.

AND WHEREAS, the Team Member (and her/his Parent or Legal Guardian, if the Team Member is a minor) grants to USA Water Ski, IWWF, the USOC and all local tournament organizers, the right to use any photographs, television, video or motion pictures taken during or in connection with any tournament or activity in which the Team Member participates as a member of the U.S. Team (including any team selection trials seeking such participation) for the purposes of news, tournament television productions, tournament promotion or promotion of the sport or fund raising by USA Water Ski, USA Water Ski Foundation, IWWF, the USOC, and all tournament organizers, provided that any other commercial use of such images would require the consent of the Team Member,

Agreement

NOW THEREFORE, in consideration of the mutual promises and other valuable consideration, which is acknowledged by all parties herein, the parties hereto agree as follows:

1. The parties hereto confirm and adopt the aforesaid recitals which are incorporated, and fully enforceable as a part of this, this Team Agreement¹;
2. The Team Member (and her/his Parent or Legal Guardian, if the Team Member is a minor) agrees to accept a place on a U.S. Team including a commitment to compete

¹ For NSSA events, the Show Director serves as the Team Manager and Coach.

and/or participate in the designated event(s) for the U.S. Team, and the privileges of using the title of a member of the U.S. Team as specified in Qualifications and Procedures as published by USA Water Ski.;

3. The Team Member agrees to participate fully in all official team training camps as determined by USA Water Ski;
4. The Team Member agrees to use or wear equipment required to be utilized by all competitors in the competition (such as skier bibs, ski lines and boats) regardless of personal sponsorship conflicts, and in accordance with any applicable tournament requirements. The Team Member also agrees to wear the appropriate Team Uniform (which may include any formal wear, blazers, warm ups, jackets, bathing suits and similar items provided to USA Water Ski for the use by the U.S. Team) as designated by the Team Manager from time to time during the competition period, regardless of personal sponsorship conflicts. At no time shall the Team Uniform carry or display any visible sponsor identification or advertising, or otherwise imply personal endorsement by any Team Member, except as designated by USA Water Ski. USA Water Ski may not require the Team Member to use any specified personal competitive equipment (such as skis, vests, wet suits and gloves)²;
5. The Team Member agrees to safeguard all clothing and equipment provided to him by or through USA Water Ski and shall not lend, sell or trade any of such equipment during the period of current membership on the U.S. Team without the specific, prior authorization of USA Water Ski. All such clothing and equipment shall be the responsibility of the Team Member and shall be available for use if the Team Member competes as a member of the U.S. Team in a subsequent tournament or activity during the period of current membership on the U.S. Team. If the Team Member is suspended or expelled from the U.S. Team, such clothing and equipment will be returned by her/him to the appropriate official of USA Water Ski on request. In the event that any of such clothing or equipment is not so returned, the Team Member shall pay to USA Water Ski a sum equal to the full replacement value of such clothing or equipment. The Team Member will be solely responsible for declaring to all responsible custom and revenue officers all or any clothing and equipment transported by him across national boundaries and hereby agrees to indemnify and hold harmless USA Water Ski in the event of any breach of him of this provision;
6. It is understood that the Team Member's selection to a U.S. Team obligates her/him to compete and/or participate in the the designated event(s) or activities for the U.S. Team. Any Team Member who, without good cause, abandons her/his U.S. Team position or who is dismissed from the Team because of violation of any terms of this Agreement prior to the conclusion of the designated event(s) or activities for the U.S. Team, may be held liable to repay USA Water Ski for all or part of the expenses incurred by USA

² The last sentence of this requirement does not apply to NSSA events.

Water Ski on her/his behalf in connection with her/his participation in the designated event(s) or activities for the U.S. Team);

7. To the extent that IWWF regulations prohibit sponsor identification in accepting awards at the designated event(s), the Team Member agrees to abide by those regulations;
8. Each Team Member shall ensure that she/he is completely familiar with USA Water Ski and IWWF eligibility rules, which are available from USA Water Ski (see www.usawaterski.org) and from the International Waterski and Wakeboard Federation (see www.iwwfed.com);
9. Failure to abide by this Agreement may result in suspension and/or expulsion from the Team. Suspension in this Agreement refers to the temporary loss of team membership privileges, whereas expulsion refers to the complete termination of a Member's association with a U.S. Team. The authority to enforce this agreement is as set forth in the USA Water Ski Code of Conduct.
10. Drug Testing may occur at (or before or after) competitions, and by agreeing to participate as a member of the U.S. Team, she/he are consenting to be subject to a drug test and if found to be positive, the penalties thereof.
11. Team Member acknowledges and agrees that America's water ski teams are highly visible elements of the sport and USA Water Ski, and each Team Member is viewed as an official representative of USA Water Ski, the sport and the United States of America. Personal conduct and attitude as a Team Member are a reflection of the values and standards with each Team Member brings to the sport.
12. Team Member agrees to travel and participate as a representative of the U.S. Team. Knowledge of and compliance with the expectations outlined herein are an integral part of this agreement. Each Team Member by affixing his or her signature hereto covenants and agrees to abide by each provision of this agreement. The following specific guidelines are promulgated and agreed to by the Team Member as standards by which the Team Member will conduct themselves while a member of a U. S. Team; Specifically:
 - a. General Conduct: Each Team Member understands that a Team Member represents the Team, USA Water Ski, and the United States. General conduct when traveling, eating in restaurants and while lodged in hotels should always reflect this responsibility. Team Member agrees to respect and acknowledge others' customs, accents, languages and mannerisms.
 - b. If a complaint is necessary when traveling on a public conveyance, in a hotel or eating in a public place, Team Members agree to speak to the designated person in a respectful and considerate manner.
 - c. Team Member agrees to treat fellow competitors and officials with respect and dignity.

