

DRAFT Minutes
USA Triathlon Board of Directors
Marriott Airport, Houston, TX
January 26, 2013

Wendling called the meeting to order at 8:30 am Central

Board Members Present:

Barrett Brandon

Susan Haag

Jacqueline McCook

Vince O'Brien

Victor Plata

Steven Sexton

Barry Siff

Kevin Smeltzer

Kevin Sullivan

Jack Weiss

Bob Wendling, President

Absent: Michael Wien

Steve Sexton requested the record reflect that he does not feel safe and free from intimidation in the meeting.

Guest: Jeff Stys, Strategic Decision Association

Staff: Rob Urbach, CEO

Sharon Carns, Senior Governance Affairs and HR Manager

Amy Drown, Executive Assistant

President's Opening Remarks:

Wendling welcomed the Board members to the first in-person meeting of 2013.

Motion (by Weiss and seconded): To go into Executive Session. Approved unanimously by voice vote at 8:45 a.m. Central.

Return from Executive Session at 8:55 a.m. Central.

Announcement of Southeast Region Board of Director Appointment:

Michael Wien of Marietta, GA will serve as the Southeast Region Board of Director for the remainder of 2013.

President's Continued Opening Remarks:

Bob Wendling reviewed USAT's and the Board's top achievements of 2012.

CEO Opening Remarks:

Rob Urbach presented an office update including a historical recap from 1980 to date and High Performance vacancies and organizational options.

Self introductions by each Board member.

Approval of Minutes:

Motion (by Weiss and seconded): To approve 1/7/13 and 1/17/13 Minutes – Approved by voice vote. McCook abstained from voting on the 1/7/13 minutes.

Recess: 10:30 am

Reconvene: 10:45 am

Treasurer's Report:

Jack Weiss summarized the January 2013 financials including future anticipated insurance premium increases (attached).

Committee Reports

Board Liaisons reported on their respective committees 2012 annual report. All annual reports may be viewed at: <http://www.usatriathlon.org/about-usat/committees.aspx>

Committee Ratification:

Board started review of 2013 Committee Roster (attached).

Recess: 3:15 pm

Reconvene: 3:30 pm

Board Training

Jeff Stys with Strategic Decision Associates conducted Board of Director Training.

Motion (by Weiss and seconded): To adjourn for the day at 5:30 p.m. Central.

Reconvened Sunday, January 27, 2013

Wendling called the meeting to order at 8:35 am Central.

Board Members Present:

Barrett Brandon
Susan Haag
Jacqueline McCook
Vince O'Brien
Victor Plata
Steven Sexton
Barry Siff
Kevin Smeltzer
Kevin Sullivan
Jack Weiss
Bob Wendling, President

Absent: Michael Wien

Staff: Rob Urbach, CEO

Sharon Carns, Senior Governance Affairs and HR Manager

Amy Drown, Executive Assistant

Committee Ratification (continued from Saturday, January 26, 2013 session):

Board continued to review the list of and to populate committees. A number of vacant seats need to be filled by the AAC and appointments will be submitted to the President. Other vacant seats will be filled at the discretion of the board.

Motion (by Weiss and seconded): To approve the Committee roster for 2013 (attached).

Subsidiary Motion (by Sexton and seconded): To divide the motion. The first motion will be to approve the 2013 Committee roster, except for the IR Committee. The second motion will be to approve the IR Committee. Approved by voice vote.

First subsidiary motion: To approve the 2013 Committee roster, except for the IR Committee. Approved by unanimous voice vote.

Second subsidiary motion: To approve IR committee as populated in the attached roster. Roll call vote:

Barrett Brandon – abstain

Susan Haag – y

Jacqueline McCook – y

Vince O'Brien – y
Victor Plata –abstain
Steven Sexton – no
Barry Siff - y
Kevin Smeltzer – y
Kevin Sullivan – y
Jack Weiss – y

7y – 2-abstentions – 1-n - Motion approved

Resolutions and Discussion Items

HP Criteria Documents:

Motion (by Brandon and seconded): To approve the following High Performance Criteria Documents (attached), except for Coaching Stipend Criteria and Agreement, with an amendment to section 4d. i. 1 of the 2013 ITU World Championship – Junior Team Selection Criteria replacing “events” with “event”.

- 2013 Junior PATCO Championship Selection Criteria
- 2013 Junior World Championship Selection Criteria
- 2013 U23 World Championship Team Selection Criteria
- 2013 World Championship Elite Qualification Criteria
- Principles of Athlete Selection
- Coaching Stipend Criteria and Agreement

Approved as amended by unanimous voice vote.

Motion (by Weiss and seconded): To approve Coaching Stipend Criteria and Agreement document. Approved by voice vote. Plata abstained.

Discussion of issues regarding performance enhancing substances.

