

Minutes
USA Triathlon Board of Directors
Teleconference
January 7, 2013

Board Members Present:

Barrett Brandon
Susan Haag
Victor Plata
Steven Sexton
Barry Siff
Kevin Smeltzer
Kevin Sullivan
Jack Weiss
Bob Wendling, President

Absent: Vince O'Brien

Also attending: Charles Baker, Brian Harrington

Staff: Rob Urbach, CEO
Andy Schmitz, High Performance General Manager

Opening Remarks:

Bob Wendling thanked Chuck Baker and Brian Harrington for their service. Each of them made closing remarks and then left the meeting.

Approval of Minutes:

Motion (by Weiss and seconded): To approve 12/3/12 Minutes – Approved by unanimous voice vote. Haag abstained.

Treasurer's Report – Jack Weiss summarized the November financials previously forwarded to the Board.

Office Update – Rob Urbach:

Discussed gearing up for Race Directors Symposium; revised USAT staff health care plan; San Diego registration, promotion; super sprint series RFPs; monetizing website; and registration IT improvements.

New Business

Bob Wendling called for a 1/17/13 Special Meeting regarding the SE Region Board Vacancy.

Andy Schmitz joined the meeting at 7:25 p.m.

Discussed the following Criteria Documents previously submitted to the Board:

Para: 2013 ITU Paratriathlon Events Selection Criteria, 2013 London Paratriathlon, World Championships Selection Criteria, 2013 National Team Qualification Criteria, 2013 Paratriathlon Nationals Qualification

Junior/U23: 2013 Junior PATCO Championship Selection Criteria, 2013 Junior World Championships Selection Criteria, 2013 U23 World Championship Team Selection Criteria

Elite: USAT ITU World Triathlon Series Event Selection Criteria, USAT ITU World Cup Event Selection Criteria, USAT ITU Continental Cup Selection Criteria, USAT National Team Program, Aurum Project Criteria, 2013 National Team Athlete Agreement, Nomination Procedure Agreement, Principles of Athlete Selection, Elite License Qualification Criteria

Summary: Summary of Criteria Changes

Motion (by Weiss and seconded): To approve the above Para Criteria Documents by unanimous voice vote.

Motion (by Plata and seconded): To approve the above three Elite Criteria Documents with the following language added to section 8 of the USAT ITU World Triathlon Series Event Selection Criteria, and section 7 of the USAT ITU World Cup Event Selection Criteria documents, and USAT ITU Continental Cup Selection Criteria: "In the event substitutions are used". Approved by unanimous voice vote.

Motion (by: Siff and seconded): To approve the following USAT National Team Program, Aurum Project Criteria, 2013 National Team Athlete Agreement, Nomination Procedure Agreement, Elite License Qualification Criteria. Weiss abstained. Approved by voice vote.

Action item: The Junior/U23 Criteria documents and Principles of Athlete Selection (Elite) require further vetting. Andy Schmitz will make corrections and will have ready to present on the January 17th Board of Directors teleconference call or later at the Board's January 26th meeting.

Andy Schmitz left the meeting at 7:58 p.m.

Regional Council Chair Committee Budget

Motion (by Weiss and seconded): To approve \$7,000.00 for the Regional Council Meeting to be added to the RCC budget specifically for meeting to take place in Dallas when the Board meets. Approved by unanimous voice vote.

Motion (by Weiss and seconded): To go into Executive Session. Approved by unanimous voice vote at 8:03 p.m.

Return from Executive Session at 8:59 p.m.

Barrett Brandon joined the meeting during Executive Session.

President Bob Wendling announced Jacqueline McCook as the new Independent Director.

Motion (by Weiss and seconded): To adjourn – Approved by unanimous voice vote at 9:00 p.m. EST.



2013 ITU PARATRIATHLON EVENTS SELECTION CRITERIA

1. Introduction

This 2013 ITU Paratriathlon events selection criteria (the 'criteria') will be used to determine the prioritization of athletes selected to represent the United States in International Triathlon Union (ITU) Paratriathlon sanctioned events around the globe including events that are Paralympic Pipeline ITU Paratriathlons and Multisport ITU World Championships. These events include;

Multisport ITU World Championships

2013 ITU Paraduathlon World Championships,
2013 ITU Cross Paratriathlon World Championships,
2013 ITU Long Distance Paratriathlon World Championships.

Paralympic Pipeline ITU Paratriathlons

2013 PATCO Pan Am Paratriathlon Championships,
2013 ITU Paratriathlon WTS (excluding the Grand Final),
2013 ITU Paratriathlon World Cups,
2013 ITU Paratriathlon Continental Cups.

The number of athletes eligible to compete for the USA at these events 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), the U.S. Anti-Doping Agency (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 able to be officially Classified and placed in an ITU Category as outlined in the ITU Classification Rules and Regulations. ITU Classification Categories are as follows:

TRI 1 - Wheelchair user: Includes Paraplegic, Quadriplegic, Polio, Double Leg Amputee and disabilities that prevent the safe use of a conventional bicycle Must use "hand cycle" on bike course and "racing wheelchair" on the run.

TRI 2 - Severe leg impairment, including above knee amputees. Must ride bicycle and run with above knee prosthesis or run using crutches.

TRI 3 - Les Autres: Includes athletes with Multiple Sclerosis, Muscular Dystrophy, Cerebral Palsy, double leg amputee or paralysis in multiple limbs. Must ride a bicycle or tricycle and run. May use braces or prosthesis.

TRI 4 - Arm impairment: Includes paralysis, above elbow amputees and below elbow amputees, or impairment in both upper limbs. Must ride a bike. May use prosthesis, brace or sling on the bike and/or run.

TRI 5 - Moderate leg impairment: Includes below-knee amputees. Must ride a bicycle and may run with prosthesis.

TRI 6 - Visual Impairment: Includes a visual acuity of less than 6/60 vision or visual field less than 40 degrees with best corrective vision. One guide of the same gender is mandatory throughout the race (if required by the ITU).

3. Selection Procedures for Multisport ITU World Championships

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.

b. Qualification Criteria: Athletes submit a race resume, including links to results for top performances at relevant distance/multisport events as well as any other performance data they wish to share, to amanda.duke@usatriathlon.org by midnight EDT on March 1, 2013.

c. Discretionary Process: Any athlete who meets the minimum eligibility requirements in Section 2 and 3b 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 race.

- i. Selection Rationale: USA Triathlon may select athletes who, in the opinion of the Selection Committee, is likely to win a medal at the ITU event and have proven to be the best in their category from the USA.
- ii. The Selection Committee will be comprised of two members of the High Performance Staff and one athlete appointed by the Athlete Advisory Council.

4. Selection Procedures for Paralympic Pipeline ITU Paratriathlons

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.

b. Selection Events:

- i. Selection Event #1: 2013 USA Paratriathlon National Championship, Austin, TX, May 27, 2013
- ii. Selection Event #2: The event is to be determined by the USAT High Performance team and approved by the AAC and will be posted on the USA Paratriathlon webpage and communicated via email when known.

c. Automatic Selection:

- i. The highest placing USA athletes in Selection Event #1 will be eligible for the Team provided they finish 3rd 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 within the top 50% of the finishers within their category. Athletes will qualify by order of finish.

d. Discretionary Selection: Any remaining slots on the Team following the Automatic Selection process may be filled by the discretionary process.

e. Discretionary Process: Any athlete who meets the minimum eligibility requirements in Section 2 may be considered for nomination to the Team. 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 race.

- i. Discretionary criteria: The following criteria shall be used for discretionary selection. The criteria are listed in no particular order:
 - a. Finish place in the Selection Events;
 - b. 2012-2013 race resume.
- ii. Selection Rationale: USA Triathlon may select athletes who, in the opinion of the Selection Committee, can win a medal at the ITU event and are proven to be the best in their category from the USA.
- iii. The Selection Committee will be comprised of two members of the High Performance Staff and one athlete appointed by the Athlete Advisory Council.

5. Removal from the Team

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.

6. Performance Bonus

A performance bonus may be available at select Paralympic pipeline ITU Paratriathlon events in 2013. This will be clearly communicated before the event, via email, to those who are selected to the team for that event.

7. Replacements to the Team

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

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 an Olympic distance between the period beginning four (4) weeks prior to the date of the ITU Paratriathlon event, if receiving funding from USA Triathlon, unless written approval is provided by the Paratriathlon Program Manager.

9. International Disclaimer

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.



2013 LONDON ITU PARATRIATHLON WORLD CHAMPIONSHIP SELECTION CRITERIA

1. Introduction

This 2013 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 London, England on September 11-15, 2013 (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), the U.S. Anti-Doping Agency (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 (If required by the ITU).

3. Selection Events

- a. **Selection Event #1:** 2013 USA Paratriathlon National Championship, Austin, TX; May 27, 2013
- b. **Selection Event #2:** The event is to be determined by the USAT High Performance team and approved by the AAC and will be posted on the USA Paratriathlon webpage and communicated via email when known.

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 3rd 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 within the top 50% of the finishers within their category. 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 amanda.duke@usatriathlon.org by midnight EDT on June 3, 2013 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 2013 ITU Paratriathlon World Championships. Athletes will be notified of their selection on or before that date.
- c. Discretionary criteria: 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. 2012-2013 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 Council.

