

**Minutes**  
**USA Triathlon Board of Directors**  
**Regular In-Person Meeting**  
**Cheyenne Mountain Resort**  
**Colorado Springs, CO**  
**January 15-16 2012**

**Board Members Present:**

Bob Wendling, President  
John Lines  
Jack Weiss  
Victor Plata  
Vince O'Brian  
Barry Siff  
Steven Sexton  
Brian Harrington  
Dave Kuendig  
Kevin Smeltzer  
Melissa Merson, ex officio  
Kevin Sullivan  
Charles Baker, (part-time via conference phone, absent 1.16)

**Staff:**

Rob Urbach, CEO  
Tim Yount, COO  
Sharon Carns, Governance and HR Manager  
Amy Drown, Executive Assistant  
Chuck Menke, Marketing and Communications Director  
Jeff Dyrek, National Events Director  
Kathy Matejka, Event Services Director  
Peter Torres, IT

**Guests:**

Steve Smith, HRO  
Mike Greer, President, Professional Triathlon Association  
Chuck Wiegus, CEO USA Swimming  
Dave Surofcheck, Vice President, Wealth Management, Morgan Stanley Smith Barney  
Chris Vadala, USOC Sport Performance  
Penny Benningston, Youth Race Director

TABLE OF MOTIONS			
	MAIN MOTION	SECONDARY OR SUBSIDIARY MOTION (Amend, Commit, Postpone, etc.)	VOTE/ RESULT
1	Approve the minutes	Add: Bob Wendling as co-sponsor of resolution (board book p.30)	Voice Pass
2	To accept the Regional Council recommendation to pay for a second in-person meeting for 2012.	Postpone until the budget discussion on January 16 <sup>th</sup> .	Voice Pass
3	That USAT continue negotiating for and development of the Paralympic program.	Add: That USAT apply to the USOC to become the National Governing Body for Paratriathlon in the Paralympics.	Voice Pass
4	To refer to the National Championships Task Force the recommendation to adopt the Mid-case National Events bundle.	Replace with: To refer to the National Championships Task Force the National Championships presentation to provide a recommendation to the board.	Voice Pass
5	To propose creating a diversity committee along the lines of USA Swimming's and report to the board on the next regular meeting.		Voice Pass
6	To suspend the budget of the women's committee.	Replace with: To request from the women's committee a greater detailed report of activities to justify funding for 2011 and proposed 2012.	Voice Pass
7	To accept USAT committee list as presented and amended.		Voice Pass
8	To reduce the youth membership one-day fee from \$10 to \$5, effective in 2012.	Add: That youth one-day membership fee of \$5 be applicable to the purchase of a \$15 annual youth membership license.	Roll Call Failed
9	To accept the fifteen documents relating to elite athlete qualification and selection criteria.	See text below.	Voice Pass

Board convened and went into executive session for elections.

**Election Results:**

President – Bob Wendling

Vice President – John Lines

Treasurer – Jack Weiss

Secretary General – Victor Plata

**Motion:** to approve the minutes of the previous meetings since the last in-person meeting was made and seconded.

**Motion** to amend the minutes to add Bob Wendling as sponsor of bylaw amendment proposal on p.30 of the board book.

11:10

Guest Speaker. Topic: Good NGB governance

Chuck Wielgus, CEO USA Swimming

12:05

Year End 2011 Investment Report

Dave Surofchek, Wealth Management

12:43 – Recess (adjourn) for lunch until after 13:00

13:10

Committee Reports

Some committee liaisons made brief oral presentations. For full reports, see Annual Committee Reports on the USAT website at: [www.usatriathlon.org](http://www.usatriathlon.org).

♣ International Relations Committee Report

Melissa Merson

♣ Regional Council Report

Pam Zawada, Ann Gilbert, Kevin Smeltzer

Regional Council Chair recommended that the board fund a second in-person meeting of the Regional Council in 2012

**Motion:** to accept the Regional Council recommendation to pay for a second in-person meeting for 2012 (Victor Plata). Motion seconded.

**Motion:** to postpone until the budget discussion on January 16<sup>th</sup> (Barry Siff). Motion seconded.

**Motion to postpone approved by voice vote.**

♣ Hall of Fame Committee

John Lines, Liaison

♣ Hearing and Appeals Committee

Brian Harrington, Liaison

♣ Marketing Committee

Vince O' Brian, Liaison

◦ **Action Item** – AAC to recruit an athlete for the marketing committee with marketing experience

♣ National Coaching Committee

Kevin Smeltzer, Liaison

♣ Race Director Council

Barry Siff, Liaison

♣ Strategic Planning – inactive in 2011; will be reformed.

♣ Women's Committee – board discussion regarding no voting female members on the board.

Other Business:

The board members were given conflict of interest forms to sign and return to Sharon Carns.

15:35

CEO Report

Rob Urbach

Informed the board on successes and challenges over the past year, and goals for 2012.

16:50

Business Unit Development Reports

Business unit directors made brief oral presentations to bring the board up to date on issues addressed by their units, and were available for questions.

- ▲ Sport Development Report  
Tim Yount
- ▲ Event Services  
Kathy Metejka
- ▲ IT  
Peter Torres
- ▲ National Events  
Jeff Dyrek
- ▲ Marketing & Communications  
Chuck Menke

17:51 Motion for adjournment until 7:30am January 16<sup>th</sup> (Jack Weiss). Motion seconded.

**Motion approved by voice vote.**

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JANUARY 16

07:30 – Meeting convened

Roll call - all Directors present except Chuck Baker.

Presentation: Paralympics

CEO presented outline for a partnership with the Challenged Athletes' Foundation to govern the Paralympic program if USAT agreed to become the Paralympic NGB. USAT would cover High Performance Plan, Marketing, Talent ID, Coaching Certification, lower level employee, accounting. CAF would cover higher level employee, camps, grants, sponsorship outreach, disability-specific training insights, military relationships. Projected cost to ensure highest-level results in Rio in 2016 are:

2012	\$263,000
2013	\$411,825
2014	\$438,680
2015	\$663,260
2016	\$670,410

USAT would be responsible for a significant a portion of costs if it agreed to accept the responsibility of being the recognized NGB for the Paralympics.

**Motion:** That USAT direct the CEO to continue to fund and support the paratriathlon program. (Jack Weiss) Motion was not seconded.

**Motion:** That USAT continue negotiating for, and development of, the Paralympic program. (Melissa Merson). Motion seconded.

Friendly amendment: that the resolution read: "That USAT apply to the USOC to become the National Governing Body for Paratriathlon in the Paralympics and continue negotiating for, and development of, the Paralympic program." (Victor Plata).

Friendly amendment accepted.

**Motion approved as by voice vote.**

8:30

Guest Speaker: Chris Vadala

USOC Update (see attached)

Presentation on the fundamental elements used by the USOC Sport Performance department to determine funding for NGBs.

9:05

Presentation: National Championship Events

CEO presented an overview of USAT's National Championship events as a background for strategic planning options. Proposed "bundling" events with various disciplines consolidated during the same race weekend at the same venue.

Max-case bundle option included the most events and also the most challenges.

Mid-case bundle option would include Sprint/Olympic, Elite, Aquabike, Para, and Collegiate draft-legal relay. All other events remain stand alone (duathlon, collegiate, youth, winter tri, etc).

Additionally, CEO informed the board about a super-sprint series that is in development by Mark Lees that may produce opportunities for USAT to promote draft-legal racing.

Recommendation: that USAT adopt the Mid-case bundle option.

**Motion:** To refer to the National Championships Task Force the recommendation to adopt the Mid-case National Events bundle. (Victor Plata). Motion seconded.

Friendly Amendment: To refer to the National Championships Task Force the National Championships presentation to provide a recommendation to the board (Melissa Merson). Accepted (Plata).

**Motion approved by voice vote.**

10:25

Committee Ratification

The board reviewed and populated committees using a master committee list.

**Motion:** To propose creating a diversity committee along the lines of USA Swimming's and report to the board on the next regular meeting (Melissa Merson). Motion seconded.

**Motion approved by voice vote.**

**Motion:** To suspend the budget of the women's committee (Merson). Motion seconded.

Friendly Amendment: to request from the women's committee a greater detailed report of activities to justify funding for 2011 and proposed 2012. (Sullivan) Amendment accepted.

Brian Harrington removed himself from the meeting prior to the vote.

**Motion passed by voice**

Jack Weiss and Vince O'Brian requested that the record reflect their vote against the motion.

**Motion:** To accept USAT committee list as presented and amended (Weiss). Motion seconded.

**Motion passed by voice vote**

Brian Harrington Abstained

Melissa Meson requested that the record reflect her opposition to the motion.

Board Discussions and Resolutions

- ▲ Sanctioning Fee Presentation (see attached)

Jack Weiss, Treasurer

Presented an analysis of membership fees to establish the premise that race directors create value for the Federation.

- ▲ Youth One Day (see attached)

**Motion:** To reduce the youth membership one-day fee from \$10 to \$5, effective in 2012 (Barry Siff). Motion seconded.

Penny Benningston spoke on behalf of the motion as a youth race director

- Friendly Amendment: That youth one-day membership fee of \$5 be applicable to the purchase of a \$15 annual youth membership license. (Weiss). Friendly amendment accepted (Siff).
- Friendly amendment: to set the one-day youth membership fee at \$6. (Plata). Friendly amendment rejected. (Siff).

Roll Call Vote:

Kevin Sullivan – yes  
Brian Harrington – no  
Victor Plata – yes  
Kevin Smeltzer – yes  
Dave Kuendig – no  
John Lines – no  
Steve Sexton – no  
Barry Siff – yes  
Jack Weiss – yes  
Vince O'Brain - no

**Motion required  $\frac{3}{4}$  vote to pass per the bylaws. Motion failed 5-5**

Task Force Creation

President announced the creation of a regional funding review task force.

Charter: To provide a recommendation to the board on a potential new regional funding

Steve, Chair

John Lines

Ann Gilbert

Kevin Sullivan left the meeting approximately 12:00

Elite Qualification and Selection Criteria.

**Motion:** To accept the fifteen documents relating to elite athlete qualification and selection criteria. (Brian Harrington). Motion seconded.

Friendly Amendment: (Plata)

1. To delete from the EASC document, “at the request of Rob Urbach, the High Performance Leader will sit on the discretionary committee.”
2. To postpone until the next board call the junior ITU PATCO, World Triathlon Championship, and duathlon documents to allow staff and AAC to make corrections
3. Replace references of WCS and World Championship Series, with WTC and World Triathlon Series; and replace General Manager with Team Leader for discretionary selection, in the National Team Qualification document.
4. Replace “Paratriathlon Committee” in the discretionary selection process with “two athletes appointed by the AAC,” in all Para documents
5. Replace General manager with Performance Team Leader in 2012 and 2016 documents.

Friendly Amendments accepted. (Harrington).

**Motion passed by voice vote.**

12:15 The Board went into executive session by unanimous consent.

1:25pm Board came out of executive session.

Motion: to adjourn (Weiss).

**Motion passed by voice vote.**

**Minutes submitted by**

**Victor Plata**

**Secretary General**

**USA Triathlon**

**Guest Speaker: Chris Vadala**  
USOC Update

The U.S. is seeing a decreased market share of medals won as highlighted in some of our key sports. Significant multi-year investments by some of our strongest competitors are beginning to erode our overall ability to sustain a “best in the world” Olympic effort.

With this as a back drop, we need to collectively focus our resources and efforts to:

Sustain success in key sports which represent the tradition of excellence for our nation and are relevant both domestically and internationally.

Find new opportunities for success that strategically align with our mission and will contribute not only to our success in the Olympic Games but also toward inspiring Americans.

Invest in the best opportunities for medals

Move toward full integration of resources

Customize funding by sport

Ensure consistency and continuity of funding

high performance funding

Move toward full integration of resources

**Across all support areas (financial, services, direct athlete, OTCs and Games).**

Across Olympic, Paralympic, Pan Am, Summer and Winter.

Funding for Olympic medals will not be put at risk to fund Paralympic medals instead.

Funding for Paralympic medals is more important than investing in Olympic sports which have limited prospects for winning medals.

The USOC does not have the obligation to invest in sports that have limited prospects for medals in the long-term or short-term; this means there may be Olympic sports that do not receive high performance funding. There will be no high performance funding for Pan Am-only sports.

**Customize funding by sport**

International assessment

Coach-driven model

Performance funding vs. operations

Ensure consistency and continuity of funding

Sustain programs and structure to maintain success

Moving toward multiyear commitments

**Key criteria**

International caliber athletes

Effective training strategy based on international standards

Effective competition management and prioritization

Strong leadership committed to performance

Effective coaching structure

**Process for requesting resources will be tied to the high performance plan, including:**

NGB direct funding

Direct athlete support

Funded OTC access (lodging, meals, venues, medical, recovery)

Sport science services

Programs to be considered for support must be included in the NGB high performance plan

Unused OTC capacity and services will be sold and proceeds reinvested

## **Memo on the Correction of *Actual* USAT Budget Regarding Membership/Sanction Revenue**

### **Facts:**

- Membership for 2011: 145,986 (AG, Youth & Elite)
- Actual Insurance Costs for 2011: \$1,145,924.88
- Cost of USAT Insurance per member (annual and one day): **\$7.85**
- Actual 2011 Insurance outlay divided by number of USAT members (145,986)
- Reason to acquire any membership (Annual or 1 Day): Compete/Race

### **Projected Financial Impact to USAT 2011 Budget:**

Revenue received from sanctioning events: \$451,614.00  
Adult memberships (\$7.85 x 103,000) \$888,550.00  
Youth memberships (\$5.00 x 42,577) \$212,885.00  
Elite membership (\$9.00 x 449) \$ 3524.65  
1 Days (4=1annual/320K divided 4= 80,000) \$628,000.00

**TOTAL (Actual Revenue 2011) \$2,184,573.65**

**Actual Insurance Costs for 2011 \$1,145,924.88**

**Realized NET Profit \$1,038,648.77**

## **Memo on the Correction of *Projected* USAT Budget Regarding Membership/Sanction Revenue**

### **Facts:**

- Membership for 2011: 145,986 (AG, Youth & Elite)
- Projected Insurance Costs for 2011: \$1,411,000.00
- Cost of USAT Insurance per member (annual and one day): \$9.66
- Projected 2011 Insurance outlay divided by number of USAT members (145,986)
- Reason to acquire any membership (Annual or 1 Day): Compete/Race

### **Projected Financial Impact to USAT 2011 Budget:**

Revenue received from sanctioning events: \$451,614.00  
Adult memberships (\$9.00 x 103,000) \$927,000.00  
Youth memberships (\$5.00 x 42,577) \$212,885.00  
Elite membership (\$9.00 x 449) \$ 4,041.00  
1 Days (4=1annual/320K divided 4= 80,000) \$720,000.00

**TOTAL (Projected Revenue 2011) \$2,315,540.00**

**Projected Insurance Costs for 2011 \$1,411,000.00**

**NET Profit \$ 904,540.00**

## RESOLUTION FOR BOARD ACTION

**Subject:** The purpose of this resolution is to reduce the one-day membership license for Youth, from \$10 to \$5.

**Background:** USA Triathlon is interested in, and committed to, attracting and growing youth involvement and participation in triathlon. Several years ago, the Youth annual membership fee was reduced to \$5. There was no one-day fee needed, as such. Youth membership has grown significantly over the past several years; however, this has been largely aided by subsidizing the true cost of each Youth membership. The Board of Directors voted in 2011 to increase the annual Youth membership to \$15 (from \$5), and one-day memberships to \$10. A very specific - and limited - "grandfather clause" was also included. This resolution is being offered to balance the need to address the adverse financial impact of low cost annual youth licenses with the need to continue the growth of Youth in our sport by offering more affordable one-day licenses.

