



The University of South Carolina Office of Compliance Services Presents...

Booster Bulletin

Information for Boosters and Representatives of Athletics Interests

Last month our newsletter focused on Social Media activities that boosters could and could not engage in under NCAA rules. For February 2014, our topic is the following.

5. You may employ student-athletes, provided they are compensated for work actually performed. It is not permissible to employ prospective student-athletes.

Student-athletes have tremendous time commitments with practice, training, and competition. However, some still choose to work to make a few extra bucks, to earn class credits, or to fulfill long-term career objectives. As you will recall, individuals, entire companies, and organizations can be considered boosters of USC Athletics.

As always, if you have any questions about employing student-athletes, prospects, and former student-athletes, please contact the Office of Compliance Services.

EMPLOYING CURRENT STUDENT-ATHLETES

It is permissible for boosters to employ current USC student-athletes at any time, provided a few requirements are met.

- A. **Student-athletes are required to register their employment with the Office of Compliance Services.** If you employ a student-athlete, please ensure that they have received approval to work from Compliance Services.
- B. **Student-athletes may only be paid for work they actually perform.** It is not permissible to allow a student-athlete to clock-in and clock-out without performing the required job duties.
- C. **Student-athletes must be compensated at the same rate as a worker with the same level experience who performs similar services.** For example, if a student-athlete's coworker performs the same duties while making \$10 hourly, they should be paid the same rate. Additionally, student-athletes should only receive employment benefits that are available to the entire workforce.
- D. **The student-athlete may not be compensated based on the publicity, fame, or reputation that he or she has obtained due to his or her athletics ability.** This means that student-athletes may not be compensated more than the going rate simply because they may increase sales due to their status as a USC student-athlete.

Know that the same regulations apply to student-athletes asked to help with tasks such as babysitting, yard work, or moving furniture.

Violations of any of the above requirements would cause the student-athlete to become ineligible to represent the institution in competition.

Upcoming Gamecock Athletics Events

- > **Baseball**
2/14-16—Bucknell
2/18—Presbyterian
2/21-23—Eastern Kentucky
2/28—Clemson
- > **Men's Basketball**
2/1—@ Ole Miss
2/5—Auburn
2/8—@ Tennessee
2/12—Vanderbilt
2/15—Alabama
2/19—@ Arkansas
2/22—Georgia
2/26—@ Auburn
- > **Women's Basketball**
2/2—Missouri
2/6—@ Mississippi State
2/9—Arkansas
2/16—@LSU
2/20—@ Kentucky
2/23—Florida
2/27—Georgia
- > **Women's Equestrian**
2/1—@ New Mexico State
2/8—@ Georgia
2/22—Texas A&M
- > **Men's Golf**
2/21-23—@ Bayou City Colligate Championships—Houston, TX
- > **Women's Golf**
2/14-16—@ Florida State Match-Up
- > **Men's Tennis**
2/2—MTSU
2/2—Wofford
2/7—@Wake Forest
2/9—@North Carolina State
2/21—USF
2/23—San Diego



Employing Prospects

It is permissible for boosters to employ prospects, regardless of their age, provided USC does not arrange the employment and the opportunity for employment is available on an equal basis for all applicants who qualify for the position.

USC may not recommend a particular prospect for an available job at a booster's business, nor may the booster show the prospect any preferential treatment in the hiring process.

In all situations, prospects may only be compensated for work they actually perform and must be paid at a comparable rate.

Employing Former Student-Athletes

Former student-athletes are held to the same extra benefits legislation as current student-athletes. However, a booster may enter into a legitimate business agreement (e.g., employment) with a former student-athlete.

Under these circumstances, a booster still may not provide a former student-athlete with cash or other gifts.

Sports Wagering and MARCH MADNESS

Each year, millions of fans across the country tune in during late March and early April as the NCAA Basketball Tournament takes place. "March Madness" is a popular venue for betting. While boosters are not specifically prohibited from gambling on college athletics, please remember that student-athletes and athletics staff members are prohibited from gambling on intercollegiate athletics.



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> Swimming and Diving

2/1—@ Auburn
2/18-22—@ SEC Championships—
Athens, GA

> Softball

2/7—Iowa
2/8—Ohio
2/8—Presbyterian
2/9—UNC-Greensboro
2/12—@ Charlotte
2/14—LIU-Brooklyn @ Boca Raton, FL
2/14—Providence @ Boca Raton, FL
2/15—Maryland @ Boca Raton, FL
2/16—@ Florida Atlantic
2/21—Gardner-Webb
2/21—Boston
2/22—Michigan State
2/23—UNC Wilmington
2/25—Western Carolina (2)
2/27—@ Arizona State
2/28—Minnesota @ Tempe, AZ
2/28—Ball State @ Tempe, AZ

> Women's Tennis

2/1—VCU @ Charlottesville, VA
2/2—@ Virginia
2/5—Furman
2/9—Charleston Southern
2/9—Davidson
2/16—Clemson
2/21—South Carolina State
2/21—North Florida
2/23—William & Mary
2/28—Missouri

> Track and Field

2/1—@ Hilton Garden Invitational @
Winston -Salem, NC
2/7-8—@ Armory Collegiate
Invitational—New York, NY
2/14-15—@ Tyson Invitational—
Fayetteville, AR
2/22—Gamecock Invitational
2/27-3/1—@ SEC Championships @
College Station, TX