6. Performance Bonus

Team USA athletes who earn a Gold medal at the ITU World Championship in London may earn a travel reimbursement of \$1,500. Team USA athletes who earn a silver medal at the ITU World Championship in London may earn a travel reimbursement of \$1,000. Team USA athletes who earn a bronze medal at the ITU World Championship in London may earn a travel reimbursement of \$500. This performance bonus is to be paid after the event in a reimbursement check from USAT. This performance bonus will be only paid to offset additional travel expenses not already paid for by USAT.

7. Removal from the Team

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.

8. Replacements to the Team

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.

9. Additional Requirements for Selection

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) during the period beginning four (4) weeks prior to the date of the World Championship if receiving funding from USA Triathlon.

10. International Disclaimer

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.



2013 USA Paratriathlon National Team Qualification Criteria

1. Introduction

The primary objective of the USA Paratriathlon National Team program is to provide an administrative, performance, and financial support structure to assist athletes in achieving optimal results for themselves and Team USA at the Paralympic Games, the Parapan American Games, and ITU-sanctioned elite Paratriathlon competitions.

The USA Triathlon National Team is composed of those athletes with proven performance capability at domestic and international triathlons.

2. **Paratriathlon Category Classification.** Each athlete applying for the 2013 USA Paratriathlon National Team must have already been officially classified or be able to be officially classified as outlined in USA Triathlon's Competitive Rules. USA Paratriathlon categories are 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 (if required by the ITU).

3. Application Process

Athletes that meet the National Team eligibility criteria must request, complete, and submit a National Team application to the High Performance Department. These can be obtained and submitted to the Paratriathlon Program Manager Amanda.Duke@usatriathlon.org.

The purpose of the application process is for eligible athletes to submit an annual training and competition plan that outlines specific goals and key competitions for the year ahead. The plan then serves as a tool for the High Performance Department to foster greater cooperation, communication, accountability, and financial support.

4. Team Size

The size of the 2013 USA Paratriathlon National Team will be limited to 20 athletes total in all gender/categories as outlined by USA Triathlon's Competitive Rules. There does not have to be representation from every gender and category if eligibility is not met.

5. Eligibility Criteria

All paratriathletes must be a current member in good standing of USA Triathlon (U.S. citizens or U.S. Nationals). Eligibility priority lies in the following order:

- a) Gold medalists from the 2013 USA Paratriathlon National Championship
- b) Gold medalists from a to be determined selection event that will be posted on the USA Paratriathlon web page as well as communicated via email when known
- c) Discretionary invitation by the selection panel. These discretionary slots will be based on podium performance potential.

Comment [a1]: We removed 2nd and 3rd place from the criteria because not knowing the depth of the field we would rather let discretionary decisions based on competitive interpretation including athlete involvement make the determination.

6. Discretionary Panel

The discretionary panel is made up of the USAT High Performance General Manager, the Paratriathlon Program Manager, the USA Paratriathlon -Worlds Team Coach, and an athlete representative appointed by the AAC. . This group will meet via a conference call to discuss discretionary invitations.

7. National Team Benefits

The benefits of being on the 2013 USA Paratriathlon National Team is outlined as follows;

- a) TYR Suit: All National Team athletes shall receive a complimentary ITU compliant TYR Competition suit.
- b) TYR Team Apparel: All National Team athletes shall receive complimentary TYR team apparel.
- c) Travel Stipend: All National Team athletes who qualify for the World Championship in London shall receive a minimum travel stipend of \$500 plus the cost of lodging at the team hotel. . This stipend will be paid after the event in a reimbursement check from USAT.
- d) Performance Bonus: All USA athletes, including the National Team, will have an opportunity to earn an additional travel stipend based off a podium performance at the 2013 ITU London Paratriathlon World Championships. Any USA athlete earning a gold medal shall receive an additional \$1,500 to offset travel costs not already covered by USAT. Any USA athlete earning a silver medal shall receive an additional \$1,000 to offset travel costs not already covered by USAT. Any USA athlete earning a bronze medal shall receive an additional \$500 to offset travel costs not already covered by USAT.
- e) Invitations to HP Camps: All National team athletes may be considered for High Performance Camps hosted by USA Triathlon throughout the 2013 season.

8. National Team Tenure

The National Team tenure will begin after the selection events in 5a-5c have occurred and will conclude on December 31, 2013.

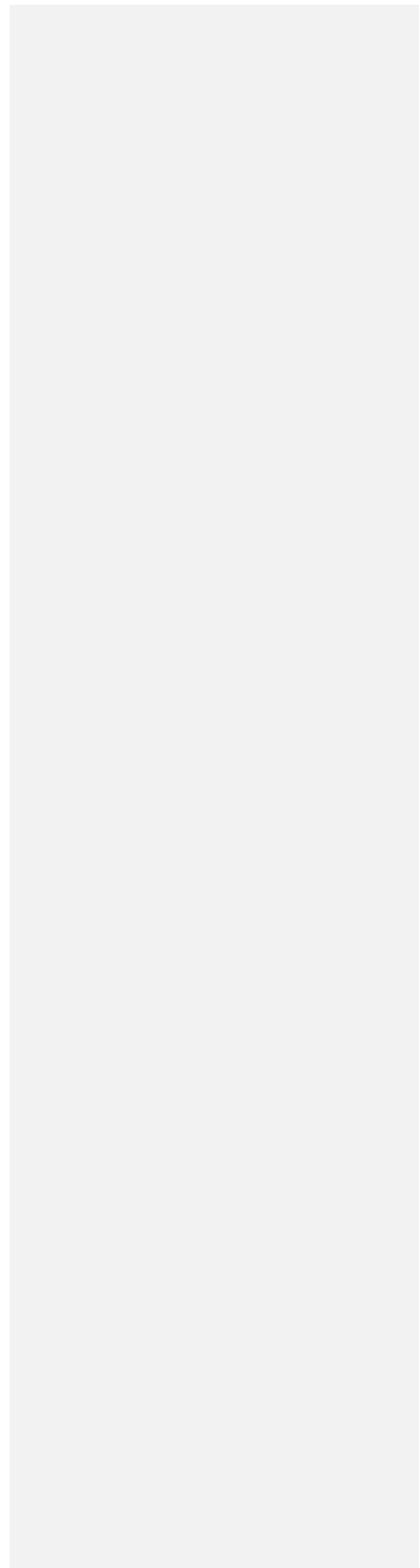
9. National Team MOU

Each National team member will be required to read and sign a memorandum of understanding. This will include the code of conduct, team rules, and other various components of being on the USA Paratriathlon National Team.

10. International Disclaimer

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.

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2013 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. Any athlete that wishes to compete in the National Championship wave at the 2013 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.triathlon.org), the U.S. Anti-Doping Agency (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 (if required by the ITU).

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 the following at a USAT-sanctioned event between June 1, 2011 and May 1, 2013:

- a) Successful completion of a sprint distance triathlon within 40% of the winning time at the 2012 USA Paratriathlon National Championship in their category.

4. 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 World Championship participation or National Championship titles.



USA TRIATHLON ITU WORLD TRIATHLON SERIES EVENT SELECTION CRITERIA

Introduction

This document explains how USA Triathlon will prioritize USA athletes for nomination to the International Triathlon Union (ITU) to compete in ITU World Triathlon (WTS) events. It is derived from the current ITU WTS Elite Qualification Criteria and shall be revised by USAT to comply with any material changes by the ITU to the WTS Elite Qualification Criteria. Any changes made by USAT require approval from the Board of Directors. While USAT will make changes within seven days, the approval process may take longer.

The ITU determines the qualification criteria for ITU WTS events. Selections to these events are made by the ITU from entries submitted by USA Triathlon. All USA athletes interested in WTS entry are advised to read the ITU WTS Qualification Criteria posted at www.triathlon.org.

Athlete Eligibility

The eligibility requirements for an athlete to be considered for entry into an ITU WTS Event are as follows:

- Athletes must be a citizen of the United States or be eligible to race for the United States;
- Must hold a current USAT Elite License;
- Must abide by all USAT, USOC, ITU, USADA and WADA anti-doping policies and procedures and be in good standing with these organizations;
- Must sign the USAT Nomination Procedure Agreement.

Athlete Nomination Process

All athletes must follow the nomination process set forth by USAT. No exceptions will be made.

1. Athletes must request entry to a WTS event by written notice to USAT via ituentries@usatriathlon.org by the USAT entry deadline for that event. No other form of request will be accepted (including email with staff and in person communication).
2. **Deadlines.** USAT deadlines are 5 pm EST the Monday before the ITU deadline. USAT will continue to enter athletes into the ITU system after the deadline has passed. All nomination requests submitted after the deadline will be handled in the order of which they were received. Please note that after the ITU deadline, the wait list is ordered by date/time of entry to the ITU online system. Entry deadlines for 2013 events are listed on page three (3) of this document.
Note: In the event that the ITU does not post a start list by the 32 day deadline, USAT will continue to enter athletes into the ITU system with no penalty to the athlete.
3. Thursday prior to the USAT deadline, an email reminder about event entries will be sent to athletes who have requested to be on the High Performance listserv and those who have requested a WC or WTS entry in the current year.
4. USAT may enter additional athletes as place holders in order to maximize the number of US quota places available. *Place holder is defined as an athlete who has not requested a start to an event by the published USAT deadline.*
5. Selection to the WTS event will be made by the ITU in accordance with the ITU WTS Qualification Criteria and start lists are expected to be posted 32 days prior to the event.
6. **Substitutions.** Once ITU has created the start list for a WTS event one athlete per gender may be replaced per the ITU substitution procedure. The purpose of this 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. This substitution process will not be used except in the following cases:

- An athlete who has been placed on the start list as a place holder;
- An athlete on the start list who is unable to compete due to injury or illness.