**Financial Impact:** This resolution would reduce the revenue realized by the sale of Youth oneday license, but increase the number of Youth one-day licenses sold. It recognizes the 300% increase in the Youth annual license, with its intent to more approximate the cost to USAT of such licenses while, still encouraging our young triathletes to "try a tri."

### **Relevant and Affected Bylaws, Rules, and Procedures**

#### **Bylaws**

Article VI, Membership; Section 3 is relevant to this resolution, as "... any amendments to any year's schedule of fees shall require a three-fourths majority vote of the entire Board of Directors." Also, Article VII, Board of Directors, Section 2, specifically grants the Board of Directors authority over decisions concerning "establishing membership dues and charges."

#### **Rules**

None.

#### **Procedures**

None.

**Whereas**, the recent increase in the Youth One day license fee could act as a deterrent to participation, and,

**Whereas**, it is an imperative as contained in the Strategic Plan, that USA Triathlon endeavor to grow participation, especially among Youth, and,

**Whereas**, there will be no impact the new annual license fee for Youth of \$15.

**Now therefore be it resolved**, that the Youth one-day license fee shall be reduced to \$5.  
Submitted by: Barry Siff, USA Triathlon Board of Directors



## USA Triathlon Elite Athlete Selection Committee

### 1. Mission

The mission of the Elite Athlete Selection Committee is to review properly filed appeals for discretionary selection and determine whether to nominate an athlete for selection, where such discretionary selection has been codified in the selection criteria for World Cup, World Triathlon Series or other events not including the Olympics and Pan Am Games.

### 2. Composition

The Elite Athlete Selection Committee consists of a pool of nine members, including the chairperson of the USAT Athletes Advisory Council, the USAT High Performance Leader, four members appointed by the High Performance Leader and three athlete representatives (as defined by USOC Bylaws Section 8.8.1) appointed by the AAC. The High Performance Leader will sit on the discretionary selection committee. If there is no High Performance Leader currently hired, then the High Performance General Manager may assume the role of the Performance Leader. All members of the EASC are required to sign the USAT Conflict of Interest statement that is required of all USAT committee members. Members are advised to read the USAT Committee Guide:

[http://assets.teamusa.org/assets/documents/attached\\_file/filename/26514/USA\\_Triathlon\\_s\\_Committee\\_Guide\\_2010.pdf](http://assets.teamusa.org/assets/documents/attached_file/filename/26514/USA_Triathlon_s_Committee_Guide_2010.pdf)

A panel of three disinterested members of the Elite Athlete Selection Committee and the High Performance Leader (ex-officio/non-voting) shall be appointed to address and determine whether to nominate an athlete to a World Cup or World Triathlon Series event. Members of the panel shall be appointed alphabetically by last name, but at least 20% must be athlete representatives. A new panel shall be appointed for each appeal, but each panel may sit for multiple appeals for a single event. The Elite Athlete Selection Committee shall be empowered:

- (1) To review appeals for discretionary selection and determine whether to nominate an elite athlete who has failed to meet the automatic selection criteria for a World Cup, World Championship or World Triathlon Series or other events not including the Olympics and Pan Am Games.

### 3. Process to Appeal for Discretionary Nomination

#### A. Ability to Appeal

Where discretionary selection has been codified in the selection criteria for World Cup, World Triathlon Series, or other events, any elite athlete member may appeal for discretionary nomination.

#### B. Time for Filing Appeal

An appeal must be filed in writing with USA Triathlon's National Team Program Manager 10 days before the USAT entry deadline for the World Cup, World Championship Series, or other events.

#### C. Contents of appeal

The appeal shall be in the form of a petition and shall contain the following:

- The petitioner's name, address, email and telephone number
- Detailed explanation of all of the grounds for the appeal;
- Evidence that the athlete wishes to be considered; and
- Request to participate orally at the hearing if so desired;

Requests to participate orally at hearings will be granted only in exceptional circumstances, and all petitioners should therefore ensure that their petition contains all relevant information when submitted.

#### D. Decision

A decision shall be determined by a majority vote of the committee. The committee shall issue a written reasoned decision of its findings.



## 2012 ITU PATCO CHAMPIONSHIP - JUNIOR TEAM SELECTION CRITERIA

### 1. Introduction

This 2012 ITU Junior Triathlon PATCO Championship Team Selection Criteria (the “Criteria”) will be used to determine the athletes that will represent the United States at the 2012 ITU PATCO Junior Triathlon Championship (the “Team”) in Edmonton, Canada on July 7<sup>th</sup>, 2012 (the “PATCO Championship”). The selection criteria are designed to provide emerging athletes aged 16 to 19 (as of December 31, 2011) the opportunity to continue their athletic development by demonstrating their abilities at the highest levels of international regional triathlon competition.

Under ITU PATCO Championship eligibility guidelines (posted on the ITU web site [www.triathlon.org](http://www.triathlon.org)) the USA may send a maximum of eight (8) men and eight (8) women to compete in the Junior division of the 2012 PATCO Championship event. However, start positions are not guaranteed. Start positions are awarded to USAT by the ITU based on: 1) a quota system; and 2) USA athlete results at select events during the 2011 season.

### 2. Minimum eligibility requirements for an athlete to be considered for nomination to the Team:

- a. Athlete must be eligible under all applicable rules of ITU ([www.triathlon.org](http://www.triathlon.org)), the U.S. Anti-Doping Agency ([www.usada.org](http://www.usada.org)), and USA Triathlon.
- b. Athlete must be an annual member in good standing of USA Triathlon.

### 3. Selection Priority/Events

- a. **Selection Priority #1** (maximum of four): Athletes ranked in the top ten of the 2011 end of season USAT Junior Elite Rankings, with priority going to the higher ranked athlete.
- b. **Selection Priority #2:** Finish position at the 2012 PATCO Junior North American Championship, Huatulco, Mexico (May 6, 2012)

### 4. Selection Procedure

- a. The maximum team size for the Team is eight (8) athletes per gender. If the ITU allows for additional athletes, then USAT High Performance may apply for additional invitations from the ITU. Additional nominations over the 8-athletes per gender maximum will be made by discretionary selection. USAT will submit all entries for the competition to the ITU 35 days prior to the PATCO Championship.
- b. Automatic Selection:
  - i. The highest ranked junior USA athletes in Selection Priority #1 will automatically qualify for the Team provided they are ranked 10<sup>th</sup> or better. Athletes will qualify by order of rank and a maximum of four (4) athletes will be identified through this priority. Athletes who qualify by this standard must also demonstrate their fitness by meeting one of the following standards in 2012:
    1. Compete in draft-legal junior events in 2012; or
    2. Meet swimming and running benchmarks. Athlete must meet the “A” standard in the swim or run, and the “B” standard of the other discipline from the “Junior Swim and Run Benchmarks” table below.
  - ii. Up to four positions will be awarded at Selection event #2.
    1. The first four (4) Junior USA athletes at Selection Event #2, who did not already qualify for the Team, will automatically qualify for the Team provided he/she finishes in 15<sup>th</sup> place or better and within 5% of the winner’s time. Athletes will qualify by order of finish.

- c. **Discretionary Selection:** any remaining slots on the Team following the Automatic Selection process will be filled by discretionary selection.

**Selection Event Table:**

**2012 USAT Junior PATCO Championships Selection Criteria**

<u>PRIORITY/EVENT</u>	<u>LOCATION</u>	<u>DATE</u>	<u>UP TO</u>	<u>Qualifying Criteria</u>
2011 Junior Elite Rankings	<a href="http://www.usatriathlon.org">www.usatriathlon.org</a>	N/A	4 MEN 4 WOMEN	The highest ranking Junior USA athletes provided they are ranked 10 <sup>th</sup> place or better. Athletes qualify by order of rank, and must demonstrate fitness in 2012
2012 PATCO Junior North American Championship*	Huatalco, Mexico	May 6, 2012	4 MEN 4 WOMEN	Qualifying athlete must finish top 15 overall and within 5% of winner's time

\*In the event of cancellation of any portion of the event (swim, bike or run), slots for this event will be awarded at the 2012 USAT Dallas Junior Elite Cup on June 2, 2012, in Dallas, Texas.

**5. Discretionary Selection**

- a. Rationale for utilizing discretionary selection: By meeting the automatic selection standards, athletes will have demonstrated their ability as the best USA athletes in this category. If the maximum number of USA athletes have not met the standards, then USA Triathlon may select athletes who, in the opinion of the Selection Committee, can win a medal despite not performing to the standard at the selection event, or who can contribute to winning a medal through specific team tactics during the event.
- b. Discretionary Process: Any athlete who meets the minimum eligibility requirements in Section 2 may be considered for nomination. The Selection Committee shall rank athletes for nomination to the ITU. Athletes must fully understand and agree to their individual strategic roles within the team before being nominated to the Team by discretionary selection. USAT will submit all approved entries for the competition to ITU 35 days prior to the 2012 ITU Junior PATCO Championships. Athletes will be notified of their selection on or before that date.
- c. Discretionary criteria:
- i. The following criteria shall be used for discretionary selection. The criteria are listed in no particular order:
    1. Finish place in the Selection Events;
    2. USAT Junior Elite Ranking (if any);
    3. a record of competitive swimming results and a record of competitive cycling results and demonstrated knowledge of cycling team tactics; or official swimming and running marks established in 2012.
      - a. For an athlete judged by swimming and running marks, the athlete must meet the "A" standard in the swim or run and the "B" standard of the other discipline from the Swim and Run Benchmarks below. Results submitted on or before March 31<sup>st</sup> will be considered in the discretionary process.

Junior Swim and Run Benchmarks				
		800yd SC	800m SC	5k
Men	A	8:15	9:05	16:00
Men	B	8:39	9:32	16:40
Women	A	8:40	9:33	18:00
Women	B	9:23	10:32	19:00

- d. The Selection Committee will be comprised of two members of the High Performance Staff and one member appointed by the USAT Athletes' Advisory Council.

**6. Removal from the Team**

- a. An athlete who is to be nominated to the Team by USA Triathlon may be removed as a nominee for any of the following reasons, as determined by USA Triathlon:
- ii. Voluntary withdrawal. Athlete must submit a written letter to the USA Triathlon High Performance National Team Manager.
  - iii. Injury or illness as certified by an approved USA Triathlon physician (or medical staff). If an athlete refuses verification of his/her illness or injury by an approved USA Triathlon physician (or medical staff), his/her injury will be assumed to be disabling and he/she may be removed.
  - iv. Violation of the USA Triathlon Code of Conduct. An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the USA Triathlon Bylaws Article XV or the USOC's Bylaws, Section 9.
  - v. Failure to meet the fitness requirement of Section 3(b)(i) of this document.

**7. Replacements to the Team**

- a. If for any reason a position on the Team shall become vacant, such vacancy shall roll down to the next qualified athlete, provided that the replacement athlete meets all applicable Selection Criteria requirements, and a replacement is allowed by the ITU. In the event that no athlete meets all of these criteria, or the ITU does not allow replacement, the vacancy shall not be filled.

**8. Additional Requirements for Selection**

- a. All athletes selected to the Team will be required to comply with all applicable rules and requirements of ITU, WADA, USADA, and USAT, including, but not limited to, the following:
- vi. Sign and abide by the USAT's Code of Conduct, any USAT or ITU Waiver or Release, and conform to all USAT policies and protocol regarding Team preparation and participation.
  - vii. Agree not to race any event **longer** than the Olympic triathlon distance (1.5km/40km/10km) between the period beginning six (6) weeks prior to the date of the PATCO Championship.
  - viii. Agree to stay in lodging as a team for PATCO Championship. All accommodation arrangements will be coordinated by the High Performance staff.

**9. Team Athlete Benefits**

- a. Athletes selected for the World Championship Team will receive the following benefits:
- i. USA Triathlon will cover the World Championship race registration fee.
  - ii. USA Triathlon will provide a team uniform. Sponsor logos are permitted uniform, but must comply with ITU specifications and are the responsibility of the athlete.
  - iii. A USAT resource will be available on race day to assist with limited coaching and administrative duties.
  - iv. Athletes may be eligible for travel reimbursement pending performance – a summary of funding opportunities can be found in the Junior Performance Plan.

**10. Preparation Training Camp**

- a. All athletes selected to the Team may be required to attend a Preparation Training Camp (the “Camp”) at a date and location to be determined. Transportation, lodging, meals, and training venues will be provided at no cost to the Team by USAT. Written announcement of the pre-Championship camp will be posted on the USAT website ([www.usatriathlon.org](http://www.usatriathlon.org)) 90 days before the commencement of the camp.

**11. International Disclaimer**

- a. These Selection Criteria are based on the latest information available to USAT, and on ITU and USAT rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in ITU or USAT rules and regulations, or other unforeseen circumstances, will be distributed to the affected athletes promptly, and USAT reserves the right to revise these Selection criteria in such event.



## 2012 ITU WORLD CHAMPIONSHIP - JUNIOR TEAM SELECTION CRITERIA

### 1. Introduction

This 2012 ITU Junior Triathlon World Championship Team Selection Criteria (the “Criteria”) will be used to determine the athletes that will represent the United States at the 2012 ITU Junior Triathlon World Championships (the “Team”) in Auckland, New Zealand on October 21, 2012 (the “World Championship”). The selection criteria are designed to provide emerging athletes aged 16 to 19 (as of December 31, 2012) the opportunity to continue their athletic development by demonstrating their abilities at the highest levels of international triathlon competition.

Under ITU World Championship eligibility guidelines (posted on the ITU web site [www.triathlon.org](http://www.triathlon.org)) the USA may send a maximum of three (3) men and three (3) women to compete in the Junior division of the 2012 ITU Triathlon World Championship event. However, start positions are not guaranteed. Start positions are awarded to USAT by the ITU based on: 1) a quota system; and 2) USA athlete results at the 2012 ITU Pan American (PATCO) Junior Championships.

### 2. Minimum eligibility requirements for an athlete to be considered for nomination to the Team:

- a. Athlete must be eligible under all applicable rules of ITU ([www.triathlon.org](http://www.triathlon.org)), the U.S. Anti-Doping Agency ([www.usada.org](http://www.usada.org)), and USA Triathlon.
- b. Athlete must be an annual member in good standing of USA Triathlon.

### 3. Selection Events

- a. **Selection Event #1:** 2011 ITU Junior World Championship, Beijing, China; September 10-11, 2011
- b. **Selection Event #2:** 2012 PATCO Junior Championship, Edmonton, Canada; July 7, 2012
- c. **Selection Event #3:** 2012 USAT Junior National Championship, West Chester, Ohio; August 11, 2012

### 4. Selection Procedure

- a. The maximum team size for the Team is 3 athletes per gender. If the ITU allows for additional athletes, then USAT High Performance may apply for additional invitations from the ITU. Additional nominations over the 3-athletes per gender maximum will to be made by discretionary selection. USAT will submit all entries for the competition to the ITU 35 days prior to the World Championship.
- b. Automatic Selection:
  - i. The highest placing junior USA athletes in Selection Event #1 will automatically qualify for the Team provided they finish in 5<sup>th</sup> place or better. Athletes will qualify by order of finish. Athletes who qualify by this standard must also demonstrate their fitness by meeting one of the following standards in 2011:
    1. Compete in draft-legal junior events in 2012; or
    2. Meet swimming and running benchmarks. Athlete must meet the “A” standard in the swim or run, and the “B” standard of the other discipline from the “Junior Swim and Run Benchmarks” table below.