- d. Team Member agrees to abide by judgments of officials and all competition rules.
 - e. Team Member agrees to cooperate with officials, coaches and fellow competitors to ensure fair competition.
 - f. Team Member agrees to set a good example for both fellow competitors and spectators alike.
13. It is acknowledged by all parties to this contract that the Team Member may have contractual obligations with industry sponsors, it is understood and agreed that a Team Member participating in a Team event may not perform duties for a sponsor during official Team practice, the event, official ceremonies, and during any appearance as a representative of a U.S. Team without advance permission of the USA Water Ski Executive Director or the Team Manager. Team Member agrees that any request to perform such activities from an industry sponsor will be referred to the USA Water Ski Executive Director and/or the Team Manager.
- a. Team Member understands and agrees to abide by all rules and regulations of the International Waterski & Wakeboard Federation, which prohibit any sponsor promotion when accepting awards at World or Confederation Championships and other designated events.
 - b. Team Member understands and agrees that sponsorships for U. S. Teams may be arranged by USA Water Ski. In these cases it is understood and agreed that the Team Member is not asked to endorse a product, nor is a Team Member individually sponsored. Only the "U. S. Team," as an entity of USA Water Ski, is sponsored.
14. Team Member is a representative of the United States and USA Water Ski, and as such Team Member covenants and agrees to the following dress code while engaged in any team activity;
- a. Clothing will always be neat and clean. Selection of clothing to wear will be done with due consideration to the surroundings and customs and acceptable to the time and locale, shoes should be clean and polished. Team Member explicitly agrees that the opinion and decision of the Team Manager shall be controlling, and that Team Member will abide by any and all directions for change initiated by the Team Manager.
 - b. Dress during travel may be casual. When traveling as a Team and when Team dress is available, Team Member agrees, at the direction of the Team Manager, to wear designated Team clothing.
 - c. Team Member agrees to wear the official U.S. Team Uniform during opening ceremonies, closing ceremonies, banquets, at other official functions and at any other time as directed by the Team Manager.
 - d. USA Water Ski may provide Team Uniform items. The parties agree that the wearing of Team Uniform items is restricted to Team Members and support staff as identified by the International Activities Committee of USA Water Ski. Team Uniform items may only be worn when the Team Member is representing the United States at an official function approved by USA Water

Ski. Team Uniform items, although in the possession of Team Member, remain the property of USA Water Ski and are subject to recall and return to USA Water Ski at any time.

- e. USA Water Ski will identify Uniform items to be worn at various Team functions and Team Member herein agrees to abide by the directions issued by USA Water Ski and/or the Team Manager.

15. Physical Conditioning, Personal Health and Medical Expenses/Insurance: Physical conditioning of Team Members is recognized as an important element of championship athletic performance. Team Member herein agrees to actively participate in an off-water training and conditioning program and to report to the Team Coach or other designated leader in excellent physical condition, prepared for world class level competition. A Team Member who becomes ill or whose health status changes because of pregnancy or other physical condition, at any time prior to or during the event for which the Team Member has been selected, agrees to immediately notify the Team Manager of the health condition. USA-WS does not furnish personal medical/health insurance coverage for U.S. Team Members. In order to participate as a member of the U.S. Team, the Team Member must carry her/his own personal medical/health insurance.
16. Drug Testing: It is the Team Member's responsible to be aware of, and to comply with, all anti-doping requirements as set forth in the USA Water Ski Code of Conduct. Team Member agrees to consult with the Team Manager about any medications (prescribed or over-the-counter) taken before or during the Team Member's team membership, including obtaining any Therapeutic Use Exemption that may be needed. Team Member agrees and understands that use or abuse of any medication or illegal substance in violation of applicable anti-doping rules, at any time while a Team Member, will be the basis for such Team Member being dismissed from the team.
17. Invitations to Tournaments and Other Activities: Team Member understands and agrees that any invitation to participate in approved tournaments or other activities as a representative of a U.S. Team must be approved by the President of her/his USA Water Ski Sport Discipline prior to any such participation.
18. Foreign Travel Requirements: Team Member (and her/his Parent or Legal Guardian, if the Team Member is a minor) is responsible for having a current United States Passport (valid for at least six (6) months from and after the designated event), visas and other documents which are required for entry into various countries. All costs of the above documentation will be borne by the Team Member. Team Member also understands and agrees that he or she will seek medical advice about immunization requirements at least twelve (12) weeks prior to travel to a foreign country, and will bear the expense of any required immunization.

IN WITNESS WHEREOF, the Parties in this Agreement duly execute this Agreement.

USA Water Ski:

BY: _____ DATE: ____/____/____

Sport Discipline

BY: _____ DATE: ____/____/____

TEAM MEMBER:

_____ DATE: ____/____/____

PARENT (If Team Member is a Minor)

_____ DATE: ____/____/____