This priority of substitutions will be exercised in the following order:

1. Discretionary nomination identified by the High Performance Department;
 2. Remaining USA athletes based on wait list priority order.
7. **Discretionary Nominations.** *In the event substitutions are used*, USAT reserves the right to submit up to one discretionary entry per gender for WTS level events. Discretionary nominations will be determined by USAT High Performance personnel using the Principles of Athlete Selection. All nominations will be reviewed and confirmed by the Elite Athlete Selection Committee (EASC).

Fines and Penalties

USAT will enforce the nomination and withdrawal policies outlined in this document. If an athlete fails to adhere to these rules they may be penalized according to the fine schedule below. To avoid penalties, athletes must communicate via email (ituentries@usatriathlon.org) their wishes to be removed from the WTS Event consideration list by the USAT deadline dates listed below. Additional penalties may be incurred from the ITU for late withdrawal. Athletes should familiarize themselves with the criteria outlined at www.triathlon.org.

If the race is not fully subscribed (thus not blocking another athlete from gaining a start), and a withdrawal is requested 26 days or greater before the World Triathlon Series event, and USA Triathlon does not incur a penalty from the ITU, a fine will not be imposed.

- 1st offense:** \$250 fine
2nd offense: \$500 fine
3rd offense: Ineligible for any ITU event starts for 3 months from race date



ITU and USAT Entry Deadlines

The ITU is expected to post start lists 32 days prior to the event. The USAT deadline for all events will be 5 pm EST the Monday prior to the ITU deadline as noted in the second point of the Athlete Nomination Process above.

*Deadline dates are documented based on the ITU rules and event date. Any deadline date changes will be communicated via the Elite Beat.

WTS Event	Event Date	ITU Deadline	USAT Deadline
Auckland, New Zealand	April 6-7	March 5	March 4
San Diego, CA	April 20-21	March 19	March 18
Yokohama, Japan	May 11-12	April 9	April 8
Madrid, Spain	June 1-2	April 30	April 29
Kitzbuhel, Austria	July 6-7	June 4	June 3
Hamburg, Germany (sprint)	July 20-21	June 18	June 17
Stockholm, Sweden	August 24-25	July 23	July 22
London, Great Britain	September 11-16	August 9	August 5



USA TRIATHLON ITU CONTINENTAL CUP EVENT SELECTION CRITERIA

Introduction

This document explains how USA Triathlon will prioritize USA athletes for nomination to the International Triathlon Union (ITU) to compete in ITU Continental Cup (CC) events. It is derived from the current ITU CC Elite Qualification Criteria and shall be revised by USAT within seven (7) business days to comply with any material changes by the ITU to the CC Elite Qualification Criteria. Any changes made by USAT require approval from the Board of Directors. While USAT will make changes within seven days, the approval process may take longer.

The ITU determines the qualification criteria for ITU CC events. Selections to these events are made by the ITU from entries submitted by USA Triathlon. All USA athletes interested in CC entry are advised to read the ITU CC Qualification Criteria posted at www.triathlon.org.

Athlete Eligibility

The eligibility requirements for an athlete to be considered for entry into an ITU CC Event are as follows:

- Athletes must be a citizen of the United States or be eligible to race for the United States;
- Must hold a current USAT Elite License;
- Must abide by all USAT, USOC, ITU, USADA and WADA anti-doping policies and procedures and be in good standing with these organizations.
- Must sign the USAT Nomination Procedure Agreement.

Athlete Nomination Process

All athletes must follow the nomination process set forth by USAT. No exceptions will be made.

1. Athletes must request entry to a CC event by written notice to USAT via ituentries@usatriathlon.org by the USAT entry deadline for that event. No other form of request will be accepted (including email with staff and in person communication).
2. **Deadlines.** USAT deadlines are 5 pm EST the Monday before the ITU deadline. USAT will continue to enter athletes into the ITU system after the deadline has passed. All nomination requests submitted after the deadline will be handled in the order of which they were received. Please note that after the ITU deadline, the wait list is ordered by date/time of entry to the ITU online system. Entry deadlines for 2013 events are listed on page three (3) of this document.
Note: In the event that the ITU does not post a start list by the 32 day deadline, USAT will continue to enter athletes into the ITU system with no penalty to the athlete.
3. USAT may enter additional athletes as place holders in order to maximize the number of US quota places available. *Place holder is defined as an athlete who has not requested a start to an event by the published USAT deadline.*
4. Selection to the CC event will be made by the ITU in accordance with the ITU CC Qualification Criteria and start lists are expected to be posted 32 days prior to the event.
5. **Substitutions.** Once ITU has created the start list for a CC event three athletes per gender may be replaced per the ITU substitution procedure. The purpose of this 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. This substitution process will not be used except in the following cases:
 - An athlete who has been placed on the start list as a place holder;



- An athlete on the start list who is unable to compete due to injury, illness or other reason.

This priority of substitutions will be exercised in the following order:

1. Discretionary nominations in the order of priority identified by the High Performance Department;
 2. Remaining USA athletes based on wait list priority order.
6. **Discretionary Nominations.** *In the event substitutions are used*, USAT reserves the right to submit up to three discretionary entries per gender for CC level events. Discretionary nominations will be determined by USAT High Performance personnel using the Principles of Athlete Selection. All nominations will be reviewed and confirmed by the Elite Athlete Selection Committee (EASC).

Fines and Penalties

USAT will enforce the nomination and withdrawal policies outlined in this document. If an athlete fails to adhere to these rules they may be penalized according to the fine schedule below. To avoid penalties, athletes must communicate via email (ituentries@usatriathlon.org) their wishes to be removed from the Continental Cup Event consideration list by the USAT deadline dates listed below. Additional penalties may be incurred from the ITU for late withdrawal. Athletes should familiarize themselves with the criteria outlined at www.triathlon.org.

Note: If the race is not fully subscribed (thus not blocking another athlete from gaining a start), and USA Triathlon does not incur a penalty from the ITU, a fine will not be imposed.

- | | |
|--------------------------------|---|
| 1st offense: | \$250 fine |
| 2nd offense: | \$500 fine |
| 3rd offense: | Ineligible for any ITU event starts for 3 months from race date |

ITU and USAT Entry Deadlines

The ITU is expected to post start lists 32 days prior to the event. The USAT deadline for all events will be 5 pm EST the Monday prior to the ITU deadline as noted in the second point of the Athlete Nomination Process above. All event dates can be found under the “events” section on the ITU website (www.triathlon.org).



USA TRIATHLON ITU WORLD CUP EVENT SELECTION CRITERIA

Introduction

This document explains how USA Triathlon will prioritize USA athletes for nomination to the International Triathlon Union (ITU) to compete in ITU World Cup (WC) events. It is derived from the current ITU WC Elite Qualification Criteria and shall be revised by USAT within seven (7) business days to comply with any material changes by the ITU to the WC Elite Qualification Criteria. Any changes made by USAT require approval from the Board of Directors. While USAT will make changes within seven days, the approval process may take longer.

The ITU determines the qualification criteria for ITU WC events. Selections to these events are made by the ITU from entries submitted by USA Triathlon. All USA athletes interested in WC entry are advised to read the ITU WC Qualification Criteria posted at www.triathlon.org.

Athlete Eligibility

The eligibility requirements for an athlete to be considered for entry into an ITU WC Event are as follows:

- Athletes must be a citizen of the United States or be eligible to race for the United States;
- Must hold a current USAT Elite License;
- Must abide by all USAT, USOC, ITU, USADA and WADA anti-doping policies and procedures and be in good standing with these organizations.
- Must sign the USAT Nomination Procedure Agreement.

Athlete Nomination Process

All athletes must follow the nomination process set forth by USAT. No exceptions will be made.

1. Athletes must request entry to a WC event by written notice to USAT via ituentries@usatriathlon.org by the USAT entry deadline for that event. No other form of request will be accepted (including email with staff and in person communication).
2. **Deadlines.** USAT deadlines are 5 pm EST the Monday before the ITU deadline. USAT will continue to enter athletes into the ITU system after the deadline has passed. All nomination requests submitted after the deadline will be handled in the order of which they were received. Please note that after the ITU deadline, the wait list is ordered by date/time of entry to the ITU online system. Entry deadlines for 2013 events are listed on page three (3) of this document.
Note: In the event that the ITU does not post a start list by the 32 day deadline, USAT will continue to enter athletes into the ITU system with no penalty to the athlete.
3. Thursday prior to the USAT deadline, an email reminder about event entries will be sent to athletes who have requested to be on the High Performance listserv and those who have requested a WC or WTS entry in the current year.
4. USAT may enter additional athletes as place holders in order to maximize the number of US quota places available. *Place holder is defined as an athlete who has not requested a start to an event by the published USAT deadline.*
5. Selection to the WC event will be made by the ITU in accordance with the ITU WC Qualification Criteria and start lists are expected to be posted 32 days prior to the event.
6. **Substitutions.** Once ITU has created the start list for a WC event two athletes per gender may be replaced per the ITU substitution procedure. The purpose of this 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. This substitution process will not be used except in the following cases:

- An athlete who has been placed on the start list as a place holder;
- An athlete on the start list who is unable to compete due to injury or illness.