- ii. If any slots remain following Selection Event #1, up to two positions will be awarded at Selection event #2.
    - 1. Single qualifier per gender: The first Junior USA athlete at Selection Event #2, who did not already qualify for the Team, will automatically qualify for the Team provided he/she finishes in 8<sup>th</sup> place or better and within 5% of the winner's time. Athletes will qualify by order of finish.
    - 2. Two qualifiers per gender: The first two Junior USA athletes at Selection Event #2, who did not already qualify for the Team, will automatically qualify for the Team provided they both finish in 3<sup>rd</sup> place or better and within 5% of the winner's time.
  - iii. If any slots remain following Selection Event #2, then the first Junior USA athlete at Selection Event #3, who did not already qualify for the Team at previous Selection Events, will automatically qualify for the Team provided he/she finishes in 3<sup>rd</sup> place or better and within 5% of the winner's time for men and 8% of the winners time for women.
- c. **Discretionary Selection:** any remaining slots on the Team following the Automatic Selection process will be filled by discretionary selection.

**Selection Event Table:**

**2012 USAT Junior World Championships Selection Criteria**

<u>EVENT</u>	<u>LOCATION</u>	<u>DATE</u>	<u>UP TO</u>	<u>Qualifying Criteria</u>
2011 ITU Junior World Championship	Beijing, China	September 10-11, 2011	3 MEN 3 WOMEN	The highest placing Junior USA athletes provided they finish 5 <sup>th</sup> place or better. Athletes qualify by order of finish, and must demonstrate fitness in 2011
2012 PATCO Junior Championship*	Edmonton, Canada	July 7, 2012	2 MEN 2 WOMEN	<u>Single qualifier per gender</u> : Qualifying athlete must finish top 8 overall and within 5% of winner's time <u>Two qualifiers per gender</u> : Two US athletes (not already qualified) must both finish top 3 overall and within 5% of the winners time
2012 Junior National Championship*	West Chester, OH	August 11, 2011	1 MAN 1 WOMAN	<u>Men</u> : Qualifying athlete must finish top 3 overall and within 5% of winners time <u>Women</u> : Qualifying athlete must finish top 3 overall and within 8% of winners time

\*In the event of cancellation of any portion of the event (swim, bike or run), slots for this event will be awarded according to the Discretionary Selection criteria in Section 5.

**5. Discretionary Selection**

- a. Rationale for utilizing discretionary selection: By meeting the automatic selection standards, athletes will have demonstrated their ability as the best USA athletes in this category. If the maximum number of USA athletes have not met the standards, then USA Triathlon may select athletes who, in the opinion of the Selection Committee, can win a medal despite not performing to the standard at the selection event, or who can contribute to winning a medal through specific team tactics during the event.
- b. Discretionary Process: Any athlete who meets the minimum eligibility requirements in Section 2 may be considered for nomination. The Selection Committee shall rank athletes for nomination to the ITU. Athletes must fully understand and agree to their individual strategic roles within the team before being nominated to the Team by discretionary selection. USAT will submit all approved entries for the competition to ITU 35 days prior to the 2012 ITU Junior World Championships. Athletes will be notified of their selection on or before that date.

c. Discretionary criteria:

- i. The following criteria shall be used for discretionary selection. The criteria are listed in no particular order:
  - 1. Finish place in the Selection Events;
  - 2. USAT Junior Elite Ranking (if any);
  - 3. a record of competitive swimming results and a record of competitive cycling results and demonstrated knowledge of cycling team tactics; or official swimming and running marks established in 2012.
    - a. For an athlete judged by swimming and running marks, the athlete must meet the “A” standard in the swim or run and the “B” standard of the other discipline from the Swim and Run Benchmarks below:

Junior Swim and Run Benchmarks				
		800yd SC	800m SC	5k
Men	A	8:15	9:05	15:40
Men	B	8:39	9:32	16:20
Women	A	8:40	9:33	17:30
Women	B	9:23	10:32	18:40

- d. The Selection Committee will be comprised of two members of the High Performance Staff and one member appointed by the USAT Athletes’ Advisory Council.

**6. Removal from the Team**

- a. An athlete who is to be nominated to the Team by USA Triathlon may be removed as a nominee for any of the following reasons, as determined by USA Triathlon:
  - ii. Voluntary withdrawal. Athlete must submit a written letter to the USA Triathlon High Performance National Team Manager.
  - iii. Injury or illness as certified by an approved USA Triathlon physician (or medical staff). If an athlete refuses verification of his/her illness or injury by an approved USA Triathlon physician (or medical staff), his/her injury will be assumed to be disabling and he/she may be removed.
  - iv. Violation of the USA Triathlon Code of Conduct. An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the USA Triathlon Bylaws Article XV or the USOC’s Bylaws, Section 9.
  - v. Failure to meet the fitness requirement of Section 4(b)(i) of this document.

**7. Replacements to the Team**

- a. If for any reason a position on the Team shall become vacant, such vacancy shall roll down to the next qualified athlete, provided that the replacement athlete meets all applicable Selection Criteria requirements, and a replacement is allowed by the ITU. In the event that no athlete meets all of these criteria, or the ITU does not allow replacement, the vacancy shall not be filled.

## 8. Additional Requirements for Selection

- a. All athletes selected to the Team will be required to comply with all applicable rules and requirements of ITU, WADA, USADA, and USAT, including, but not limited to, the following:
  - vi. Sign and abide by the USAT's Code of Conduct, any USAT or ITU Waiver or Release, and conform to all USAT policies and protocol regarding Team preparation and participation.
  - vii. Agree not to race any event **longer** than the Olympic triathlon distance (1.5km/40km/10km) between the period beginning six (6) weeks prior to the date of the World Championship.
  - viii. Agree to stay in lodging as a team for World Championship. All travel and accommodation arrangements will be coordinated by the High Performance staff.

## 9. Team Athlete Benefits

- a. USA Triathlon will pay all of Athlete's reasonable travel expenses to the World Championships.
- b. Athletes finishing in the top-3 (*first, second, or third place*) will be eligible for an additional \$1,000 allowance to cover any travel expenses for national-level or international-level events not covered through other allotments during the 2012 Junior Elite season. An expense report with original receipts is required.

## 10. Preparation Training Camp

- a. All athletes selected to the Team may be required to attend a Preparation Training Camp (the "Camp") at a date and location to be determined. Transportation, lodging, meals, and training venues will be provided at no cost to the Team by USAT. Written announcement of the pre-Games camp will be posted on the USAT website ([www.usatriathlon.org](http://www.usatriathlon.org)) 90 days before the commencement of the camp.

## 11. International Disclaimer

- a. These Selection Criteria are based on the latest information available to USAT, and on ITU and USAT rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in ITU or USAT rules and regulations, or other unforeseen circumstances, will be distributed to the affected athletes promptly, and USAT reserves the right to revise these Selection criteria in such event.



## **2012 JUNIOR WORLD DUATHLON CHAMPIONSHIP TEAM SELECTION CRITERIA**

### **1. Introduction**

This 2012 ITU Duathlon World Championships Junior Team Selection Criteria (the “Criteria”) will be used to determine the athletes that will represent the United States at the 2012 ITU Junior Duathlon World Championships in Nancy, France, on September 22-23, 2012 (the “World Championship”). The selection criteria are designed to provide emerging athletes aged 16 to 19 (as of December 31, 2012) the opportunity to continue their athletic development by demonstrating their abilities at the highest levels of international duathlon competition.

Under ITU World Championships eligibility guidelines (posted on the ITU web site [www.triathlon.org](http://www.triathlon.org)), the USA may send up to a total of six (6) men and six (6) women to compete in the Junior division of the 2012 ITU Duathlon World Championships.

### **2. Minimum eligibility requirements for an athlete to be considered for nomination to the Team:**

- a. Top 10 result at a Junior National Cup race in 2011 or 2012; or
- b. USA Cycling category 3 or better AND an open 5k in 2011 or 2012 under 16:00 for men or 19:00 or under for women; or
- c. Invitation from the High Performance Leader; and
- d. Athlete must be eligible under all applicable rules of ITU ([www.triathlon.org](http://www.triathlon.org)), the U.S. Anti-Doping Agency ([www.usada.org](http://www.usada.org)), and USAT Triathlon; and
- e. Athlete must be an annual member in good standing of USA Triathlon.

### **3. Selection Procedure**

- a. Athlete must submit an application to the High Performance Department (see below).
- b. Athletes will be ranked by the Selection Committee.
- c. The maximum team size for the Team is 6 athletes per gender. USAT will submit the top-six ranked athletes for the competition to the ITU 35 days prior to the World Championship.
- d. All slots on the Team will be filled by discretionary selection.

### **4. Discretionary Selection**

- a. USA Triathlon may select athletes who, in the opinion of the Selection Committee, can win a medal, or who can contribute to winning a medal through specific team tactics during the event.
- b. Discretionary Process: Any athlete who meets the minimum eligibility requirements in Section 2 may be considered for nomination. Athletes must submit an application (see Attachment A) to the High Performance Department via email at [ituentries@usatriathlon.org](mailto:ituentries@usatriathlon.org), no later than July 1, 2012. Athletes must fully understand and agree to their individual strategic roles within the team before being nominated to the Team by discretionary selection. The Selection Committee shall rank athletes for nomination to the ITU. Athletes will be notified of their nomination on or before July 15, 2012.

USAT will submit all approved entries for the competition to ITU 35 days prior to the 2011 ITU Junior World Championships.

- c. Discretionary criteria:
  - i. For discretionary selection the following three criteria shall be used. Criteria are listed in no particular order.
    - 1. Official running marks established in 2012.
    - 2. A record of cycling ability in non-drafting events, or draft-legal events, including cycling-only events; and demonstrated knowledge of cycling team tactics.
- d. The Selection Committee will be comprised of two members of the High Performance Staff and one member appointed by the USAT Athletes' Advisory Council.

#### **5. Removal from the Team**

- a. An athlete who is to be nominated to the Team by USA Triathlon may be removed as a nominee for any of the following reasons, as determined by USA Triathlon:
  - i. Voluntary withdrawal. Athlete must submit a written letter to the USA Triathlon High Performance National Team Manager.
  - ii. Injury or illness as certified by an approved USA Triathlon physician (or medical staff). If an athlete refuses verification of his/her illness or injury by an approved USA Triathlon physician (or medical staff), his/her injury will be assumed to be disabling and he/she may be removed.
  - iii. Violation of the USA Triathlon Code of Conduct. An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the USA Triathlon Bylaws Article XV or the USOC's Bylaws, Section 9.

#### **6. Replacements to the Team**

- a. If for any reason a position on the Team shall become vacant, such vacancy shall roll down to the next qualified athlete, provided that the replacement athlete meets all applicable Selection Criteria requirements, and a replacement is allowed by the ITU. In the event that there is no athlete that meets all of these criteria, or the ITU does not allow replacement, the vacancy shall not be filled.

#### **7. Additional Requirements for Selection**

- a. All athletes selected to the Team will be required to comply with all applicable rules and requirements of ITU, WADA, USADA, and USAT, including, but not limited to, the following:
  - i. Sign and abide by the USAT's Code of Conduct, any USAT or ITU Waiver or Release, and conform to all USAT policies and protocol regarding Team preparation and participation.
  - ii. Agree not to race any event **longer** than the Olympic triathlon distance (1.5km/40km/10km) and standard ITU duathlon distance (5k/40k/10k ) between the period beginning six (6) weeks prior to the date of the World Championship.

#### **8. Team Athlete Benefits**

- a. Athletes selected for the World Championship Team will receive the following benefits:
  - i. USA Triathlon will provide a team uniform. Sponsor logos are permitted uniform, but must comply with ITU specifications and are the responsibility of the athlete.
  - ii. A USAT resource will be available on race day to assist with limited coaching and administrative duties.
  - iii. Athletes recording a top 10 finish and within 5% of the winners time will be eligible for reimbursement of their entry fee and flight expense; provided it was booked at a

reasonable market rate upon qualification and original receipt is provided with USAT expense report within 30 days of the event.

- iv. Athletes finishing in the top-3 (*first, second, or third place*) and within 5% of the winners time will be eligible for reimbursement of their race-related expenses (entry fee, flight, hotel, bike transport), provided rates are reasonable and original receipts are provided with USAT expense report within 30 days of the race.

#### **9. International Disclaimer**

These Selection Criteria are based on the latest information available to USAT, and on ITU and USAT rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in ITU or USAT rules and regulations, or other unforeseen circumstances, will be distributed to the affected athletes promptly, and USAT reserves the right to revise these Selection Criteria in such event.



**2012 Junior World Duathlon Championships  
USA Junior Team Member Application**

**PERSONAL INFORMATION**

<b>Name:</b>						
<b>Mailing Address:</b>						
<b>City, State, ZIP:</b>						
<b>Phone:</b>			<b>Email:</b>			
<b>Date of Birth:</b>		<b>Age:</b>				
<b>Gender</b>	M	F	<b>Height:</b>		<b>Weight:</b>	

**COACH INFORMATION**

<b>Name:</b>					
<b>Mailing Address:</b>					
<b>City, State, ZIP:</b>					
<b>Phone:</b>			<b>Email:</b>		

*Feel free to use additional space (back or blank page) to answer the following should you need it:*

Duathlon performances: \_\_\_\_\_

Cycling performances: \_\_\_\_\_

Running performances: \_\_\_\_\_

Previous Junior ITU Worlds Duathlon team member? Y - N

If Yes, year(s) and place(s) \_\_\_\_\_

**Athletic Background**

Applicants must complete a profile at [www.usatdevelopment.org](http://www.usatdevelopment.org). More information on the Athlete Profiler can be found under the Youth / Junior / U23 pages of the USAT website. Be sure to record all relevant information regarding your athletic background including Teams and Coaches, Run Times, Cycling and Duathlon Performances.

By checking this box, I confirm that I have an **up-to-date** Athlete Profile on the USAT website.

**Application Process**

Applications for the 2012 Junior World Duathlon Championship Team must be **received** by July 1, 2012 and should be sent via or email to: [ituentries@usatriathlon.org](mailto:ituentries@usatriathlon.org),

Athletes will be notified of their selection on or before July 15, 2012



## USA Triathlon National Team Qualification Criteria 2011-2012 (2012 Version)

### Introduction

The primary objective of USA Triathlon's National Team Program (NTP) is to provide an administrative, performance, and financial support structure to assist athletes in achieving optimal results for themselves and Team USA at the Olympic Games, Pan Am Games, and ITU World Triathlon Series. In order for athletes to excel at these major events, it is essential that they have extensive international competitive experience and exposure to top level ITU World Cup racing with medal winning results. The USA Triathlon (USAT) National Team is composed of those athletes with proven performance capability at World Cups, World Triathlon Series, and Olympic Games.

### Team Size

The USA Triathlon National Team will be limited to six male and six female athletes. If there are open slots available of one gender, and more than six qualified athletes of the other gender, USAT reserves the right to fill the open slot(s) with a qualified athlete of the opposite gender. However, those athletes of lowest priority who were added under the opposite gender quota will be removed from the National Team upon later qualification of an athlete of the gender that has initially less than six athletes.