This priority of substitutions will be exercised in the following order:

1. Discretionary nominations in the order of priority identified by the High Performance Department;
 2. Remaining USA athletes based on wait list priority order.
7. **Discretionary Nominations.** *In the event substitutions are used*, USAT reserves the right to submit up to two discretionary nominations per gender for WC level events. Discretionary nominations will be determined by USAT High Performance personnel using the Principles of Athlete Selection. All nominations will be reviewed and confirmed by the Elite Athlete Selection Committee (EASC).

Fines and Penalties

USAT will enforce the nomination and withdrawal policies outlined in this document. If an athlete fails to adhere to these rules they may be penalized according to the fine schedule below. To avoid penalties, athletes must communicate via email (ituentries@usatriathlon.org) their wishes to be removed from the World Cup Event consideration list by the USAT deadline dates listed below. Additional penalties may be incurred from the ITU for late withdrawal. Athletes should familiarize themselves with the criteria outlined at www.triathlon.org.

Note: If the race is not fully subscribed (thus not blocking another athlete from gaining a start), and a withdrawal is requested seven days or greater before the World Cup event, and USA Triathlon does not incur a penalty from the ITU, a fine will not be imposed.

- | | |
|--------------------------------|---|
| 1st offense: | \$250 fine |
| 2nd offense: | \$500 fine |
| 3rd offense: | Ineligible for any ITU event starts for 3 months from race date |



ITU and USAT Entry Deadlines

The ITU is expected to post start lists 32 days prior to the event. The USAT deadline for all events will be 5 pm EST the Monday prior to the ITU deadline as noted in the second point of the Athlete Nomination Process above.

*Deadline dates are documented based on the ITU rules and event date. Any deadline date changes will be communicated via the Elite Beat.

WC Event	Event Date	ITU Deadline	USAT Deadline
Mooloolaba Australia	March 16-17	February 12	February 11
Ishigaki Japan	April 13-14	March 12	March 11
Huatulco, Mexico	May 18-19	April 16	April 15
Edmonton, Canada (sprint/final format)	June 22-23	May 21	May 20
Palamos, Spain	June 29-30	May 28	May 27
Tiszaujvaros, Hungary (sprint/final format)	August 10-11	July 9	July 8
Alicante, Spain	September 28-29	August 27	August 26
Cozumel, Mexico (sprint)	October 5-6	September 3	September 2
Tongyeong, South Korea	October 19-20	October 17	October 16
Guatape, Colombia	November 2-3	October 1	September 30
Rio de Janeiro, Brazil (TBC)	November 9-10	October 8	October 7



USA TRIATHLON NATIONAL TEAM PROGRAM

Program Overview

The goal of the USA Triathlon National Team Program is to have consistent podium performances on the international stage at the highest competitive level. It is a three tiered system which provides administrative, performance, and financial support to assist athletes in achieving optimal results for themselves and the Team at the Olympic Games, Pan Am Games, and ITU World Triathlon Series. The National Team is composed of those athletes with proven performance capability at the most competitive international level and is not intended to serve as a development pathway.

Athletes who have qualified for a one of the three National Team Program Levels will be eligible to receive funding and benefits from USAT and the USOC. Each athlete will be evaluated upon qualifying for the team and a funding model appropriate for their needs and performance capability will be determined by USAT. Each athlete will receive a contract specific to his/her funding, training needs and competition schedules. Contracts will also outline expectations and goals in order for an athlete to retain their National Team status.

Results achieved on or after January 1, 2013 are eligible to be used as automatic qualification criteria outlined below and will be valid for a rolling 12 month period. An athlete's position on the National Team (regardless of Level) may be extended for a period of up to one year at the discretion of the High Performance Department.

The figures outlined in this document represent minimum funding levels based on objective performance measures met. Other funding and support opportunities may be available to National Team Program athletes throughout the competition year including but not limited to USAT-supported camps and the USAT Incentive Plan which is available to all Elite Athletes and published on the USAT website.

USOC benefits are not guaranteed and funding may not be equally distributed among all athletes.

To receive any or all benefits available through this Program, an athlete must be a current USAT elite license holder and be currently training and competing in the ITU format. Commitment to the ITU format will be evaluated by USAT as athletes qualify for a Level within the Team. Each athlete must provide a competition plan to the High Performance department at the beginning of the calendar year which will be reviewed and approved by USAT. Any non-drafting race must be pre-approved. Athletes will be subject to removal from the Team if the approved plan is not adhered to. Changes to any plans must be communicated to and approved by the High Performance department in advance.

Funding:

***Note: These descriptions are intended to outline the details of each stipend/reimbursement option. All athletes will be required to submit an annual training plan which also outlines their financial needs. Upon review and approval of the plan, a budget for each athlete will be developed. Long term OTC residency and participation in USAT-funded and organized camps will also help determine each athlete's budget. Any variation outside of the pre-approved plan will need to be submitted to USAT and have any additional costs approved.*

USAT Stipend: This stipend is intended to offset costs needed by athlete to train and compete effectively.

Travel Reimbursement: This funding is intended to support athletes' travel domestically and internationally to ITU events. These amounts will represent the minimum level of reimbursement for approved for an event. Travel reimbursements in addition to this will be available based on athlete performances at a given event.



Coaching Stipend: USAT Certified Coaches who are developing National Team Program athletes and facilitating a daily training environment shall receive a coaching stipend to offset coaching costs. If an athlete is operating under a remote coaching scenario, USAT will review the situation and a coach consulting stipend may be offered.

USOC Benefits: EAHI will be distributed based on specific criteria agreed to by USAT and the USOC (outlined below).

Gold Level 

Qualification Criteria

Athletes can achieve Gold Level status through any **one** result from the below criteria points.

- Top 8 finish at the ITU World Triathlon Series Final
- Top 8 finish in the final ITU WTS Series rankings
- Top 3 finish in an ITU World Triathlon Series event
- Discretion of the USAT High Performance department

Funding and Benefits

Athletes who achieve Gold Level status are eligible for the following funding and benefits:

NTP Level	USAT Stipend	Travel Reimbursement	Coaching Stipend	USOC Benefit
Gold	\$5000/qtr*	TBD based on approved ATP	\$1800/qtr	Eligible for EAHI**

*This stipend is the minimum support for the Gold Level. The final amount will be determined by athlete needs and approved ATP.

**Eligibility is determined through criteria developed by USAT and approved by the USOC. Criteria can be found on page 5.



Silver Level 

Qualification Criteria

Athletes can achieve Silver Level status through any **one** result from the below criteria points.

- Top 15 finish at the ITU World Triathlon Series Final
- Top 10 finish in the final ITU WTS Series rankings
- Discretion of the USAT High Performance department

Athletes can achieve Silver Level status through any **two** results from the below criteria points.

- Top 10 finish in a ITU World Triathlon Series event
- Top 3 finish in a ITU World Cup event
- Top 3 finish at the ITU Team Relay World Championships

Funding and Benefits

Athletes who achieve Silver Level status are eligible for the following funding and benefits:

NTP Level	USAT Stipend	Travel Reimbursement	Coaching Stipend	USOC Benefit
Silver	\$3750/qtr*	TBD based on approved ATP	\$1200/qtr	Eligible for EAHl**

* This stipend is the minimum support for the Silver Level. The final amount will be determined by athlete needs and approved ATP.

**Eligibility is determined through criteria developed by USAT and approved by the USOC. Criteria can be found on page 5.



Bronze Level 

Qualification Criteria

Athletes can achieve Bronze Level status through any **one** result from the below criteria points.

- Top 20 finish at the ITU World Triathlon Series Final
- Top 15 finish in the final ITU WTS Series rankings
- Discretion of the USAT High Performance department

Athletes can achieve Bronze Level status through any **two** results from the above or below criteria points.

- Top 15 finish in an ITU World Triathlon Series event
- Top 5 finish in an ITU World Cup event
- Winner USAT Elite National Championships
- Top 3 finish at ITU U23 World Championships
- Top 3 finish at ITU Junior World Championships
- Winner 2013 Sarasota ITU Continental Cup
- Winner 2013 Dallas ITU Continental Cup

Athletes can achieve Bronze Level status through any **three** results from the above or below criteria points.
Top 3 finish in an ITU Continental Cup (1 of the 3 finishes must be from an event in North America or Europe)

Funding and Benefits

Athletes who achieve Bronze Level status are eligible for the following funding and benefits:

NTP Level	Living Stipend	Travel Reimbursement	Coaching Stipend	USOC Benefit
Bronze	\$2250/qtr*	TBD based on approved ATP	\$900/qtr	Eligible for EAHI**

* This stipend is the recommended support for the Bronze Level. The final amount will be determined by athlete needs and approved ATP.

**Eligibility is determined through criteria developed by USAT and approved by the USOC. Criteria can be found on page 5.



Elite Athlete Health Insurance (EAHI) Description and Criteria

There are six (6) available slots for EAHI. EAHI qualification will be evaluated twice per year; once prior to the start of 2013, the second on June 1, 2013. Athletes are able to receive EAHI through the USAT criteria for at least a six (6) month period. If EAHI criteria is no longer met, athletes can remain on the insurance program at their own cost for up to one year. This helps to provide a more affordable insurance option for athletes. This benefit is provided through the USOC and is dependent on the criteria outlined below.