### Application Process

Athletes that meet the National Team Qualification Criteria must request, complete and submit a National Team application to the USA Triathlon High Performance Department (attention: Anna Mack [anna.mack@usatriathlon.org](mailto:anna.mack@usatriathlon.org)). Submitted applications will be processed in the order in which they are received and athletes accepted to the USAT National Team Program will be issued a contract to sign within 30 days of application.

The purpose of the application process is for eligible athletes (in cooperation with their coaches) to submit an annual training and competition plan that outlines specific performance goals, key competitions, performance limiters, training emphasis periods, and performance support needs (e.g., sport science and medical services, facility and equipment needs, etc.). The plan then serves as a tool with the USAT High Performance staff, the National Team athlete and their coach to foster greater cooperation, communication, performance monitoring, feedback, accountability, and financial support.

### Evaluation Dates

National Team Program athletes will be evaluated twice per year for eligibility. Changes and/or additions to the teams will only be made on these dates. However, in the event that vacant slots are available on the team, an athlete who meets the criteria between evaluation dates may be placed on a respective team and evaluated again at the nearest Evaluation Date. National Team Program members must continue to perform at the level required to re-qualify, must be meeting the race requirement as outlined in their contract and be achieving training benchmarks which predict performance for future National Team qualification.

Evaluation dates for the USA Triathlon National Team Program are:

1. June 30
2. Following the last competition date of the year for ITU World Cup or World Triathlon Series events.

### Eligibility Criteria

An athlete must meet at least one of the following criteria in order to qualify for the National Team Program. If more athletes qualify for the National Team than the maximum designated number, eligibility priority lies in the following order:

1. First priority for the National Team Program for each year of the quadrennial will be:
  - 2009- Athletes selected for the 2008 OLYMPIC TEAM, including first replacements.
  - 2010- Same as #2 below.
  - 2011- Gold Medalists from 2011 Pan American Games.
  - 2012- Gold Medalists from 2011 Pan American Games and Athletes selected for the 2012 OLYMPIC TEAM including first replacements.
2. Top 8 finish at the most recent ITU World Triathlon Series (Final Race or Final WTS Series Ranking). Order of finish decides priority. In the event of a tie between Finale finish place and Series ranking, the priority goes to the Finale finish place.

3. Top 3 finish in an ITU World Triathlon Series event.
4. Invitation of the High Performance Leader. Contract benefits provided to these athletes may differ from benefits provided to athletes who qualify through criteria one through three. Also included within this category are athletes who have been granted National Team Program status through the Injury, Illness or Pregnancy provision.

## 2012 Contract Summary

Athletes must be eligible to race for the United States according to International Triathlon Union rules to be a member of the US National Team.

1. National Team Program athletes ("Team Athletes") may earn a stipend from USAT or the U.S Olympic Committee (USOC) based on performance. The level of funding for Team Athletes will be decided on by the High Performance Leader and USOC Sport Performance staff. Funding may not be equally distributed among all National Team Program athletes.
2. Financial support for performance needs such as massage, nutrition counseling, specialist coaching, and other needs as approved by the High Performance unit up to a cap of \$2000 before June 30 and an additional \$2000 from July 1 to December 31.
3. Elite Athlete Health Insurance (EAHI) provided through the United States Olympic Committee dependant on USAT EAHI criteria as outlined below:

### October 1, 2011

- Qualification for the 2012 Olympic team by virtue of a Top 9 performance at the 2011 ITU London WCS event.
- Top 8 finish at the 2011 ITU World Championships (Grand Final). Order of finish decides priority.
- Top 3 finish in an ITU World Championship Series Race in 2011. Final ITU World Championship Series (WCS) ranking decides priority.
- Top 8 finish in an ITU World Championship Series Race in 2011. Highest finish place decides priority. In the event of identical finish place, final ITU World Championship Series (WCS) ranking decides priority.
- Invitation of High Performance Director (limit one invitation per gender) for an athlete identified as a key contributor to team tactics at WCS level events
- If slots remain, slots will be filled by contracted National Team athletes according to their best finish place at an ITU World Championship Series event in 2010. Any ties will be broken by the end of the year ITU WCS ranking.

### June 1, 2012

- Athletes qualified for the 2012 Olympic Team.
- Athletes names as a "replacement" to the Olympic team. 2012 WTS rankings will determine priority.
- Top 3 finish at an ITU World Triathlon Series race in 2012. Athlete with the highest finish in Olympic Selection Event #2 will have priority.
- Top 8 finish in an ITU World Triathlon Series race in 2011. Final ITU Olympic Qualification Ranking determines priority.
- Highest final Olympic Qualification Ranking. Athlete must be ranked within the top 30. Athlete with the highest finish in Olympic Selection Event #2 will have priority.

\*Should there be any available EAHI slots left after all eligible athletes have either accepted or declined, those slots will remain unused.

4. The designated coach of each National Team Program athlete will receive financial support plus performance bonuses provided the coach meets all requirements. Please see the Coaching Stipend document.
5. Each athlete may receive access to facilities and support services at the United States Olympic Training Center(s) and USAT Performance and Training Centers upon approval. Please see the Resident Program Criteria.
6. Up to \$2000 per evaluation period available for Training Camp purposes. Training Camp defined as a 10 day or longer purposeful training opportunity more than 100 miles away from your place of residence. Athletes are only eligible for accommodation, airfare and rental car reimbursement. All athletes must submit a detailed proposal to the National Team Program Manager for approval 6 weeks before start date (this is not negotiable). This stipend is not available for camps occurring at the same time a USAT camp is being offered.

7. Athlete agrees to participate in at least four (4) promotional appearances (two if only a National Team Program member for one evaluation period) at the request of USA Triathlon without additional compensation. Actual appearance time (not inclusive of travel) is not to exceed four hours, unless agreed to by the Athlete. Competing in a race does not constitute an appearance. No more than two appearances are to require travel of more than one hour, unless agreed to by the Athlete. All necessary and approved travel expenses related to the Athlete appearances will be the responsibility of USA Triathlon. The appearances must be mutually agreed upon by USAT and Athlete. The appearances must not put Athlete in a position where he/she works with a USAT sponsor in conflict with a personal sponsor of Athlete.

### **Injury, Illness, or Pregnancy Provision**

In the event a National Team Program athlete suffers a long term injury, or illness, or becomes pregnant, during the eligibility period and, for strictly health-related reasons, has not met the eligibility criteria as outlined in this document, he or she may make written application to the High Performance Leader to maintain full National Team Program support during the rehabilitation period. The athlete will be considered for this provision subject to the following conditions:

1. A long term injury or illness is considered to be a condition which prevents the athlete from being able to train and/or compete for 8 or more weeks depending on when the condition occurs during the athlete's competition calendar. Factors that will be considered in evaluating the degree to which failure to qualify was related to injury include, but are not limited to:
  - a. The timing of the injury: greater weight will be given where the injury occurs earlier in the qualifying period.
  - b. The severity of the injury: greater weight will be given to more severe injuries.
  - c. Post-pregnancy time off.
2. The athlete has fulfilled all reasonable training and rehabilitation requirements and, despite making every reasonable effort to achieve the National Team Program selection criteria during the year in which the injury, illness or pregnancy occurs, fails to achieve the selection criteria for reasons strictly related to the injury, illness, or pregnancy.
3. The athlete (and/or athlete's coach) will provide a complete, documented medical description of the injury, illness, or pregnancy to the High Performance Leader. The medical report must be signed by the attending physician(s) and must include the nature of the medical condition, time of injury/illness (if applicable), anticipated rehabilitation time, and estimated return to full and uninterrupted training. The athlete's submission will also include a record of achievement that details current and previous season's competition results, national and international rankings, National Team status, as well as his/her rationale for applying for an injury, illness, or pregnancy provision. The athlete must sign a waiver releasing all records submitted in the course of the appeal, waiving his or her right to privacy in those records, for the limited purpose of evaluating the merits of the appeal. A record of the appeal will be maintained as precedent for future appeals.
  - a. Additional Information: the High Performance Leader may request additional information relevant to evaluating the appeal such as medical records, training logs, coaches' reports, reports from other athletes and other records. Failure to provide the requested information promptly may result in the denial of the appeal.
  - b. Interviews: any and all individuals involved in the appeal, such as the athlete making the request, coaches, training partners, doctors, etc, must be available to be interviewed by the High Performance Leader.
4. The athlete, athlete's coach, and medical service providers (if available) will meet directly with the High Performance Leader (and designated staff) to create and implement a reasonable rehabilitation, training, and return to competition plan. The plan will contain specific rehabilitation and training performance benchmarks and evaluation periods to ensure measured, objective progress. The athlete's coach, based on his or her technical judgment and that of the qualified, attending physician(s), will indicate in writing to the High Performance Leader that the athlete has met the rehabilitation plan objectives and that the athlete is deemed "race ready" to achieve at least the minimum standard required during the upcoming year.
5. Athletes who are granted National Team Program support under the injury, illness, or pregnancy clause shall retain the National Team Program level of support that they were receiving prior to the rehabilitation period. Athletes will not be named to the National Team for more than 24 consecutive months under the Injury, Illness, and Pregnancy Provision.
6. In the event the High Performance Leader denies the athlete's request for such an exemption the athlete has the right to file an appeal under USA Triathlon's appeal procedures.



## 2012 ITU PARADUATHLON WORLD CHAMPIONSHIP SELECTION CRITERIA

### 1. Introduction

This 2012 ITU Paraduathlon World Championship selection criteria (the 'criteria') will be used to determine the prioritization of athletes selected to represent the United States in the International Triathlon Union (ITU) Paratriathlon Long Course World Championship (the 'Team') in Nancy, France on September 22, 2012 (the 'World Championship').

The number of athletes eligible to compete for the USA at the World Championship is dependent upon ITU entry criteria which will be confirmed prior to final selection decisions.

### 2. Minimum eligibility requirements for an athlete to be considered for nomination to the Team

- a. Athlete must be eligible under all applicable rules of ITU ([www.competitionsport.com](http://www.competitionsport.com)), the U.S. Anti-Doping Agency ([www.usada.org](http://www.usada.org)), and USA Triathlon.
- b. Athlete must be an annual member in good standing of USA Triathlon.
- c. Paratriathlon Category Classification: Each athlete wanting to compete in the World Championship must be Officially Classified and placed in a USA Paratriathlon Category as outlined in USA Triathlon's Competitive Rules. USA Paratriathlon categories shall be instituted and maintained as follows:

**TRI 1 - Handcycle:** Paraplegic, Quadriplegic, Polio, Double Leg Amputee. Must use long-seat hand-cycle on the bike portion and racing wheelchair on run.

**TRI 2 - Severe Leg impairment:** Above-knee Amputees. Athlete must ride bicycle and run with above knee (or similar) prosthesis or crutches.

**TRI 3 - Les Autre:** Includes athletes with Multiple Sclerosis, Muscular Dystrophy, Cerebral Palsy, Double Leg Amputee (runners) or Paralysis in multiple limbs. Must ride a bicycle and run. (May use braces or prosthesis)

**TRI 4 - Arm impairment:** Including Above and Elbow Amputees or "impairment" in one or both upper limbs. Athletes may use prosthesis, brace or sling on the bike and/or run.

**TRI 5 - Moderate leg impairment:** Below-knee amputees. Athlete must ride bicycle and run with prosthesis or crutches.

**TRI 6 - Visual Impairment:** Legally Blind. (20/200 vision with best corrective vision.) A handler of the same sex is mandatory throughout the race. Athlete uses a tandem bicycle. Athletes may be tethered and must wear blackout shades during the run.

**3. Selection Events**

- a. **Selection Event:** 2012 USAT Paratriathlon National Championship, Tuscon, AZ; May 28, 2012.

**4. Selection Procedure**

- a. The maximum size for the Team has yet to be determined by the ITU. At a minimum, USA Triathlon expects to be permitted one entry per classification per gender. It is possible a maximum threshold for team size will not be set by the ITU. USA Triathlon will endorse and enter as many athletes as the ITU permits, providing they meet the qualification criteria set forth below.
- b. Automatic selection:
- i. In order to qualify, athletes must have completed the Selection Event in less than two (2) hours.
- c. Discretionary Selection: any remaining slots on the Team following the Automatic Selection process will be filled by discretionary selection.

**5. Discretionary Selection**

- a. Rationale for utilizing discretionary selection: By meeting the automatic selection standards, athletes will have demonstrated their ability as the best USA athletes in this category. If the maximum number of USA athletes has not met the standards, then USA Triathlon may select athletes who, in the opinion of the Selection Committee, can win a medal despite not performing to the standard at the selection event.
- b. Discretionary Process: Any athlete who meets the minimum eligibility requirements in Section 2 and submits a race resume, including links to results for qualifying performances as well as any other performance data they wish to share, to [ituentries@usatriathlon.org](mailto:ituentries@usatriathlon.org) by midnight EDT on June 15, 2012 may be considered for nomination. The Selection Committee shall rank athletes for nomination to the ITU. USA Triathlon will submit all approved entries for the competition to ITU no less than 35 days prior to the 2012 ITU Paratriathlon World Championships. Athletes will be notified of their selection on or before that date.
- c. Discretionary criteria:
- i. The following criteria shall be used for discretionary selection. The criteria are listed in no particular order:
1. Finish place in the Selection Event;
  2. 2011-2012 race resume;
- d. The Selection Committee will be comprised of one member of the High Performance Staff and two athletes appointed by the Athlete Advisory Committee.

**6. Removal from the Team**

- a. An athlete who is to be nominated to the Team by USA Triathlon may be removed as a nominee for any of the following reasons, as determined by USA Triathlon:
- ii. Voluntary withdrawal. Athlete must submit a written letter to the USA Triathlon High Performance Department.
- iii. Injury or illness as certified by an approved USA Triathlon physician (or medical staff). If an athlete refuses verification of his/her illness or injury by an approved USA Triathlon physician (or medical staff), his/her injury will be assumed to be disabling and he/she may be removed.
- iv. Violation of the USA Triathlon Code of Conduct. An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the USA Triathlon Bylaws Article XV or the USOC's Bylaws, Section 9.

**7. Replacements to the Team**

- a. If for any reason a position on the Team shall become vacant, such vacancy shall roll down to the next qualified athlete, provided that the replacement athlete meets all applicable Selection Criteria requirements, and a replacement is allowed by the ITU. In the event that no athlete meets all of these criteria, or the ITU does not allow replacement, the vacancy shall not be filled.

**8. Additional Requirements for Selection**

- a. All athletes selected to the Team will be required to comply with all applicable rules and requirements of ITU, WADA, USADA, and USA Triathlon, including, but not limited to, the following:
  - v. Sign and abide by the USA Triathlon's Code of Conduct, any USA Triathlon or ITU Waiver or Release, and conform to all USA Triathlon policies and protocol regarding Team preparation and participation.
  - vi. Agree not to race any event **longer** than the Olympic triathlon distance (1.5km/40km/10km) between the period beginning four (4) weeks prior to the date of the World Championship if receiving funding from USA Triathlon.

**9. International Disclaimer**

- a. These Selection Criteria are based on the latest information available to USA Triathlon, and on ITU and USA Triathlon rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in ITU or USA Triathlon rules and regulations, or other unforeseen circumstances, will be distributed to the affected athletes promptly, and USA Triathlon reserves the right to revise these Selection criteria in such event.



## 2012 ITU PARATRIATHLON LONG COURSE WORLD CHAMPIONSHIP SELECTION CRITERIA

### 1. Introduction

This 2012 ITU Paratriathlon Long Course World Championship selection criteria (the 'criteria') will be used to determine the prioritization of athletes selected to represent the United States in the International Triathlon Union (ITU) Paratriathlon Long Course World Championship (the 'Team') in Vitoria-Gasteiz, Spain on July 29, 2012 (the 'World Championship').

The number of athletes eligible to compete for the USA at the World Championship is dependent upon ITU entry criteria which will be confirmed prior to final selection decisions.

### 2. Minimum eligibility requirements for an athlete to be considered for nomination to the Team

- a. Athlete must be eligible under all applicable rules of ITU ([www.triathlon.org](http://www.triathlon.org)), the U.S. Anti-Doping Agency ([www.usada.org](http://www.usada.org)), and USA Triathlon.
- b. Athlete must be an annual member in good standing of USA Triathlon.
- c. Athletes must have successfully completed a USAT sanctioned long course triathlon (70.3 distance or greater) between January 1, 2011 and June 1, 2012.
- d. Athletes submit a race resume, including links to results for qualifying performances as well as any other performance data they wish to share, to [ituentries@usatriathlon.org](mailto:ituentries@usatriathlon.org) by midnight EDT on May 1, 2012
- e. Paratriathlon Category Classification: Each athlete wanting to compete in the World Championship must be Officially Classified and placed in a USA Paratriathlon Category as outlined in USA Triathlon's Competitive Rules. USA Paratriathlon categories shall be instituted and maintained as follows:

**TRI 1 - Handcycle:** Paraplegic, Quadriplegic, Polio, Double Leg Amputee. Must use long-seat hand-cycle on the bike portion and racing wheelchair on run.

**TRI 2 - Severe Leg impairment:** Above-knee Amputees. Athlete must ride bicycle and run with above knee (or similar) prosthesis or crutches.

**TRI 3 - Les Autre:** Includes athletes with Multiple Sclerosis, Muscular Dystrophy, Cerebral Palsy, Double Leg Amputee (runners) or Paralysis in multiple limbs. Must ride a bicycle and run. (May use braces or prosthesis)

**TRI 4 - Arm impairment:** Including Above and Elbow Amputees or "impairment" in one or both upper limbs. Athletes may use prosthesis, brace or sling on the bike and/or run.

**TRI 5 - Moderate leg impairment:** Below-knee amputees. Athlete must ride bicycle and run with prosthesis or crutches.

**TRI 6 - Visual Impairment:** Legally Blind. (20/200 vision with best corrective vision.) A handler of the same sex is mandatory throughout the race. Athlete uses a tandem bicycle. Athletes may be tethered and must wear blackout shades during the run.

### 3. Selection Procedure

- a. The maximum size for the Team has yet to be determined by the ITU. At a minimum, USA Triathlon expects to be permitted one entry per classification per gender. It is possible a maximum threshold for team size will not be set by the ITU. USA Triathlon will endorse and enter as many athletes as the ITU permits, providing they meet the qualification criteria set forth below.
- b. Discretionary Process: Any athlete who meets the minimum eligibility requirements in Section 2 may be considered for nomination. The Selection Committee shall rank athletes for nomination to the ITU. USA Triathlon will submit all approved entries for the competition to ITU no less than 35 days prior to the 2012 ITU Paratriathlon World Championships. Athletes will be notified of their selection on or before May 15, 2012.
- c. The Selection Committee will be comprised of one member of the High Performance Staff and two athletes appointed by the Athlete Advisory Committee.

### 4. Removal from the Team

- a. An athlete who is to be nominated to the Team by USA Triathlon may be removed as a nominee for any of the following reasons, as determined by USA Triathlon:
  - i. Voluntary withdrawal. Athlete must submit a written letter to the USA Triathlon High Performance Department.
  - ii. Injury or illness as certified by an approved USA Triathlon physician (or medical staff). If an athlete refuses verification of his/her illness or injury by an approved USA Triathlon physician (or medical staff), his/her injury will be assumed to be disabling and he/she may be removed.
  - iii. Violation of the USA Triathlon Code of Conduct. An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the USA Triathlon Bylaws Article XV or the USOC's Bylaws, Section 9.

### 5. Replacements to the Team

- a. If for any reason a position on the Team shall become vacant, such vacancy shall roll down to the next qualified athlete, provided that the replacement athlete meets all applicable Selection Criteria requirements, and a replacement is allowed by the ITU. In the event that no athlete meets all of these criteria, or the ITU does not allow replacement, the vacancy shall not be filled.

### 6. Additional Requirements for Selection

- a. All athletes selected to the Team will be required to comply with all applicable rules and requirements of ITU, WADA, USADA, and USA Triathlon, including, but not limited to, the following:
  - i. Sign and abide by the USA Triathlon's Code of Conduct, any USA Triathlon or ITU Waiver or Release, and conform to all USA Triathlon policies and protocol regarding Team preparation and participation.
  - ii. Agree not to race any event **longer** than the Olympic triathlon distance (1.5km/40km/10km) between the period beginning four (4) weeks prior to the date of the World Championship if receiving funding from USA Triathlon.

### 7. International Disclaimer

- a. These Selection Criteria are based on the latest information available to USA Triathlon, and on ITU and USA Triathlon rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in ITU or USA Triathlon rules and regulations, or other unforeseen circumstances, will be distributed to the affected athletes promptly, and USA Triathlon reserves the right to revise these Selection criteria in such event.



## 2012 Paratriathlon National Championship Qualification Procedures

### 1. Introduction

The qualification procedures will explain how USA paratriathletes can enter to compete in the USA Paratriathlon National Championship Event. Each athlete wanting to compete in the National Championship wave at the 2012 USA Paratriathlon National Championship must be Officially Classified and placed in a USA Paratriathlon Category as outlined in USA Triathlon's Competitive Rules.

### 2. Minimum Eligibility Requirements for Consideration

- a. Athlete must be eligible under all applicable rules of ITU ([www.competitions.com](http://www.competitions.com)), the U.S. Anti-Doping Agency ([www.usada.org](http://www.usada.org)), and USA Triathlon.
- b. Athlete must be an annual member in good standing of USA Triathlon.
- c. Paratriathlon Category Classification: Each athlete must be Officially Classified and placed in a USA Paratriathlon Category as outlined in USA Triathlon's Competitive Rules. USA Paratriathlon categories shall be instituted and maintained as follows:

*TRI 1 - Handcycle: Paraplegic, Quadriplegic, Polio, Double Leg Amputee. Must use long-seat hand-cycle on the bike portion and racing wheelchair on run.*

*TRI 2 - Severe Leg impairment: Above-knee Amputees. Athlete must ride bicycle and run with above knee (or similar) prosthesis or crutches.*

*TRI 3 - Les Autre: Includes athletes with Multiple Sclerosis, Muscular Dystrophy, Cerebral Palsy, Double Leg Amputee (runners) or Paralysis in multiple limbs. Must ride a bicycle and run. (May use braces or prosthesis)*

*TRI 4 - Arm impairment: Including Above and Elbow Amputees or "impairment" in one or both upper limbs. Athletes may use prosthesis, brace or sling on the bike and/or run.*

*TRI 5 - Moderate leg impairment: Below-knee amputees. Athlete must ride bicycle and run with prosthesis or crutches.*

*TRI 6 - Visual Impairment: Legally Blind. (20/200 vision with best corrective vision.) A handler of the same sex is mandatory throughout the race. Athlete uses a tandem bicycle. Athletes may be tethered and must wear blackout shades during the run.*

### 3. National Championship Wave

The athlete must be able to be classified during their classification appointment using the USA Paratriathlon Categories (or have a "C" status triathlon classification from a previous national or world championship) and have achieved at least one of the following at a USAT-sanctioned event between January 1, 2011 and the event registration deadline:

- Successful completion of a sprint distance triathlon in two (2) hours or less; or
- Successful completion of an Olympic distance triathlon in four (4) hours or less

### 4. Physically Challenged (PC) Open Wave

The athlete does NOT need a qualification time and does NOT need to be classified to compete in this wave. This wave does not qualify athletes for the World Championship or National Championship titles.



## 2012 ITU PARATRIATHLON WORLD CHAMPIONSHIP SELECTION CRITERIA

### 1. Introduction

This 2012 ITU Paratriathlon World Championship selection criteria (the 'criteria') will be used to determine the prioritization of athletes selected to represent the United States in the International Triathlon Union (ITU) Paratriathlon World Championship (the 'Team') in Auckland, New Zealand on October 18-22, 2012 (the 'World Championship').

The number of athletes eligible to compete for the USA at the World Championship is dependent upon ITU entry criteria which will be confirmed prior to final selection decisions.

### 2. Minimum eligibility requirements for an athlete to be considered for nomination to the Team

- a. Athlete must be eligible under all applicable rules of ITU ([www.triathlon.org](http://www.triathlon.org)), the U.S. Anti-Doping Agency ([www.usada.org](http://www.usada.org)), and USA Triathlon.
- b. Athlete must be an annual member in good standing of USA Triathlon.
- c. Paratriathlon Category Classification: Each athlete wanting to compete in the World Championship must be Officially Classified and placed in a USA Paratriathlon Category as outlined in USA Triathlon's Competitive Rules. USA Paratriathlon categories shall be instituted and maintained as follows:

**TRI 1 - Handcycle:** Paraplegic, Quadriplegic, Polio, Double Leg Amputee. Must use long-seat hand-cycle on the bike portion and racing wheelchair on run.

**TRI 2 - Severe Leg impairment:** Above-knee Amputees. Athlete must ride bicycle and run with above knee (or similar) prosthesis or crutches.

**TRI 3 - Les Autre:** Includes athletes with Multiple Sclerosis, Muscular Dystrophy, Cerebral Palsy, Double Leg Amputee (runners) or Paralysis in multiple limbs. Must ride a bicycle and run. (May use braces or prosthesis)

**TRI 4 - Arm impairment:** Including Above and Elbow Amputees or "impairment" in one or both upper limbs. Athletes may use prosthesis, brace or sling on the bike and/or run.

**TRI 5 - Moderate leg impairment:** Below-knee amputees. Athlete must ride bicycle and run with prosthesis or crutches.

**TRI 6 - Visual Impairment:** Legally Blind. (20/200 vision with best corrective vision.) A handler of the same sex is mandatory throughout the race. Athlete uses a tandem bicycle. Athletes may be tethered and must wear blackout shades during the run.

### 3. Selection Events

- a. **Selection Event #1:** 2012 USAT Paratriathlon National Championship, Austin, TX; May 28, 2012
- b. **Selection Event #2:** 2011 ITU Paratriathlon World Championship, Beijing, China; September 10, 2011

#### 4. Selection Procedure

- a. The maximum size for the Team has yet to be determined by the ITU. At a minimum, USA Triathlon expects to be permitted one entry per classification per gender. It is possible a maximum threshold for team size will not be set by the ITU. USA Triathlon will endorse and enter as many athletes as the ITU permits, providing they meet the qualification criteria set forth below.
- b. Automatic Selection:
  - i. The highest placing USA athletes in Selection Event #1 will be eligible for the Team provided they finish 3<sup>rd</sup> place or better. Athletes will qualify by order of finish.
  - ii. If any slots remain following Selection Event #1, the highest placing USA athletes in Selection Event #2 will be eligible for the Team provided they finish 3<sup>rd</sup> place or better. Athletes will qualify by order of finish.
- c. Discretionary Selection: any remaining slots on the Team following the Automatic Selection process will be filled by discretionary selection.

#### 5. Discretionary Selection

- a. Rationale for utilizing discretionary selection: By meeting the automatic selection standards, athletes will have demonstrated their ability as the best USA athletes in this category. If the maximum number of USA athletes has not met the standards, then USA Triathlon may select athletes who, in the opinion of the Selection Committee, can win a medal despite not performing to the standard at the selection event.
- b. Discretionary Process: Any athlete who meets the minimum eligibility requirements in Section 2 and submits a race resume, including links to results for qualifying performances as well as any other performance data they wish to share, to [ituentries@usatriathlon.org](mailto:ituentries@usatriathlon.org) by midnight EDT on August 1, 2012 may be considered for nomination. The Selection Committee shall rank athletes for nomination to the ITU. USA Triathlon will submit all approved entries for the competition to ITU no less than 35 days prior to the 2012 ITU Paratriathlon World Championships. Athletes will be notified of their selection on or before that date.
- c. Discretionary criteria:
  - i. The following criteria shall be used for discretionary selection. The criteria are listed in no particular order:
    1. Finish place in the Selection Events;
    2. 2011-2012 race resume;
- a. The Selection Committee will be comprised of one member of the High Performance Staff and two athletes appointed by the Athlete Advisory Committee.

#### 6. Removal from the Team

- a. An athlete who is to be nominated to the Team by USA Triathlon may be removed as a nominee for any of the following reasons, as determined by USA Triathlon:
  - ii. Voluntary withdrawal. Athlete must submit a written letter to the USA Triathlon High Performance Department.
  - iii. Injury or illness as certified by an approved USA Triathlon physician (or medical staff). If an athlete refuses verification of his/her illness or injury by an approved USA Triathlon physician (or medical staff), his/her injury will be assumed to be disabling and he/she may be removed.
  - iv. Violation of the USA Triathlon Code of Conduct. An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the USA Triathlon Bylaws Article XV or the USOC's Bylaws, Section 9.

**7. Replacements to the Team**

- a. If for any reason a position on the Team shall become vacant, such vacancy shall roll down to the next qualified athlete, provided that the replacement athlete meets all applicable Selection Criteria requirements, and a replacement is allowed by the ITU. In the event that no athlete meets all of these criteria, or the ITU does not allow replacement, the vacancy shall not be filled.

**8. Additional Requirements for Selection**

- a. All athletes selected to the Team will be required to comply with all applicable rules and requirements of ITU, WADA, USADA, and USA Triathlon, including, but not limited to, the following:
  - v. Sign and abide by the USA Triathlon's Code of Conduct, any USA Triathlon or ITU Waiver or Release, and conform to all USA Triathlon policies and protocol regarding Team preparation and participation.
  - vi. Agree not to race any event **longer** than the Olympic triathlon distance (1.5km/40km/10km) between the period beginning four (4) weeks prior to the date of the World Championship if receiving funding from USA Triathlon.

**9. International Disclaimer**

- a. These Selection Criteria are based on the latest information available to USA Triathlon, and on ITU and USA Triathlon rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in ITU or USA Triathlon rules and regulations, or other unforeseen circumstances, will be distributed to the affected athletes promptly, and USA Triathlon reserves the right to revise these Selection criteria in such event.



## USA Triathlon Project 2012 Qualification Criteria 2011-2012 (2012 Version)

### Introduction

The primary objective of USA Triathlon's Project 2012 Development Program is to provide an administrative, performance, and financial support structure to assist athletes in their development toward podium performances on the international stage, qualification for the Elite National Team, and ultimately the 2012 Olympic Team. The main focus of the Project 2012 Development Program during the 2012 Olympic Quadrennial (2009-2012) is achieving international success in events such as ITU World Cups, ITU World Triathlon Series, Pan Am Games and Olympic Games. While the duration and level of support each athlete receives will be determinant on individual variables, athletes should expect support through this program not to exceed ten (10) funded races or three (3) calendar years. Athletes are expected to continue to perform at the level required to re-qualify to the program and should be making realistic progress toward the achievement of National Team status.