January 1, 2013 – June 30, 2013

The below criteria is listed in priority order.

- 2012 Olympic Team members. Athletes must be dedicated to racing and training exclusively for ITU competitions in 2013.
- 2012 Olympic Team “alternates/replacements.” Athletes must be dedicated to racing and training exclusively for ITU competitions in 2013.
- Top three finish at an ITU WTS race in 2012. Finish order will determine priority order. If two or more athletes have the same finish order, priority lies with the athlete who has the highest ITU Points List ranking as of December 1, 2012.
- Top 30 in the ITU Points List rankings. Ranking as of December 1 will determine priority order. Athletes must be dedicated to racing and training exclusively for ITU competitions in 2013.
- If any slots remain, they can be filled by National Team Program athletes in priority order of Gold, Silver, and Bronze. A tie will be broken by athletes ITU Points List ranking as of December 1, 2012.

July 1, 2013 – December 31, 2013

Within each Level, athletes will receive EAHI in the priority order of which they qualified for the team. If two or more athletes qualify in the same manner, priority lies with the athlete who has the highest ITU Points List ranking as of June 1, 2013.

- 2013 National Team Program Gold Level.
- 2013 National Team Program Silver Level members.
- 2013 National Team Program Bronze Level members.



USA TRIATHLON AURUM PROJECT

PROJECT OVERVIEW

The goal of the Aurum Project is to bridge the gap between Junior Elite athletes, Collegiate Elite athletes and the National Team Program in the USAT High Performance pipeline. USAT aims to prepare athletes for the advancement through each level of ITU events (Continental Cups, World Cups and World Triathlon Series) and entry to the National Team Program.

ATHLETE ELIGIBILITY

In order to be eligible for the Aurum Project, an athlete must meet the following points:

- Athletes must be a citizen of the United States or be eligible to race for the United States;
- Must hold a current USAT Elite License;
- Must abide by all USAT, USOC, ITU, USADA and WADA anti-doping policies and procedures and be in good standing with these organizations.

PROJECT CRITERIA

- Top 8 finish at a World Cup event and within top 15% of the starting field
- Top 3 finish at a Continental Cup event and within the top 10% of the starting field
- Top 10 finish at the ITU U23 World Championships
- Top 10 at FISU World University Championships
- Top 10 finish at the ITU Junior World Triathlon Championships
- Top 3 finish at the PATCO Junior Pan American Triathlon Championships
- Top 3 finish at the USAT Junior Elite National Championships
- Discretion of the High Performance Department
 - Athletes may be nominated by an HP staff member, Regional Athlete Development Coordinator (“RADC”) or Coach.
 - HP may nominate an athlete who has proven performance or who may aid in the performance of others. The Principles of Athlete Selection will be followed in determining discretionary selections.
 - Nominations should be sent via email to the National Team Program Manager and should include at minimum, athlete name, most recent race results, upcoming race and training schedules. It can also include any training metrics (i.e. 200/800 time, etc.) or running and swimming PRs that may add value in the review process.
 - All nominations will be reviewed by the USAT High Performance Department to determine eligibility of the athlete.

ANNUAL DEVELOPMENT PLAN

Athletes who qualify for the Aurum Project will be required to submit an Annual Development Plan to USAT. Plans will be reviewed by the High Performance Department and discussed with the athlete their coach(es). Athletes will be responsible for submitting monthly updates to USAT in order to continuously monitor progress and development. A template of this plan will be provided by USAT.

FUNDING AND BENEFITS



Based on the submitted plan, a funding model and agreement will be determined and created for the athlete. This may or may not include all requested items and competitions or may cover a certain percentage of the request. USAT and the Athlete will agree on measurable goals and expectations in order to retain Aurum Project status. If an athlete fails to meet expectations, he or she may be removed from the Aurum Project.

****Travel Reimbursement Opportunities Note:*** *In the event that the figures below represent more than what is outlined in an athlete's funded agreement, additional reimbursement may be available at the values listed below.*

USAT ORGANIZED CAMPS

Athletes will have opportunities to be in a centralized training environment with a coach and the potential to train alongside National Team Program athletes (depending on location and time of year). Emphasis will be placed on skill building and preparation for events identified as development opportunities.

Athletes attending a camp will receive some financial Support from USAT as outlined below.

- Airfare – Reimbursed at 100% if pre-approved or booked in advance by USAT.
- Baggage Allowance – One (1) checked bag will be reimbursed up to \$200. Other checked bag charges will be at the expense of the athlete.
- Accommodations – Arranged and funded in advanced by USAT. No cost to the athlete.
- Food Allowance/Per Diem – Team meals will be provided as often as possible given camp logistics. In the absence of team meals, athletes may be provided with a weekly allowance of \$120 USD based on location of camp or a daily meal per diem (domestic: \$10/\$10/\$20; certain international cities: \$15/\$15/\$30). The per diem amounts will be prorated based on the availability of team meals. All meal allowances and per diems will be paid at the conclusion of a camp via the reimbursement process.



NATIONAL TEAM ATHLETE AGREEMENT

THIS ATHLETE AGREEMENT, effective as of [date] (the "Effective Date"), is by and between USA Triathlon ("USAT"), a Colorado nonprofit corporation having its principal office at 5825 Delmonico Drive Colorado Springs, CO 80919 and the athlete signing below ("Athlete"), whose address is also set forth below. Athlete and USAT may be collectively referred to herein as the "Parties" and each individually as a "Party."

RECITALS

USAT is the National Governing Body for the sport of triathlon in the United States in accordance with The Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. § 220501 et seq. (the "Act"). As the National Governing Body, USAT is responsible for developing elite athletes with the goal of winning medals in the Olympic Games and other international competitions. As part of that mission, USAT has developed a National Team Program to support athletes who have demonstrated the capability to be elite international athletes with potential to win medals in international competition.

Athlete desires, but is not required, to participate in the Athlete Agreement on the terms and conditions set forth herein. Failure to choose to participate in this Athlete Agreement may not be used by USAT as a basis on which to prohibit an athlete from participating in a protected competition pursuant to the provisions of the Act. Similarly, USAT is not required to offer an Athlete Agreement to any specific athlete.

NOW, THEREFORE, in consideration of the mutual promises and obligations, the sufficiency of which is hereby acknowledged, the Parties agree as follows:

AGREEMENT

- 1) Term. The Term of this National Team Agreement (this "Agreement") is defined as the period between the date indicated above through and including [insert date], unless sooner terminated in accordance with the terms and conditions herein.
- 2) Grant of Rights and Benefits to USAT: During the Term, Athlete hereby grants USAT the following rights and benefits:
 - a) Athlete Seasonal Plan and Progress Reports. Athlete shall submit to USAT a preliminary Annual Training Plan ("ATP"). Athlete shall work with his/her personal coach in putting together the ATP and providing updates to USAT as changes occur. Any non-drafting race must be pre-approved. Athlete will provide monthly progress reports to USAT by the fifth day of each month. USAT reserves the right to require Athlete to revise an ATP that USAT deems to be incomplete or insufficient. Athletes will be subject to removal from the Team if the approved plan is not adhered to.
 - b) Competition. Athlete agrees to submit a plan of selected International Triathlon Union ("ITU") races to USAT within 10 days of the execution of this contract or the release of the ITU calendar. Priority of selection to ITU races will be based upon the qualifying standards detailed by USAT and the ITU. Athlete agrees to comply with all selection criteria, including selection by USAT's Elite Athlete Selection Committee. Athlete acknowledges the penalties according to the USAT Event Selection Criteria and ITU Qualification Criteria for withdrawal from an event AFTER the deadline for that event.
 - c) ITU Commitment. To receive any or all benefits available through this Agreement, Athlete must be a current USAT elite license holder and be currently training and competing in the ITU format. Commitment to the ITU format will be evaluated by USAT upon receipt of Athlete's ATP.
 - d) Team Apparel. Athlete agrees to wear the designated and ITU approved official United States Team Uniform ("Team Uniform") at all ITU World Triathlon Series ("WTS") events and at all other international competitions in which the event rules require the athlete to do so or that is designated as a USAT Team event ("Events"). Any Team events will be determined and communicated to Athlete in advance. For ITU events all Athletes

must wear the “USA” country designation. Athlete has no obligation to wear the Team Uniform when the ITU, International Olympic Committee (“IOC”), United States Olympic Committee (“USOC”), or event rules do not require Athlete to do so.

It shall be the sole responsibility of USAT to provide Athlete with a properly fitted Team Uniform for the Events at no cost to Athlete. Athlete may wear a suit of their own choosing so long as it matches the Team Uniform design and is approved by USAT and the ITU in advance. Athlete may use personal sponsor logos for racing uniform in accordance with ITU Elite Uniform Rules.

For the purposes of this Agreement, the Team Uniform includes competition apparel. The Team Uniform shall not include training apparel, race briefing apparel, podium apparel, casual sports apparel, swimming wetsuits, swimming goggles or other eyewear, shoes, or other items deemed technical equipment/personal performance gear as defined by the USOC (hereinafter, “Technical Equipment”).

Athlete shall wear the USAT issued team cycling kit during all ITU organized WTS or World Championship event cycling course previews as well as to the race venue on race day. Athlete shall wear the USAT issued team polo to all ITU WTS or World Championship event race briefings. Athlete shall wear the USAT issued team podium gear during all ITU WTS or World Championship awards ceremonies. The podium gear and cycling kit will be designated by USAT and provided to Athlete at no cost at the beginning of the term of this Agreement. Athlete may be permitted to use supplemental sponsor logos on the team cycling kit and podium apparel with approval from the USAT High Performance Department. Athlete should reference the USAT Uniform Guidelines and ITU Elite Uniform Rules.

- e) Participation in Media Sessions. Athlete agrees to make good faith efforts to participate in USAT related media events, photo shoots, interviews, and other activities that serve to enhance the individual Athlete’s public recognition and the public recognition of USAT and the sport of triathlon. Athlete agrees to wear USAT branded apparel (provided by USAT) to such media appearances.
- f) Appearances for USAT. Athlete agrees to participate in at least four (4) non-commercial promotional appearances at the request of USAT without additional compensation except for reasonable travel costs. 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.
- g) Use of Image. Athlete agrees to allow USAT to use Athlete’s image, likeness, name, photo, biographical information, and video footage (“Image”) in noncommercial, non-revenue generating, promotional or educational materials, television/online broadcasts, products or USAT branded merchandise which may be distributed by USAT for the purposes of promoting the sport of triathlon, USAT or the National Team Program. In no event will USAT use or authorize the use of Athlete’s name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply Athlete’s endorsement of any company, product, or service, without Athlete’s express written permission.
- h) Promotional Efforts. Athlete shall, on his/her personal web site and on social media sites (including without limitation Facebook and Twitter), promote USAT collaboratively and in good faith. With respect to Facebook, Twitter and other social media applications that may develop, Athlete agrees to be a “fan” and/or “follower” of USAT and to include the USAT logo, with a live link to www.usatriathlon.org, in an appropriate location on Athlete’s homepage. USAT will supply Athlete with a suitable electronic version of current USAT logo.
- i) USAT Logo. Athlete will not use or authorize the use of photographs, films or videos of myself in my USAT apparel or equipment or the use of the USAT logo for the purpose of trade, without the prior written consent of the USAT (which consent shall not be unreasonably withheld).
- j) ITU Event Place Holders. Athlete grants USAT the authority to enter Athlete in ITU events he/she does not intend to compete in for the purpose of maximizing USA start positions via substitution.

3) Grant of Rights and Benefits to Athlete. In return for the grant of rights and benefits to USAT detailed above and provided that Athlete complies with the obligations and the terms and conditions of this Agreement, Athlete will receive, or be eligible to receive, the following benefits from USAT:

a) Compensation.

- i) USOC Direct Athlete Support (DAS). Provided that Athlete complies with all the terms and conditions set forth in this Agreement, USAT shall submit to the USOC the required documentation for the Athlete to receive the sum of [insert dollar amount] per month during the Term. Payments made by the USOC will be made by direct deposit to an account designated by the Athlete.
- ii) USAT Stipend. Provided that Athlete complies with all the terms and conditions set forth in this Agreement, Athlete will receive a yearly sum of [insert dollar amount] to be distributed on a quarterly basis in the amount of [insert dollar amount]. The purpose of this stipend is to support Athlete’s approved ATP including camps, performance services and living needs.
- iii) Travel Reimbursement. [this section will defer for each athlete based on their approved ATP].
- iv) Team Training Camps. USAT will provide Athlete with opportunities to participate in triathlon training camps conducted by USAT. All necessary and approved travel expenses for required camps will be the responsibility of USAT.
- v) Taxes. Athlete shall be solely responsible for any and all taxes and withholdings that may be due on compensation paid under this Agreement. USAT shall have no responsibility for any taxes or withholdings on amounts paid to Athlete.
- vi) Payments. All payments made to Athlete pursuant to the terms of this Agreement shall be made in United States Dollars via physical check and sent to Athlete at the following address:

Athlete Mailing Address:

b) USOC Olympic Training Centers.

- i) USOTC Training Facilities. Athlete may be eligible for USOTC privileges if available. Athlete may apply for residency at the Colorado Springs OTC, but may not receive duplicate benefits. Athlete should submit a program request to USAT which will then be submitted for acceptance and approval by the USOC. In the event that the USOC approves a program but does not provide funding, it will be the responsibility of the athlete and USAT to determine the funding mechanism for the approved program.
- ii) Sports Medicine/Nutritional Counseling. Athlete may be eligible to receive sports medicine assistance including, but not limited to, injury rehabilitation, sports psychology services, and nutritional counseling as provided at approved USOC sites or as otherwise provided by USAT. All requests for sports medicine assistance are subject to USOC approval. In the event that the USOC approves a program but does not provide funding, it will be the responsibility of the Athlete and USAT to determine the funding mechanism for the approved program.
- iii) Sports Science/Testing. Athlete may be eligible to receive sports science testing and evaluation services provided through the USOC or USAT, at USAT’s discretion and pending USOC approval. In the event that the USOC approves a program but does not provide funding, it will be the responsibility of the Athlete and USAT to determine the funding mechanism for the approved program.

c) Team Uniform. USAT will provide Athlete with a Team Uniform, team cycling kit, team polo and team podium wear at no cost to the Athlete.

- 4) Code of Conduct. Throughout the Term of this Agreement, Athlete agrees to abide by the USAT Code of Conduct (“Code of Conduct”), as set forth in Exhibit III of this Agreement. Furthermore, Athlete also agrees to follow the USAT National Team Grievance Procedures for breaches of the Code of Conduct or of this Agreement as such procedures are set forth in Exhibit III of this Agreement.
- 5) Anti-Doping. Athlete agrees to abide by all policies, procedures and protocols pertaining to anti-doping and the use of banned substances or methods imposed by United States Anti-Doping Agency (“USADA”), World Anti-Doping Agency (“WADA”), ITU, the USOC, and IOC.
- 6) Injury and Illness Reports. Athlete will disclose to the Performance Leader, as soon as is reasonably practicable, any significant injury or illness which affects training and racing and the medical practitioner consulted with for the treatment of this injury or illness. The Performance Leader will provide the information to the Chair of the USAT Medical Committee. Athlete further authorizes, by signing this document, the release of any and all medical records from such medical practitioner to the Chair of the USAT Medical Committee with respect to any injury or illness disclosed. The Chair of the USAT Medical Committee shall keep all information and records regarding injury or illness in the strictest confidence and shall not release any information or records to any persons. Notwithstanding the above, Athlete acknowledges that the Chair of the USAT Medical Committee will advise the High Performance Department only of Athlete’s fitness to compete, but not about any details of the injury or illness.

USAT reserves the right to direct the Athlete to a medical provider of its choice for examination and Athlete agrees to be examined by such medical provider. Such independent medical examiner shall provide a confidential report of finding to the Athlete and the Chair of the USAT Medical Committee who shall keep all information and records from this independent medical examiner in the strictest confidence. It is understood that should USAT direct the Athlete to be examined by a medical provider of its choice it shall be at the sole expense of USAT.

Medical Reports should be mailed to the Chair of the USAT Medical Committee at the following address:

*USA Triathlon Medical Director
C/O High Performance Department
5825 Delmonico Drive
Ste. 200
Colorado Springs, CO 80919*

- 7) Best Efforts by Athlete. Throughout the Term of this Agreement, Athlete agrees to use best efforts to train diligently for success in the sport of triathlon.
- 8) USAT: In carrying out its duties and activities under this Agreement, USAT shall be respectful of, and shall use best efforts to avoid interfering with, Athlete’s training and competition schedules.
- 9) Member of USAT. Throughout the Term of this Agreement, Athlete agrees to remain an elite member of USAT in good standing.
- 10) Compliance with Rules. Throughout the Term of this Agreement, Athlete agrees to comply with all rules, policies and procedures of USAT, ITU, the USOC and the IOC.
- 11) Residency. Athlete declares that Athlete is a resident of the United States and that is eligible to compete for the National Team Program in ITU sanctioned events throughout the Term of this Agreement.
- 12) Exclusivity. Throughout the Term of this Agreement, Athlete agrees to represent no other national team or nation in the sport of triathlon, or wear the uniform of any other national team or nation other than the National Team Program or other team representing the United States.
- 13) 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 USAT to maintain full National Team Program support during the rehabilitation period. The full details of this policy are listed in Exhibit I.