### Application Process

Athletes meeting the Project 2012 Development Program eligibility criteria must request, complete, and submit an application to the USA Triathlon High Performance Department (Attention: Anna Mack, [anna.mack@usatriathlon.org](mailto:anna.mack@usatriathlon.org)). Submitted applications will be processed on a rolling basis in the order in which they are received. Athletes accepted to the Project 2012 Development Program will be issued a contract to sign within 30 days of qualifying.

The purpose of the application process is for eligible athletes (in cooperation with their coaches) to submit an annual training and competition plan outlining specific performance goals, key competitions, performance limiters, training emphasis periods, and performance support needs (e.g., sport science and medical services, facility and equipment needs, etc.). The plan serves as a tool between the USA Triathlon High Performance Staff, the Project 2012 athlete and their coach to foster greater cooperation, communication, performance monitoring, feedback, accountability, and financial support.

### Evaluation Dates

Project 2012 athletes will be evaluated twice per year for eligibility and continuance in the program. Athletes must continue to perform at the level required to re-qualify and must be achieving training benchmarks included in the athlete's development plan which predicts performance for future Project 2012 and National Team qualification. Evaluation dates for the Project 2012 Development Program are June 30<sup>th</sup> and November 30<sup>th</sup>.

### Eligibility Criteria

In addition to being eligible to race for the United States at the time of qualification, an athlete must achieve **two** qualifying performances from the list below within a twelve (12) month period. Support priority for the Project 2012 Development Program lies in the following order:

1. Top 15 finish at an ITU Elite World Triathlon Series or World Cup event with a Quality of Field Factor\* of 20%
2. Top 10 finish at ITU Elite World Triathlon Series event with a Quality of Field Factor\* less than 20%
3. Top 5 finish at ITU World Cup event with a Quality of Field Factor\* less than 20%
4. Top 5 finish at the most recent U23 World Championships
5. Top 3 finish at PATCO Championships
6. 1st place finisher at the 2011 USAT Elite National Championships

7. Invitation of the High Performance Leader. Contract benefits provided to these athletes may differ from benefits provided to athletes who qualify through criteria 1-6. Also included within this category are athletes who have been granted Project 2012 Development Program status through the Injury, Illness and Pregnancy provision.

## **2012 Contract Summary**

Athletes who achieve automatic qualification to the Project 2012 Development Program are guaranteed \$7,000 in financial support per calendar year (\$3,500 per evaluation period) through provisions #1 and #2 listed below.

1. USA Triathlon will provide a reimbursement allotment to selected World Cup and World Triathlon Series events. Selected events are those events included in the athlete's approved development plan, and include all events the athlete is contractually required to attend as a part of this agreement.
2. Additional financial support may be provided to Project 2012 Development Program members based on their own yearly development plans. (e.g., a Performances Services Budget to assist with massage, chiropractic, mechanic support, nutritional consultation; training camp reimbursement; living stipend) The level of funding support for each event outlined on an athlete's development plan will be decided upon and approved by the High Performance Leader. Funding may not be equally distributed among all Project 2012 athletes.
3. The designated coach of each Project 2012 Development Program athlete will receive financial support plus performance bonuses provided the coach meets all requirements. Please see the Coaching Stipend document.
4. Each athlete will receive access to facilities and support services at the United States Olympic Training Center(s) and USAT Performance and Training Centers. Please see the Resident Program Criteria.
5. Athlete agrees to two gratis personal appearances (one if only a Project 2012 Development Program member for a single evaluation period) at the request of USA Triathlon. Actual appearance time (not inclusive of travel) is not to exceed four hours, unless agreed to by athlete. Competing in a race does not constitute an appearance. No more than one appearance is to require travel of more than one hour, unless agreed to by athlete. All necessary and approved expenses related to athlete appearances will be the responsibility of USA Triathlon.

## **Injury, Illness, and Pregnancy Provision**

In the event a Project 2012 Development Program athlete suffers a long term injury, or illness, or becomes pregnant, during the eligibility period and, for strictly health-related reasons, has not met the eligibility criteria as outlined in this document, he or she may make written application to the High Performance Leader to maintain full Project 2012 Development Program support during the rehabilitation period. The athlete will be considered for this provision subject to the following conditions:

1. A long term injury or illness is considered to be a condition which prevents the athlete from being able to train and/or compete for 8 or more weeks depending on when the condition occurs during the athlete's competition calendar. Factors that will be considered in evaluating the degree to which failure to qualify was related to injury include, but are not limited to:
  - a. The timing of the injury: greater weight will be given where the injury occurs earlier in the qualifying period.
  - b. The severity of the injury: greater weight will be given to more severe injuries.
  - c. Post-pregnancy time off.
2. The athlete has fulfilled all reasonable training and rehabilitation requirements and, despite making every reasonable effort to achieve the applicable Project 2012 Development Program selection criteria during the year in which the injury, illness or pregnancy occurs, fails to achieve the selection criteria for reasons strictly related to the injury, illness, or pregnancy.
3. The athlete (and/or athlete's coach) will provide a complete, documented medical description of the injury, illness, or pregnancy to the High Performance Leader. The medical report must be signed by the attending physician(s) and must include the nature of the medical condition, time of injury/illness (if applicable), anticipated rehabilitation time, and estimated return to full and uninterrupted training. The athlete's submission will also include a record of achievement that details current and previous season's competition results, national and international rankings, USA Project 2012 Development Program status, as well as his/her rationale for applying for an injury, illness, or pregnancy provision. The athlete must sign a waiver releasing all records submitted in the course of the appeal, waiving his or her right to privacy in those records, for the limited purpose of evaluating the merits of the appeal. A record of the appeal will be maintained as precedent for future appeals.

- a. Additional Information: the High Performance Leader may request additional information relevant to evaluating the appeal such as medical records, training logs, coaches' reports, reports from other athletes and other records. Failure to provide the requested information promptly may result in the denial of the appeal.
  - b. Interviews: any and all individuals involved in the appeal, such as the athlete making the request, coaches, training partners, doctors, etc, must be available to be interviewed by the High Performance Leader.
4. The athlete, athlete's coach, and medical service providers (if available) will meet directly with the High Performance Leader (and designated staff) to create and implement a reasonable rehabilitation, training, and return to competition plan. The plan will contain specific rehabilitation and training performance benchmarks and evaluation periods to ensure measured, objective progress. The athlete's coach, based on his or her technical judgment and that of the qualified, attending physician(s), will indicate in writing to the High Performance Leader that the athlete has met the rehabilitation plan objectives and that the athlete is deemed "race ready" to achieve at least the minimum standard required during the upcoming year.
5. Athletes who are granted Project 2012 Development Program support under the injury, illness, or pregnancy clause shall retain the Project 2012 Development Program level of support that they were receiving prior to the rehabilitation period. Athletes will not be named to the Project 2012 Development Program for more than 24 consecutive months under the Injury, Illness, and Pregnancy Provision.
6. In the event the High Performance Leader denies the athlete's request for such an exemption the athlete has the right to file an appeal under USA Triathlon's appeal procedures.



## USA Triathlon Project 2016 Qualification Criteria 2011-2012 (2012 Version)

### Introduction

The primary objective of USA Triathlon's Project 2016 Development Program is to provide an administrative, performance, and financial support structure to assist athletes toward achieving world class performance levels at international events with the realistic goal of representing the USA at the 2016 Olympic Games. The main focus of the Project 2016 Development Program during the 2012 Olympic Quadrennial (2009-2012) is on achieving national and international success in events such as ITU World Cups, ITU U23 World Championships, FISU World University Championships, and PATCO Championships, in addition to becoming Olympic eligible for participation in the 2012 Olympic Team Selection Process. While the duration and level of support each athlete receives will be determinant on individual variables, athletes should expect support through this program not to exceed ten (10) funded races or three (3) calendar years. Athletes are expected to continue to perform at the level required to re-qualify to the program and should be making realistic progress toward the achievement of Project 2012 status.

### Application Process

Athletes meeting the Project 2016 Development Program eligibility criteria must request, complete, and submit an application to the USA Triathlon High Performance Department (Attention: Anna Mack, [anna.mack@usatriathlon.org](mailto:anna.mack@usatriathlon.org)). Submitted applications will be processed on a rolling basis in the order in which they are received. Athletes accepted to the Project 2016 Development Program will be issued a contract to sign within 30 days of qualifying.

The purpose of the application process is for eligible athletes (in cooperation with their coaches) to submit an annual training and competition plan outlining specific performance goals, key competitions, performance limiters, training emphasis periods, and performance support needs (e.g., sport science and medical services, facility and equipment needs, etc.). The plan serves as a tool between the USA Triathlon High Performance Staff, the Project 2016 Athlete and their coach to foster greater cooperation, communication, performance monitoring, feedback, accountability, and financial support.

### Evaluation Dates

Project 2016 Athletes will be evaluated twice per year for eligibility and continuance in the program. Athletes must continue to perform at the level required to re-qualify and must be achieving training benchmarks included in the athlete's development plan which predicts performance for future Project 2016, Project 2012, or National Team qualification. Evaluation dates for the Project 2016 Development Program are June 30<sup>th</sup> and November 30<sup>th</sup>.

### Eligibility Criteria

In addition to being eligible to race for the United States at the time of qualification, an athlete must achieve **two** performances which meet any of the criteria below within a twelve (12) month period (both performances may come from #3):

1. Top 10 finish at the most recent U23 World Championships
2. Top 8 finish at the FISU University Championships within the previous 12 months
3. Top 3 finish within five percent of the winning time and within top 1/3 of the field at an ITU Continental Cup event
4. Top 5 at the PATCO Championships within the previous 12 months
5. Invitation of the High Performance Leader. Contract benefits provided to these athletes may differ from benefits provided to athletes who qualify through criteria 1-4. Also included within this category are athletes who have been granted Project 2016 Development Program through the Injury, Illness and Pregnancy provision.

## 2012 Contract Summary

Athletes who achieve automatic qualification to the Project 2016 Development Program are guaranteed \$3,500 in financial support per calendar year (\$1,750 per evaluation period) through provisions #1 and #2 listed below.

1. USA Triathlon will provide a reimbursement allotment to selected Continental Cup and World Cup events. Selected events are those events included in the athlete's approved development plan, and include all events the athlete is contractually required to attend as a part of this agreement.
2. Additional financial support may be provided to Project 2016 Development Program members based on their own yearly development plans. (e.g., a Performances Services Budget to assist with massage, chiropractic, mechanic support, nutritional consultation.) The level of funding support for each event outlined on an athlete's development plan will be decided upon and approved by the High Performance Leader. Funding may not be equally distributed among all Project 2016 athletes.
3. The designated coach of each Project 2016 Development Program athlete will receive financial support plus performance bonuses provided the coach meets all requirements. Please see the Coaching Stipend document.
4. Each athlete will receive access to facilities and support services at the United States Olympic Training Center(s) and USAT Performance and Training Centers. Please see the Resident Program Criteria.
5. Athlete agrees to two gratis personal appearances (one if only a Project 2016 Development Program member for a single evaluation period) at the request of USA Triathlon. Actual appearance time (not inclusive of travel) is not to exceed four hours, unless agreed to by athlete. Competing in a race does not constitute an appearance. No more than one appearance is to require travel of more than one hour, unless agreed to by athlete. All necessary and approved expenses related to athlete appearances will be the responsibility of USA Triathlon.

## Injury, Illness, and Pregnancy Provision

In the event a Project 2016 Development Program athlete suffers a long term injury, or illness, or becomes pregnant, during the eligibility period and, for strictly health-related reasons, has not met the eligibility criteria as outlined in this document, he or she may make written application to the High Performance Leader to maintain full Project 2016 Development Program support during the rehabilitation period. The athlete will be considered for this provision subject to the following conditions:

1. A long term injury or illness is considered to be a condition which prevents the athlete from being able to train and/or compete for 8 or more weeks depending on when the condition occurs during the athlete's competition calendar. Factors that will be considered in evaluating the degree to which failure to qualify was related to injury include, but are not limited to:
  - a. The timing of the injury: greater weight will be given where the injury occurs earlier in the qualifying period.
  - b. The severity of the injury: greater weight will be given to more severe injuries.
  - c. Post-pregnancy time off.
2. The athlete has fulfilled all reasonable training and rehabilitation requirements and, despite making every reasonable effort to achieve the applicable Project 2016 Development Program selection criteria during the year in which the injury, illness or pregnancy occurs, fails to achieve the selection criteria for reasons strictly related to the injury, illness, or pregnancy.
3. The athlete (and/or athlete's coach) will provide a complete, documented medical description of the injury, illness, or pregnancy to the High Performance Leader. The medical report must be signed by the attending physician(s) and must include the nature of the medical condition, time of injury/illness (if applicable), anticipated rehabilitation time, and estimated return to full and uninterrupted training. The athlete's submission will also include a record of achievement that details current and previous season's competition results, national and international rankings, USA Project 2016 Development Program status, as well as his/her rationale for applying for an injury, illness, or pregnancy provision. The athlete must sign a waiver releasing all records submitted in the course of the appeal, waiving his or her right to privacy in those records, for the limited purpose of evaluating the merits of the appeal. A record of the appeal will be maintained as precedent for future appeals.
  - a. Additional Information: the High Performance Leader may request additional information relevant to evaluating the appeal such as medical records, training logs, coaches' reports, reports from other athletes and other records. Failure to provide the requested information promptly may result in the denial of the appeal.
  - b. Interviews: any and all individuals involved in the appeal, such as the athlete making the request, coaches, training partners, doctors, etc, must be available to be interviewed by the High Performance Leader.

4. The athlete, athlete's coach, and medical service providers (if available) will meet directly with the High Performance Leader (and designated staff) to create and implement a reasonable rehabilitation, training, and return to competition plan. The plan will contain specific rehabilitation and training performance benchmarks and evaluation periods to ensure measured, objective progress. The athlete's coach, based on his or her technical judgment and that of the qualified, attending physician(s), will indicate in writing to the High Performance Leader that the athlete has met the rehabilitation plan objectives and that the athlete is deemed "race ready" to achieve at least the minimum standard required during the upcoming year.
5. Athletes who are granted Project 2016 Development Program support under the injury, illness, or pregnancy clause shall retain the Project 2016 Development Program level of support that they were receiving prior to the rehabilitation period. Athletes will not be named to the Project 2016 Development Program for more than 24 consecutive months under the Injury, Illness, and Pregnancy Provision.
6. In the event the High Performance Leader denies the athlete's request for such an exemption the athlete has the right to file an appeal under USA Triathlon's appeal procedures.



## 2012 U23 WORLD CHAMPIONSHIP TEAM SELECTION CRITERIA

### 1. Introduction

This 2012 U23 ITU World Championship Team Selection Criteria (the "Criteria") will be used to determine the athletes aged "Under 23" (18 to 23 as of December 31, 2012) that will represent the United States in the International Triathlon Union (ITU) U23 World Championship (the "Team") in Auckland, New Zealand, on October 20, 2012 (the "World Championship").

Under ITU World Championship eligibility guidelines (posted on the ITU web site [www.triathlon.org](http://www.triathlon.org)), the USA may send a maximum of three (3) men and three (3) women to compete in the U23 division of the 2012 ITU Triathlon World Championship event. However, start positions may be limited to two in a gender category should the US not place at least two athletes in the top 25 in that gender at the 2011 ITU U23 Triathlon World Championship.

### 2. Minimum eligibility requirements for an athlete to be considered for nomination to the Team:

- a. Athlete must be eligible under all applicable rules of ITU ([www.triathlon.org](http://www.triathlon.org)), the U.S. Anti-Doping Agency ([www.usada.org](http://www.usada.org)), and USA Triathlon.
- b. Athlete must be an annual member in good standing of USA Triathlon.