- 14) Indemnification. Athlete indemnifies USAT and its employees, agents, and contractors against all loss, liability and expense that may be suffered as a result of any action or claim for damage that may be brought or made against USAT and its employees, agents, and contractors by any person for any injury or illness, including death, or loss or damage to property, excluding losses or damages suffered as a result of acts of gross negligence or criminal wrong-doing.
- 15) Violations of Agreement/Enforcement. In the event of a dispute in connection with any provision of this agreement USAT and Athlete shall resolve such dispute through the USAT Grievance Procedure. In the event that Athlete has been found in breach of any provision of this Agreement, USAT has the ability to take any and all appropriate action against Athlete which may include, without limitation, (i) removing Athlete from the National Team Program, (ii) suspending or terminating any of Athlete's benefits detailed in this Agreement, (iii) requiring Athlete to pay a fine, (iv) requiring Athlete to reimburse USAT for any or all monies expended on Athlete's behalf, (v) requiring Athlete to return all uniforms and/or equipment provided by USAT, (vi) taking a combination of the aforementioned, or (vii) taking such other actions as may be appropriate based on the nature of the breach. Any penalty shall initially be recommended by the decision of the USAT Executive Director, President, and HPGM.
- 16) Termination. USAT may terminate this Agreement immediately for any of the following reasons;
- (a) The sport of triathlon ceases to be recognized as an Olympic sport by the IOC.
 - (b) USAT is no longer recognized by the USOC as the National Governing Body for the sport of triathlon in the United States of America.
 - (c) In the event that Athlete no longer competes at an elite level in the sport of triathlon.
 - (d) In the event of a determination according to the Grievance Procedure that Athlete should be removed from the National Program.
- 17) No Waiver, Assignment, Etc. This Agreement and any rights herein granted are personal to Athlete and USAT, and any assignment, sublicensing, or other encumbrance is void without the written consent of both parties. This Agreement shall be construed in accordance with the laws of the State of Colorado.
- 18) Entire Agreement. This Agreement with its exhibits constitutes the entire agreement and understanding between USAT and Athlete, and supersedes all other agreements between the parties, whether written or oral. None of the provisions of this Agreement can be waived or modified without the prior written consent of both parties and the USAT Athlete Advisory Committee.

If the previous paragraphs accurately reflect your understanding, then sign where indicated below. This Agreement is binding upon signing.

READ, AGREED AND ACCEPTED:

I hereby accept membership on the USAT National Team Program as offered by USAT according to the terms and conditions set forth above and in the exhibits attached hereto and incorporated herein by reference, including the 2013 USA Triathlon National Team Qualification Criteria.

USA TRIATHLON

ATHLETE

USAT Chief Executive Officer Signature

Athlete Signature

USAT Chief Executive Officer Printed Name

Athlete Printed Name

Date

Date

EXHIBIT I

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 USAT 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 USAT. 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: USAT 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 USAT.
- 4) The athlete, athlete's coach, and medical service providers (if available) will meet directly with USAT 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 USAT 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 USAT denies the athlete's request for such an exemption the athlete has the right to file an appeal under USAT's appeal procedures.

READ, AGREED AND ACCEPTED:

USA TRIATHLON

ATHLETE

USAT Chief Executive Officer Signature

Athlete Signature

USAT Chief Executive Officer Printed Name

Athlete Printed Name

Date

Date

EXHIBIT II

USA Triathlon Code of Conduct

Athlete Pledge

I pledge to uphold the spirit of the USAT Code of Conduct (the "Code"), which offers a guide to my conduct as an elite member of USAT. I acknowledge that I have a right to a hearing if my opportunity to compete is denied or if I am charged with a violation of this Code.

I have familiarized myself with the Code and understand that acceptance of its provisions is a condition of my National Team status with USAT.

As a National Team Program member of USAT, I hereby promise and agree that I:

- will abide by all rules related to USAT;
- have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- will maintain a level of fitness and competitive readiness that will permit my performance to be at the maximum of my abilities;
- will not commit a doping violation as defined by the International Olympic Committee ("IOC"), World Anti-Doping Agency ("WADA"), the United States Anti-Doping Agency ("USADA"), the United States Olympic Committee ("USOC") or the International Triathlon Union ("ITU") rules;
- am not currently serving a suspension because of an anti-doping rule violation and have no pending or unresolved anti-doping rule violations, except as I have informed USAT in writing, and I understand that such suspension, or pending or unresolved anti-doping rule violation may be cause for my not being selected to the Team;
- will not engage in any conduct that is criminal under any laws applicable to me, including, but not limited to laws governing the possession and use of drugs and alcohol and providing of drugs to any person and of alcohol to minors;
- am eligible to compete under the rules of the ITU;
- will refrain from conduct detracting from my ability or that of my fellow athletes to attain peak performance;
- will respect the property of others whether personal or public;
- will respect members of USAT, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
- am aware that USAT sponsors, suppliers and licensees provide critical support for USAT and, in recognition of this fact, I will wear designated USAT apparel when required at ITU WTS or World Championship Events;
- agree to be filmed and photographed by the official photographer(s) and network(s) of USAT under conditions authorized by USAT and give event organizers and USAT the right to use my name, picture, likeness, and biographical information before, during and after the period of my participation in these activities to promote the activity in which I participate or to promote the success USAT; in no event may USAT or the event organizers use or authorize the use of my name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without my written permission;

- will not use or authorize the use of photographs, films or videos of myself in my USAT apparel or equipment or the use of the USAT logo for the purpose of trade, without the prior written consent of the USAT (which consent shall not be unreasonably withheld);
- will act in a way that will bring respect and honor to myself, my fellow athletes, USAT and the United States; and
- will remember that at all times I am an ambassador for triathlon and the United States.

ATHLETE OMBUDSMAN

I may contact the USOC Athlete Ombudsman, John Ruger, toll free at 888.ATHLETE (888.284.5383) or John.Ruger@usoc.org for further information regarding my rights under this Code that are not answered by USAT.

PARTICIPANTS' AFFIRMATION

I have read and accept this Code of Conduct. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being selected to participate as a member of the Team.

Printed Name

Signature

Date

<p>PARENT/GUARDIAN CERTIFICATION (For Participants Under the Age of 18 as of Date of Signature)</p>
--

Printed Name

Signature

Date

Relationship to Athlete (Parent or Guardian)

EXHIBIT III

USA Triathlon National Team Grievance Procedures

Outlined below are the USAT Triathlon National Team Grievance Procedures (the "Procedures").

These Procedures will be followed if a Team member is accused of a violation of the USAT Code of Conduct (the "Code") or accused of a breach of USAT National Team contract. These Procedures are a component of the Code and designed to ensure a fair and equitable grievance procedure.

The Procedures are as follows;

1. Alleged violations of the Code shall be set forth to the Team member in writing within seven (7) business days of the alleged incident.
2. Within seven (7) business days of the Team member's receipt of the written notification outlining the alleged violation, the Team member agrees to schedule a meeting with the USAT Chief Executive Officer to discuss and attempt to resolve the situation.
3. If a mutually satisfactory resolution cannot be reached as a result of the meeting between the USAT Chief Executive Officer and the Team member, and if further action is necessary, then a committee of three members made up of the President of the USAT Board of Directors, an Athlete Advisory Committee member, the Athlete Advisory Committee Chairperson and the USAT High Performance General Manager (as an ex officio member) will be convened as soon as possible to attempt to resolve the conflict. In the event that a final resolution is not made by the committee, the athlete may request a formal hearing from USAT according to USAT's Bylaws.
4. During the period of time in which the Procedures are being exercised, the Team member accused of the Code violation, the USAT and its staff agrees to keep all allegations and proceedings confidential.
5. Notwithstanding the Procedures outlined above, the Team member shall retain the right to select and meet with an attorney at any time. The Procedures outlined above in no way limit or restrict the Team member's ability to pursue any other legal or equitable remedy available.

I have read, understand and accept these Procedures. I agree to these terms as a condition of my membership in the National Team Program.

Athlete Signature

Date



NOMINATION PROCEDURE AGREEMENT FOR ITU WTS, WC AND CC EVENTS

All athletes interested in racing at the ITU level must complete this form acknowledging and agreeing to the USAT procedure for entries to World Triathlon Series (WTS), World Cup (WC) and Continental Cup (CC) events.

This form must be initialed (after each bullet point in the designated space), signed and returned to ituentries@usatriathlon.org. The completed form must be received before or in conjunction with the first ITU entry request for 2013.

- All entry and withdrawal request must be emailed to ituentries@usatriathlon.org.
- Entry request must be received on or before the advertised event deadline dates. No verbal communication or emails to USAT staff members will be accepted as entry or withdrawal requests.
- If Athlete elects to withdraw from an event after the submission deadline dates, he/she will be subject to a penalty as outlined in each event level selection criteria. Withdrawals due to injury or illness will be accepted without penalty to ensure the strongest team for USAT at each event.
- Athlete agrees to check the ITU and USAT websites for any changes to the submission deadline dates as a result in a change as determined by the ITU.
- If the athlete becomes unable to compete due to injury, illness, or any other reason, he or she will withdraw from the event as early as possible to open the start position to the next eligible athlete.
- Athlete understands that he/she is not guaranteed an event start when entered into the ITU system by USAT. 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.
- Athlete understands and agrees to the Fines and Penalties section of the WTS, WC and CC Event Selection Criteria documents.
- I have initialed and understood all of the above.

X

Athlete Signature

Printed Name

Click here to enter a date.