### 3. Selection Events

- a. **Selection Event #1:** 2011 ITU U23 World Championship, Beijing, China; September 10-11, 2011
- b. **Selection Event #2:** 2012 Dallas ITU Triathlon Pan American Cup; June 2, 2011  
*\*Entry to the Selection Event #2 will be made according to the 2012 USA Triathlon Selection Criteria for that event.*

### 4. Selection Procedure

- a. The maximum team size for the Team is 3 athletes per gender. If the ITU allows for additional athletes, then USAT High Performance may apply for additional invitations from the ITU. Additional nominations over the 3-athletes per gender maximum will to be made by discretionary selection. USAT will submit all entries for the competition to the ITU 35 days prior to the World Championship.
- b. **Automatic Selection:**
  - i. The highest placing U23 USA athletes in Selection Event #1 will automatically qualify for the Team provided they finish in 10<sup>th</sup> place or better. Athletes will qualify by order of finish. Athletes who qualify by this standard must also demonstrate their fitness by meeting one of the following standards in 2012:
    1. Placing in the top-5 of an ITU Continental Cup on or before August 1, 2012;  
or
    2. Athlete must meet swimming and running benchmarks. Athlete must meet the "A" standard in the swim or run, and the "B" standard of the other discipline from the "U23 Swim and Run Benchmarks" table below.
  - ii. If any slots remain following Selection Event #1, then the first two U23 USA athletes at Selection Event #2, who did not already qualify for the Team, will automatically qualify for the Team provided they finish within five percent of the winner's time, and within the top 1/3 of all finishers.

- c. **Discretionary Selection:** If there are any remaining slots on the Team following the Automatic Selection process, the remaining slots will be filled by discretionary selection.

**Selection Event Table:**

**2012 USAT U23 World Championships Selection Criteria**

Selection Event	Location	Date	Qualification Criteria
2011 ITU U23 Triathlon World Championship	Beijing, China	September 10-11, 2011	The highest placing U23 USA athletes provided they finish in 10 <sup>th</sup> place or better. Athletes will qualify by order of finish, and must demonstrate fitness in 2011
2012 Dallas ITU Triathlon Pan American Cup*	Dallas, TX	June 2, 2012	First two USA U23 finishers not yet automatically qualified; provided each has a finish time within 5% of winner top 1/3 of all finishers.

\*In the event of cancellation of any portion of the event (swim, bike or run), slots for this event will be awarded according to the Discretionary Selection criteria in Section 5.

**5. Discretionary Selection**

- a. Rationale for utilizing discretionary selection: By meeting the automatic selection standards, athletes will have demonstrated their ability as the best USA athletes in this category. If the maximum number of USA athletes have not met the standards, then USA Triathlon may select athletes who, in the opinion of the Selection Committee, can win a medal despite not performing to the standard at the selection event or who can contribute to winning a medal through specific team tactics during the event.
- b. Discretionary Process: Any athlete who meets the minimum eligibility requirements in Section 2 may be considered for nomination. The Selection Committee shall rank athletes for nomination to the ITU. Athletes must fully understand and agree to their individual strategic roles within the team before being nominated to the Team by discretionary selection. USAT will submit all approved entries for the competition to ITU 35 days prior to the 2012 ITU U23 World Championships. Athletes will be notified of their nomination on or before that date.
- c. Discretionary criteria:
  - i. The following criteria shall be used for discretionary selection. The criteria are listed in no particular order:
    1. Finish place in the Selection Events;
    2. ITU ranking points (if any);
    3. A record of superior competitive swimming results and a record of superior competitive cycling results and demonstrated knowledge of cycling team tactics; or official swimming and running marks established in 2012.
      - a. For an athlete judged by swimming and running marks, the athlete must meet the “A” standard in the swim or run and the “B” standard of the other discipline from the Swim and Run Benchmarks below:

Under-23 Swim and Run Benchmarks				
		1500m LC	1650yd SC	10k
Men	A	17:26	16:31	32:00
Men	B	18:48	18:09	33:30
Women	A	18:45	18:17	36:15
Women	B	20:16	19:46	38:20

- d. The Selection Committee will be comprised of two members of the High Performance Staff and one member appointed by the USAT Athletes’ Advisory Council.

**6. Removal from the Team**

- a. An athlete who is to be nominated to the Team by USA Triathlon may be removed as a nominee for any of the following reasons, as determined by USA Triathlon:
- i. Voluntary withdrawal. Athlete must submit a written letter to the USA Triathlon High Performance National Team Program Manager.
  - ii. Injury or illness as certified by an approved USA Triathlon physician (or medical staff). If an athlete refuses verification of his/her illness or injury by an approved USA Triathlon physician (or medical staff), his/her injury will be assumed to be disabling and he/she may be removed.
  - iii. Violation of the USA Triathlon Code of Conduct. An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the USA Triathlon Bylaws Article XV or the USOC’s Bylaws, Section 9.
  - iv. Failure to meet the fitness requirement of Section 4(b)(i) of this document.

**7. Replacements to the Team**

- a. If for any reason a position on the Team shall become vacant, such vacancy shall roll down to the next qualified athlete, provided that the replacement athlete meets all applicable Selection Criteria requirements, and a replacement is allowed by the ITU. In the event that there is no athlete that meets all of these criteria, or the ITU does not allow replacement, the vacancy shall not be filled.

**8. Additional Requirements for Selection**

- a. All athletes selected to the Team will be required to comply with all applicable rules and requirements of ITU, WADA, USADA, and USAT, including, but not limited to, the following:
- i. Sign and abide by the USAT’s Code of Conduct, any USAT or ITU Wavier or Release, and conform to all USAT policies and protocol regarding Team preparation and participation.
  - ii. Agree not to race any event **longer** than an Olympic triathlon distance (1.5km/40km/10km) between the period beginning six (6) weeks prior to the date of the World Championship through the date of the World Championship.
  - iii. Agree to stay in lodging as a team for the World Championship. All travel and accommodation arrangements will be coordinated by the High Performance staff.

**9. Team Athlete Benefits**

- a. USA Triathlon will pay all of Athlete’s reasonable travel expenses to the World Championships.
- b. Athletes are eligible bonus payments as outlined in the 2012 High Performance Incentive Plan

**10. Preparation Training Camp**

- a. All athletes selected to the Team may be required to attend a Preparation Training Camp (the “Camp”) at a date and location to be determined. Transportation, lodging, meals, and training venues will be provided at no cost to the Team by USAT. Written announcement of the pre-Games camp will be posted on the USAT website ([www.usatriathlon.org](http://www.usatriathlon.org)) 90 days before the commencement of the camp.

**11. International Disclaimer**

- a. These Selection Criteria are based on the latest information available to USAT, and on ITU and USAT rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in ITU or USAT rules and regulations, or other unforeseen circumstances, will be distributed to the affected athletes promptly, and USAT reserves the right to revise these Selection Criteria in such event.



## ITU World Cup Event Selection Policy 2012

### 1. Introduction

This selection policy explains how USA Triathlon will prioritize USA athletes for nomination to the International Triathlon Union (ITU) to compete in ITU World Cup events (WC); is derived from current ITU WC Elite Qualification Criteria; shall be revised by USAT to comply with any material changes by the ITU to the WC Elite Qualification Criteria; and, shall include USA athlete nominations for WC events that are USA Pan American Games and Olympic Games Team Selection Events.

ITU determines the eligibility criteria for ITU WC events. Selections to ITU WC events are made by ITU from entries submitted by USA Triathlon. All USA athletes interested in WC entry are advised to read the ITU WC Elite Qualification Criteria posted at [www.triathlon.org](http://www.triathlon.org).

### 2. USAT Eligibility and Nomination Criteria

- A. USA athletes must request entry to a WC event by written notice to the USAT National Team Program Manager ([ituentries@usatriathlon.org](mailto:ituentries@usatriathlon.org)) by the USAT entry deadline for that event. Entry deadlines for 2012 events are listed on page four (4) of this document.
- B. USAT will enter all athletes onto the ITU wait list via the ITU online entry system no fewer than 31 days before the first competition day.
- C. Selection to the WC event will be made by the ITU in accordance with the ITU WC Elite Qualification Criteria.

### 3. Substitutions/Replacements

Once ITU has created the start list for a WC event, up to two athletes per gender with the lowest "Records" (defined below) who are not "Protected" (defined below) may be subject to replacement. The purpose of this replacement protocol is to ensure athletes returning from injury, quickly rising up the pipeline, or capable of contributing to a medal performance can be placed on the team to enhance medal opportunities. Should all USA athletes on the start list achieve Protected status, this replacement process will not be used except in the instance of an athlete withdrawal. Replacements will be made in the following priority:

- A. Discretion of the High Performance Leader: USAT reserves the right to submit up to one discretionary entry per gender. Any elite athlete member may appeal for discretionary nomination. An appeal must be filed in writing with USA Triathlon's High Performance Leader 10 days before the USAT entry deadline. The appeal shall be in the form of a petition and shall contain the following:
  - i. The petitioner's name, address, email and telephone number;
  - ii. Detailed explanation of all of the grounds for the appeal;
  - iii. Evidence that the athlete wishes to be considered; and Request to participate orally at the hearing if so desired.

Athletes selected on discretion must have demonstrated exceptional ability at high-level competitive events and are candidates to medal or enhance team medal opportunities. Discretionary entries will be nominated by the USAT High Performance Leader and voted on by the USAT Elite Athlete Selection Committee. Discretion will not be used in Pan American Games or Olympic Games Team Selection Events.

- B. Record: The athlete on the wait list with the highest Record, so long as the replacement athlete's Record is greater than that of the USA athlete with the lowest Record already on the start list being replaced.
- C. Any replacement determinations will be made promptly, however, the change will be submitted to the ITU as close to, but no later than, the 12-day ITU deadline as possible, given the limit of two voluntary substitutions per country. This insures all illness, injury or voluntary withdrawals can be taken into account before a final decision is made.

#### **Definition of Record**

- 1) For WC events conducted between January 1, 2012 and May 31, 2012: the sum of an athlete's two best scores from the ITU Olympic Qualification List and/or Continental Cup Podium (Top-3) Scores from the ITU Points List between July 1, 2011 and the start list creation date
- 2) For WC events conducted between June 1, 2012 and December 31, 2012: the sum of an athlete's two best scores on the current ITU Points List between January 1, 2012 and the start list creation date
- 3) Tiebreaker: Where the athletes' Records are tied, the athlete with highest individual score wins the tie. Where the athletes' highest scores are the same, the athlete with the most recent highest individual score wins the tie. Where the athletes have no score, the athlete with the most ITU Points on the Current ITU Points List wins the tie.

#### **Definition of Protected**

An athlete achieving any of the criteria listed below will be exempt from replacement at a WC event:

- 1) Ranked top three (3) among USA athletes in the ITU Olympic Rankings at the time of the creation of the start list
- 2) Ranked in the top 40 of the current ITU Points List at the time of the creation of the start list

## **4. Elite Athlete Selection Committee**

This committee will ratify nominations for discretion. For a full description of the EASC, please review the committee charter on the USAT web site.

## 5. Nomination Procedure Agreement

This form must be initialed (after each bullet point in the designated space), signed and returned along with the first nomination you submit for entry to a WC Event in 2012.

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- An athlete must email/fax the National Team Program Manager on or before the advertised WC Events Deadline Dates (see 2012 WC Event Deadlines below). No verbal communication of interest will be considered. \_\_\_\_\_
- It is the responsibility of the athlete to check the ITU website for any changes to the submission deadline dates as a result in a change as determined by the ITU. \_\_\_\_\_
- An athlete understands that WC Event start positions are limited and ranking points earned in WC Events are crucial to the USA earning the full three start positions at the Olympic Games. If an athlete is not 100% ready to compete due to injury, illness, or any other reason, he or she will withdraw from the WC Event as early as possible to allow a better-prepared athlete to race for the good of USA Triathlon. \_\_\_\_\_
- If an athlete elects to withdraw from a WC Event after the submission deadline dates, he/she is obligated to inform the National Team Program Manager immediately so a replacement athlete can be nominated. This communication must be done in person or in writing. If an athlete does not withdraw before the closing date to ITU, a penalty (see below) will be enforced and an athlete will forfeit consideration to future WC Events. Medically justified withdrawals will be accepted without penalty to ensure the strongest team for USA Triathlon at each WC Event. \_\_\_\_\_
- An athlete must understand that he/she is not guaranteed a WC Event start if entered by USA Triathlon. ITU has the right of selection and USAT has the right of substitution. Only after the start list is posted on the ITU website, and USAT has exercised its substitution authority, is a selection confirmed. \_\_\_\_\_
- I have initialed and understood all of the above. \_\_\_\_\_

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature

## 2012 ITU WC Event Cancellation Policy

The cancellation policy will be strongly enforced in 2011. If an athlete wishes to avoid the below penalties, athletes must communicate in person or via email with the National Team Program Manager their wishes to be removed from the WC Event consideration list by the ITU deadline dates listed below. Failure to do so will result in the penalties outlined below in addition to the ITU penalties outlined at [www.triathlon.org](http://www.triathlon.org). Athletes with injury or sickness must produce an authorized doctor note.

WC Event	Event Date	ITU Deadline	USAT Deadline
Mooloolaba, Australia	March 24-25	February 22	February 17
Ishigaki, Japan	April 22	March 22	March 17
Huatulco, Mexico	May 6-7	April 5	March 31
Banyoles, Spain	June 17	May 17	May 12
Guatape, Columbia	July 1	May 31	May 26
Edmonton, Canada	July 8	June 7	June 2
Tiszaujvaros, Hungary	July 15	June 14	June 9
Tongyeong, South Korea	September 22	August 22	August 17
Cancun, Mexico	October 7	September 6	September 1

\*Race dates and deadlines are subject to change so please check the ITU website for the most recent race date. If race dates change, so will the deadline so please contact the NTPM.\*

- 1<sup>st</sup> offense:** \$1000 fine  
**2<sup>nd</sup> offense:** \$3000 fine  
**3<sup>rd</sup> offense:** Ineligible for any ITU event starts for 6 months from race date

**\*Above payments must be received within 14 days of the event date. If athlete neglects to make payment by the due date, they will be ineligible for future entry until a hearing with the Judicial Committee is requested and a decision is rendered. Failure to appear in front of the Judicial Committee constitutes the waiving of elite license rights and immediate six month suspension.**



## 2012 World Championship Elite Qualification Information

<u>Discipline</u>	<u>Event</u>	<u>Qualification Event</u>	<u>Qualification Criteria</u> *max 6 slots per gender	<u>Athlete Support</u>
Winter	Jamijarvi Finland March 24-25	Gunstock Winter Triathlon January 22	1) Automatic – top 3 Americans per gender who finish in the top 8% of the winning time with no roll downs. 2) Committee-resume.	1) Performance-based travel stipend 2) Performance bonus. 3) Screened uniform and entry fees for automatic qualifiers.
Cross	Shelby County, Alabama – May 19	XTerra Nationals September 25	1) Automatic – top 3 Americans per gender who finish in the top 8% of the winning time with no roll downs. 2) Committee- resume.	1) Travel stipend for automatic qualifiers, <u>and</u> performance-based travel stipend. 2) Screened uniform and entry fees for automatic qualifiers.
Triathlon Long Course	Vitoria-Gasteiz Spain July 29	1) Rev3 Quassy -June 2-3 2) Ironman 70.3 Galveston April 1	1) Automatic – top 3 Americans per gender at each qualifier who finish in the top 8% of winning time with no roll downs. 2) Committee- resume	1) Performance-based travel stipend 2) Performance bonus.
Duathlon Short Course	Nancy France Sep 22-23	PowerMan Alabama March 25	1) Automatic – top American per gender with no roll downs. 2) Committee - resume.	1) Discretionary travel stipend (top-3).
Triathlon Olympic	Auckland New Zealand Oct. 20-22	WTS Selection/Funding Policy	WTS Selection/Funding Policy	WTS Selection/Funding Policy
Aquathlon	Auckland New Zealand Oct. 20-22	NA	1) Automatic –any member of the 2012 WTS Elite Team. 2) Committee- resume.	1) Performance-based fee reimbursement.
Duathlon Long Course	TBD	Blackwater Duathlon June 3	1) Automatic – top 3 Americans per gender who finish in the top 8% of winning time with no roll downs. 2) Committee- resume.	1) Performance-based travel stipend 2) Performance bonus.
Sprint Triathlon/Mixed Team Relay	N/A	N/A	N/A	N/A

## **Winter Triathlon**

**Qualification Event:** Winter Triathlon National Championship (Powder Hound Winter Triathlon) – January 29, 2012

**Worlds:** Jamijarvi, Finland – March 24-25, 2012

**Worlds Qualification Procedure:** Top three Americans per gender who finish in the top 8% of the winning time with no roll downs will achieve automatic qualification. Unused slots will be selected via resume review.

**Athlete Support:** Athletes who have a podium finish at the World Championships will be eligible for a travel stipend (capped at \$1200) and a performance-based bonus. Automatic qualifiers will be provided a screened uniform and entry fees. Uniform screening and entry fees will be at the expense of the athlete for athletes selected based on resume review.

## **Cross Triathlon**

**Qualification Event:** XTERRA Off-Road National Championships – September 24, 2011

**Worlds:** Shelby County, Alabama – May 19

**Worlds Qualification Procedure:** Top three Americans per gender with no roll downs will achieve automatic qualification. Unused slots will be selected via resume review.

**Athlete Support:** Athletes who achieve automatic qualification will receive \$1200 travel stipend\*. Automatic qualifiers will also be provided a screened uniform and entry fees.

Athletes who are selected based on resume review can receive travel funding retroactively if they place top 10 at Worlds and are in the top 25% of the field. Uniform screening and entry fees will be at the expense of the athlete.

## **Long Course Triathlon**

**Qualification Events:** Primary Qualifier: Rev3 Quassy – June 2-3, 2012; Secondary Qualifier: Ironman 70.3 Galveston – April 1, 2012

**Worlds:** Vitoria-Gasteiz, Spain – July 29, 2012

**Worlds Qualification Procedure:** Top three Americans per gender who finish in the top 8% of the winning time with no roll downs will achieve automatic qualification for each of the qualification events listed. Unused slots will be selected via resume review.

**Athlete Support:** Athletes who have a podium finish at the World Championships will be eligible for a travel stipend (capped at \$1200) and a performance-based bonus. Uniform screening and entry fees will be at the expense of the athlete.

## **Short Course Duathlon**

**Qualification Event:** Elite Duathlon National Championships (Powerman Alabama) – March 25, 2012

**Worlds:** Nancy, France – September 22-23, 2012

**Worlds Qualification Procedure:** Top American per gender with no roll downs will achieve automatic qualification. Unused slots will be selected via resume review.

**Athlete Support:** Athletes may be eligible for a travel stipend which will be awarded based on resume submission and evaluated based on medal capability and application of the race experience to the development of the athlete's ITU race format skill set. Funding will be awarded to up to three athletes per gender and capped at \$1200.

## **Olympic Distance Triathlon**

**Qualification Event:** N/A – Following WTS selection policy

**Worlds:** Auckland, New Zealand – October 20-22, 2012

**Worlds Qualification Procedure:** The qualification procedure will follow the World Triathlon Series Event Selection Policy. Please reference the 2012 WTS Qualification Policy found on the USAT website.

**Athlete Support:** Support will be granted based on the criteria outlined in the WTS Event Selection Policy.

## **Aquathlon**

**Qualification Event:** N/A

**Worlds:** Auckland, New Zealand – October 2012

**Worlds Qualification Procedure:** First slots are reserved for members of the 2012 Auckland Elite Triathlon Team as determined by the 2012 World Championship Series Qualification Criteria. Remaining slots will be offered via resume to athletes who can provide proof of strong run and swim abilities.

**Athlete Support:** All travel is at the expense of the athlete. Entry fee and uniform screening will be reimbursed if an athlete has a podium finish at the World Championship Event.

## **Long Course Duathlon**

*\*This criteria is tentative depending on the confirmation of Long Course Duathlon World Championships event. The following criteria will be used if the Blackwater Duathlon falls at least six (6) weeks prior to the World Championships. USAT will confirm the qualification procedures within 10 days of an announcement by ITU regarding the status of the event.*

**Qualification Event:** Long Course Duathlon National Championship (Blackwater Duathlon) – June 3, 2012

**Worlds:** TBD

**Worlds Qualification Procedure:** Top three Americans per gender who finish in the top 8% of the winning time with no roll downs will achieve automatic qualification. Unused slots will be selected via resume review.

**Athlete Support:** Athletes who have a podium finish at the World Championships will be eligible for a travel stipend (capped at \$1200) and a performance-based bonus. Uniform screening and entry fees will be at the expense of the athlete.

## **Sprint Triathlon/Mixed Team Relay**

Beginning in 2012, the ITU no longer recognizes a stand-alone one day championship event for sprint triathlon. The event, formally contested at Lausanne, will be sprint distance but part of the World Triathlon Series (WTS). Athletes should refer to the WTS selection criteria found on the USAT website for information on how to enter a WTS event.

Any athlete who wishes to be considered for the Mixed Team Relay should submit their name to [ituentries@usatriathlon.org](mailto:ituentries@usatriathlon.org). Team composition and strategy will be at the sole discretion of the High Performance Leader.

## **\*International Disclaimer**

The Selection Criteria are based on the latest information available to USA Triathlon, and on ITU and USA Triathlon rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in ITU or USA Triathlon rules and regulations, or other unforeseen circumstances, will be distributed to the affected athletes promptly, and USA Triathlon reserves the right to revise these Selection criteria in such event.

*\*If US bids and is awarded a championship event, the travel stipend awarded will be capped at \$1000.*



## ITU World Triathlon Series Event Selection Policy 2012

### 1. Introduction

This selection policy explains how USA Triathlon will prioritize USA athletes for nomination to the International Triathlon Union (ITU) to compete in ITU World Triathlon Series events (WTS); is derived from current ITU WTS Elite Qualification Criteria; shall be revised by USAT to comply with any material changes by the ITU to the WTS Elite Qualification Criteria; and shall include USA athlete nominations for WTS events that are USA Pan American Games and Olympic Games Team Selection Events.

ITU determines the eligibility criteria for ITU WTS events. Selections to ITU WTS events are made by ITU from entries submitted by USA Triathlon. All USA athletes interested in WTS entry are advised to read the ITU WTS Elite Qualification Criteria posted at [www.triathlon.org](http://www.triathlon.org);

### 2. USAT Eligibility and Nomination Criteria

- A. USA athletes must request entry to a WTS event by written notice to the USAT National Team Program Manager ([ituentries@usatriathlon.org](mailto:ituentries@usatriathlon.org)) by the USAT entry deadline for that event. Entry deadlines for 2012 events are listed on page four (4) of this document.
- B. USAT will enter all athletes onto the ITU wait list via the ITU online entry system no fewer than 31 days before the first competition day.
- C. Selection to the WTS event will be made by the ITU in accordance with the ITU WTS Elite Qualification Criteria.

### 3. Substitutions/Replacements

Once ITU has created the start list for a WTS event, the athlete of each gender with the lowest "Record" (defined below) who is not "Protected" (defined below) may be subject to replacement. The purpose of this replacement protocol is to ensure athletes returning from injury, quickly rising up the pipeline, or capable of contributing to a medal performance can be placed on the team to enhance medal opportunities. Should all USA athletes on the start list achieve Protected status, this replacement process will not be used except in the instance of an athlete withdrawal. Replacements will be made in the following priority:

- A. Discretion of the High Performance Leader: USAT reserves the right to submit up to one discretionary entry per gender. Any elite athlete member may appeal for discretionary nomination. An appeal must be filed in writing with USA Triathlon's High Performance Leader 10 days before the USAT entry deadline. The appeal shall be in the form of a petition and shall contain the following:
  - i. The petitioner's name, address, email and telephone number;
  - ii. Detailed explanation of all of the grounds for the appeal;
  - iii. Evidence that the athlete wishes to be considered; and
  - iv. Request to participate orally at the hearing if so desired.

Athletes selected on discretion must have demonstrated exceptional ability at high-level competitive events and are candidates to medal or enhance team medal opportunities. Discretionary entries will be nominated by the USAT High Performance Leader and voted on by the USAT Elite Athlete Selection Committee. Discretion will not be used in Pan American Games or Olympic Games Team Selection Events.

- B. Record: The athlete on the wait list with the highest Record, so long as the replacement athlete's Record is greater than that of the USA athlete with the lowest Record already on the start list being replaced.
- C. Any replacement determinations will be made promptly, however, the change will be submitted to the ITU as close to, but no later than, the 12-day ITU deadline as possible, given the limit of one voluntary substitution per country. This insures all illness, injury or voluntary withdrawals can be taken into account before a final decision is made.

## **Definition of Record**

- 1) For WTS events conducted between January 1, 2012 and June 30, 2012: the sum of an athlete's two best scores on the **ITU Olympic Qualification List** between July 1, 2011 and the start list creation date
- 2) For WTS events conducted between July 1, 2012 and December 31, 2012: the sum of an athlete's two best scores on the current **ITU Points List** between January 1, 2012 and the start list creation date
- 3) Tiebreaker: Where the athletes' Records are tied, the athlete with highest individual score wins the tie. Where the athletes' highest scores are the same, the athlete with the most recent highest individual score wins the tie. Where the athletes have no score, the athlete with the most ITU Points on the Current ITU Points List wins the tie.

## **Definition of Protected**

An athlete achieving any of the criteria listed below will be exempt from replacement at a WTS event:

- 1) Ranked top three (3) among USA athletes in the ITU Olympic Rankings at the time of the creation of the start list
- 2) For the first two (2) WTS events in a calendar year: ranked in the top 30 of the prior year's World Championship Series Rankings
- 3) For the Grand Final: ranked in the top 30 of the current year's World Championship Series Rankings
- 4) For all other WTS events: ranked in the top 20 of the current year's World Championship Series Rankings at the time of the creation of the start list

## **4. Elite Athlete Selection Committee**

This committee will ratify nominations for discretion. For a full description of the EASC, please review the committee charter on the USAT web site.

## **5. Funding**

USAT shall pay the reasonable travel expenses to WTS events for athletes who are nominated and meet any of the funding criteria listed below:

### **A. Funding Criteria:**

- 1) Ranked top three (3) among USA athletes in the ITU Olympic Rankings at the time of the creation of the start list
- 2) Ranked in the top 30 of the World Championship Rankings. For the first two WTS events in a calendar year, this will be based off the prior year's rankings. For all subsequent events, this will be based off the rankings at the time of the creation of the start list
- 3) Ranked in the top 30 of the current ITU Points List at the time of the creation of the start list
- 4) Post a top 15 finish at the WTS event in which reimbursement is requested

**B. Logistics:** USAT staff will coordinate travel for all athletes who choose to stay in the team lodging. Athletes can opt to coordinate their own travel and stay in an alternate location. All athletes, regardless of where they choose to stay, will be required to attend any scheduled USAT team meetings and scheduled training sessions. Athletes who do not meet the funding criteria will be responsible for their own travel costs, including but not limited to: airfare, luggage and bike fees, lodging, meals, etc. All athletes traveling and representing USAT will have access to the designated USAT support staff.

## Nomination Procedure Agreement

This form must be initialed (after each bullet point in the designated space), signed and returned along with the first nomination you submit for entry to a WTS Events in 2012.

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- An athlete must email/fax the National Team Program Manager on or before the advertised WTS Events Deadline Dates (see 2012 WTS Event Deadlines below). No verbal communication of interest will be considered. \_\_\_\_\_
- It is the responsibility of the athlete to check the ITU website for any changes to the submission deadline dates as a result in a change as determined by the ITU. \_\_\_\_\_
- An athlete understands that WTS Event start positions are limited and ranking points earned in WTS Events are crucial to the USA earning the full three start positions at the Olympic Games. If an athlete is not 100% ready to compete due to injury, illness, or any other reason, he or she will withdraw from the WTS Event as early as possible to allow a better-prepared athlete to race for the good of USA Triathlon. \_\_\_\_\_
- If an athlete elects to withdraw from a WTS Event after the submission deadline dates, he/she is obligated to inform the National Team Program Manager immediately so a replacement athlete can be nominated. This communication must be done in person or in writing. If an athlete does not withdraw before the closing date to ITU, a penalty (see below) will be enforced and an athlete will forfeit consideration to future WTS Events. Medically justified withdrawals will be accepted without penalty to ensure the strongest team for USA Triathlon at each WTS Event. \_\_\_\_\_
- An athlete must understand that he/she is not guaranteed a WTS Event start if entered by USA Triathlon. ITU has the right of selection and USAT has the right of substitution. Only after the start list is posted on the ITU website, and USAT has exercised its substitution authority, is a selection confirmed. \_\_\_\_\_
- I have initialed and understood all of the above. \_\_\_\_\_

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature

## 2012 ITU WTS Event Cancellation Policy

The cancellation policy will be strongly enforced in 2012. If an athlete wishes to avoid the below penalties, athletes must communicate in person or via email with the National Team Program Manager their wishes to be removed from the WTS Event consideration list by the ITU deadline dates listed below. Failure to do so will result in the penalties outlined below in addition to the ITU penalties outlined at [www.triathlon.org](http://www.triathlon.org). Athletes with injury or sickness must produce an authorized doctor note.

<b>WTS Event</b>	<b>Event Date</b>	<b>ITU Deadline</b>	<b>USAT Deadline</b>
<b>Sydney, Australia</b>	April 14-15	March 14	March 12
<b>San Diego, CA</b>	May 12-23	April 11	April 9
<b>Madrid, Spain</b>	May 26-27	April 25	April 23
<b>Kitzbuehel, Austria</b>	June 23-24	May 23	May 21
<b>Hamburg, Germany</b>	July 21-22	June 20	June 18
<b>Lausanne, Switzerland</b>	August 25-26	July 25	July 23
<b>Yokohama, Japan</b>	September 29-30	August 29	August 27
<b>Auckland, New Zealand (Grand Final)</b>	October 20-22	September 19	September 17

\*Race dates and deadlines are subject to change so please check the ITU website for the most recent race date. If race dates change, so will the deadline so please contact the NTPM.\*

**1<sup>st</sup> offense:** \$1000 fine  
**2<sup>nd</sup> offense:** \$3000 fine  
**3<sup>rd</sup> offense:** Ineligible for any ITU event starts for 6 months from race date

**\*Above payments must be received within 14 days of the event date. If athlete neglects to make payment by the due date, they will be ineligible for future entry until a hearing with the Judicial Committee is requested and a decision is rendered. Failure to appear in front of the Judicial Committee constitutes the waiving of elite license rights and immediate six month suspension.**