Date



ELITE LICENSE QUALIFICATION CRITERIA

Updated December 2012

PLEASE READ THE FOLLOWING INFORMATION CAREFULLY:

- All athletes MUST present proof of elite status at all USAT sanctioned events; therefore, athletes must carry their license to all events. If an athlete loses their elite license, they may print a temporary card at the [USAT website](#).
- Athletes have 1 year from the date of meeting any of the described elite qualification criteria below to apply for an elite license.
- Upon meeting the elite qualification criteria **and** applying for an elite license, an athlete will retain their eligibility for three years. Regardless of remaining eligibility, athletes must renew and pay their membership fee annually to be considered an active elite athlete.
- In addition to renewing an elite license yearly, all elite athletes must extend their eligibility to compete as an elite athlete. Elite athletes must submit ONE race result in which the athlete finished within 8% of the winner's time at an event that offered a prize purse of \$5,000 or greater. By submitting this result, the athlete then extends their eligibility expiration date for three years from December 31st of the year in which they submitted the result. *Example: Athlete X is approved for a first time elite license in March 2011 therefore they have an eligibility expiration date of December 31, 2014. That athlete then has all of 2012, 2013 and 2014 to submit ONE race result where he/she finished within 8% of the winner's time at an event offering \$5,000 or more. If the race result is from 2012, their eligibility is extended until December 31, 2015. If the race result is from 2013, their eligibility is extended until December 31, 2016.*
- Unlike the amateur license, an elite license is based on a calendar year. It expires on December 31st, regardless of when the license is purchased. No exceptions are made.
- Once an elite license expires, an athlete can choose to go back to amateur racing, but only when the current membership license expires.
- Depending on qualification criteria met, athletes must submit proper documentation (e.g., race results, copy of elite UCI license, copy of National Federation elite license) to the National Office along with the elite license application. A printout of the actual race results must be provided with the application. A race resume, emails with race website links, or race results that have been cut and pasted are not acceptable. Athletes need only print out the first few pages of the results but, make should note the number of total finishers, the website address, and date of event at the top of the first page.

Athletes still need to renew his/her license each calendar year.

- Application and race results must be received at least fourteen (14) days before the FIRST event at which the athlete wishes to compete as an elite. Once an athlete has submitted paperwork, it is the athlete's responsibility to contact USAT for proof of their elite status. Athletes may not show up at elite events without proof of status.
- Athletes registered as elites/pros CAN compete in events with less than \$5,000 prize purses but:
 - They are competing in events according to the age group rules of USAT, not pro/elite rules;
 - They cannot accept age group awards or be included in those results; they can be listed in the overall finish position and receive any prizes offered for overall placing.

USAT RECOGNIZES SIX CLASSIFICATIONS WITHIN ITS ELITE LICENSE STRUCTURE:

1. Elite Triathlete License *or* Collegiate Elite (covered as an elite in all categories)
2. Draft Legal Pathway
3. Elite Duathlete License (covered as an elite in duathlon, amateur in triathlon)
4. Elite Off Road License (covered as an elite in off road events, amateur in road events)
5. Elite Foreign License
6. Special Considerations

1. ELITE TRIATHLETE LICENSE:

This license is for athletes wishing to race as an elite in any USAT sanctioned event, at any distance (from sprint to ultra) and format (triathlons, duathlons, off road events, winter events, etc.). Athletes have the option to obtain either the elite triathlete license or the collegiate license designation (see below). Both licenses costs \$45 and expires December 31st of the year in which it was issued.

COLLEGIATE ELITE LICENSE DESIGNATION

- The Collegiate Elite License Designation is an option of the regular elite license for current or soon to be NCAA athletes who do not want to jeopardize their NCAA eligibility but want to compete in elite events sanctioned by USAT to gain experience. These athletes are *NOT* eligible for prize money but may race when it is offered. Collegiate athletes should check with the NCAA or their university's compliance personnel regarding the most current rules regarding eligibility and prize money acceptance.

Qualification criteria: Any athlete who chooses to compete as an elite triathlete or an elite triathlete with a collegiate license designation must meet at least one of the criteria listed below:

CRITERIA A: Finish within 8% of the winning elite time on the same course as the elites (distance and format) in three USAT sanctioned events that offered a prize purse of \$5,000 or greater. All three results must be from the same calendar year.

CRITERIA B: Finish top-10 overall and within 8% of the winner's time at the ITU Age Group Olympic Distance World Championships.

CRITERIA C: Finish top-10 overall in the amateur field at Ironman 140.6 World Championships in Kona.

CRITERIA D: Finish top-5 overall and within 8% of the winner's time at USAT Age Group Olympic Distance National Championships.

CRITERIA E: Finish top-5 overall and within 8% of the winner's time at USAT Collegiate Olympic Distance National Championships.

CRITERIA F: Finish top-3 overall in the amateur field at an Elite Qualifying Race.

2012 Elite Qualifying Races:

All triathlons on US (including territories) and Canadian soil that have a corresponding elite race in the same distance with \$20,000 or more in elite prize money shall be Elite Qualifying Races. Please confirm prize purse amounts directly with race organizers.

2. DRAFT LEGAL PATHWAY:

Athletes who qualify via these criteria can choose either the standard Elite Triathlete License (described above) or the standard Elite Triathlete license with Collegiate designation. This license costs \$45 and expires December 31st of the year in which it was issued.

Qualification criteria: Any athlete who chooses to compete as an elite triathlete through Draft Legal Pathway must meet at least one of the criteria listed below:

CRITERIA A: Finish Top 10 at ITU Junior Elite Sprint Distance Triathlon World Championships.

CRITERIA B: Finish Top 5 at ITU Pan Am Junior Championships

CRITERIA C: Overall Junior Elite winner at North American Junior Championships **OR** any other USAT Junior Elite Series Cup event.

CRITERIA D: Rank within the Top 5 Junior Elite End of Season Rankings

CRITERIA E: Meet the qualification standards at an Elite Development Race or Collegiate Nationals draft-legal individual race as outlined below:

The first three (3) finishers in the race will become eligible for a USAT Elite Triathlete License. These athletes must finish within five percent (5%) of the winner's overall time. If there are fewer than 30 starters, only two (2) athletes will earn eligibility. If there are fewer than 20 starters, only one (1) athlete will earn eligibility. If Elite license holders or non-U.S. athletes are permitted to start in the race, elite eligibility spots will roll down to the next amateur provided he or she is within five percent (5%) of the first amateur's overall time. Elite and non-U.S. starters will not count toward the total number of starters used to determine the number of Elite licenses awarded.

3. ELITE DUATHLETE LICENSE:

This license is for athletes wishing to race as an elite in any USAT sanctioned duathlon. Athletes approved for this license remain amateur in triathlon events. This license costs \$45 and expires December 31st of the year in which it was issued.

Qualification criteria: Any athlete who chooses to compete as an elite duathlete must meet the following criteria:

CRITERIA A: In the amateur field, finish top-10 overall and within 10% of the overall winner's time, according to gender, in at least two (2) USAT sanctioned duathlons having at least 200 total participants (combined genders) that occurred within the current calendar year.

Special Consideration to the above criteria will be considered by a three person committee made up of two elite duathletes (approved by the Athlete Advisory Council) and one member of the AAC. Exceptions will be considered if the applying athlete meets at least one of the below criteria:

SPECIAL CONSIDERATION A: In the amateur field, finish top-4 overall and within 7% of the overall winner's time, according to gender, in at least one (1) USAT sanctioned duathlon having at least 200 total participants (combined genders) that occurred within the current calendar year **OR**

SPECIAL CONSIDERATION B: In the amateur field, finish top-2 overall and within 7% of the overall winner's time, according to gender, in at least one (1) USAT sanctioned duathlon having a minimum of 125 total participants (combined genders) and a maximum of 200 total participants (combined genders) that occurred within the current calendar year.

4. ELITE OFF ROAD LICENSE:

This license is for any athlete wishing to race as an elite in any USAT sanctioned off- road event (e.g., Xterra). Athletes approved for this license remain amateur in all on road events. This license costs \$45 and expires December 31st of the year in which it was issued.

Any athlete who chooses to compete as an elite off road athlete must meet one of the criteria below:

CRITERIA A: Finish within 8% of the winning elite time on the same course as the elites (distance and format) in three USAT sanctioned events that offered a prize purse of \$5,000 or greater. All three results must be from the same calendar year.

CRITERIA B: Finish top-5 overall and within 8% of the winning amateur time at the ITU Cross Triathlon World Championships.

CRITERIA C: Finish top-10 overall in the amateur field at the Xterra World Championships in Maui.

CRITERIA D: Finish top-5 overall and within 8% of the winning amateur time at the Xterra

National Championships in Ogden, UT. Athletes must compete and qualify in the “full or long distance” division (1500 swim, 28k mountain bike, 10k trail run)

CRITERIA E: Finish top-3 overall in the amateur field at an Off Road Elite Qualifying Race.

2012 Off Road Elite Qualifying Races:

All triathlons on US (including territories) and Canadian soil that have a corresponding elite race in the same distance and format with \$15,000 or more in elite prize money shall be Off Road Elite Qualifying Race. Please confirm prize purse amounts directly with race organizers.

5. ELITE FOREIGN LICENSE:

This license is for foreign athletes who compete in multiple USAT sanctioned events and want to avoid paying the \$10 one day license fee multiple times. This license costs \$45 and expires December 31st of the year in which it was issued.

Qualification criteria: Any athlete who chooses to compete as a foreign elite athlete must present proof of elite status from his/her National Triathlon Federation or meet the USAT elite license qualification criteria outlined above under item one (Elite Triathlete License) described above.

6. SPECIAL CONSIDERATION:

Special consideration for exceptions to all elite membership rules will be granted by the AAC, who will only consider exceptions for athletes who meet the following criteria:

- Applying athlete has been on a USA Swimming, USA Cycling, or USA Track and Field Olympic or Pan American Games Team or National Elite Team (recognized by that NGB). The athlete must have finished in the top ten overall and within 10% of the overall winner’s time in at least one (1) USAT sanctioned event having at least 200 participants that occurred within the past 12 months.