Motion (by Sexton and seconded): To create a task force and charter to consider USAT anti-doping policies. Approved by unanimous voice vote.

Task force will consist of the following members:

Victor Plata – Chairperson

Susan Haag

USA Triathlon staff member to be designated by Rob Urbach

Coach – TBD

The task force is chartered to explore all polices regarding USA Triathlon's anti-doping education program.

Bylaw Task Force:

Motion (by Weiss and seconded): To create a bylaw task force and charter. Approved by unanimous voice vote.

Task force will originally consist of the following volunteer members:

Kevin Sullivan – Chairperson

Victor Plata or another AAC representative to be named by Barrett Brandon (AAC Chairperson)

Rob Urbach

Charter of the task force: Review bylaws and recommend changes (bring them up to date and investigate potential revisions) to the Board by end of 2013 year.

Reincorporation in Colorado:

Motion (by Sexton and seconded): To seek independent legal council to review the differences between California and Colorado laws to include legal and tax implications, and to review the legality of the relocation to Colorado. Roll call vote:

Barrett Brandon – abstain

Susan Haag – n

Jacqueline McCook – abstain

Vince O'Brien – n

Victor Plata –abstain

Steven Sexton – y

Kevin Smeltzer – n

Kevin Sullivan – n

Barry Siff - n

Jack Weiss – n

1y – 6n –3abstentions

Action item: Wendling and Urbach agreed to look for emails related to USAT's reincorporation and, if appropriate, Wendling will send copies to the Board and Urbach will send any additional emails, if appropriate.

Motion (by Weiss not seconded): to not have emails or documents related to USAT's incorporation shared. The motion fell to the floor.

Recess: 10:15 am

Reconvene: 10:25 am

Prize Money Task Force

Plata presented. A Club Prize Money rule resolution was discussed and will be considered by the Board at a later date.

Blackout Glasses and TRI6

Urbach provided historical update and rules.

Action item: Urbach will share historical information with the Paratriathlon Committee and explore survey and rules.

Action item: Urbach will craft a statement and circulate regarding a proposed USA Triathlon position and present it for the next Board call, March 4, 2013.

ITU Grand Final

Urbach provided an update on the bid.

Action item: Urbach will send the bid to the Board.

PROTA

Wendling provided historical and financial information. PROTA may not be functioning as successfully as intended. The Athlete Board members were requested to look into how the Board can be able to help make PROTA as successful as possible.

2013 National Office Goals

Urbach presented.

2013 Board goals

Siff presented a draft of some 2013 Board goals (attached) and the Board was invited to add or edit goals before the March call.

Motion (by Weiss and seconded): To adjourn – Approved by unanimous voice vote at 12:00 p.m. Central.

2013 USAT Committees - DRAFT

COMMITTEE	2013 MEMBER	TITLE
Age Group	Chuck Graziano	Chair
	Amy Broadwell	Mid-Atlantic Region
	Jim Weaver	Mideast Region
	John Jones	Florida Region
	Kat Donatello	Northeast Region
	Ken Modica	Mid-Atlantic Region
	Kevin Kennedy	Northeast Region
	Tom Manzi	Mid-Atlantic Region
	Rob Vigorito	Mid-Atlantic Region
	Steve Sutherland	Southwest Region
	Beth Wiggins	Southeast Region
	Molly Smith	Rocky Mountain Region
	vacant	Pacific Northwest Region
	vacant	Midwest Region
	vacant	South Midwest Region
	Kevin Smeltzer	BOD Liaison
Tim Yount	Staff Liaison	

COMMITTEE	2013 MEMBER	TITLE
Athlete Advisory	Barrett Brandon	Chair, BOD Liaison
	Victor Plata	Member, BOD
	Steve Sexton	Member, BOD
	Zach Britton	Member
	Sarah Reinertsen	Member
	Jarrold Shoemaker	Member
	vacant	
	Anna Mack	Staff Liaison

COMMITTEE	2013 MEMBER	TITLE
Collegiate	Kevin Haas	Chair
	Taylor Knight	Mid-Atlantic
	Summer Ohelendorf	Midwest
	Haley Braun	Mideast
	Blaire Bronson	PNW
	Mike Abbene	Northeast
	Keith Kotar	South Midwest
	Kevin Dwyer	Mountain
	Andrew Shanks	Southeast
	Andrew Roos	West Coast
	Jacob Jansen	Florida
	Steve Sexton	BOD Liaison
Jeff Dyrek	Staff Liaison	

COMMITTEE	2013 MEMBER	TITLE
Compensation	Bob Wendling	President, Chair
	Jacqueline McCook	Member
	vacant	Athlete

COMMITTEE	2013 MEMBER	TITLE
Duathlon	Tonya Armstrong	Co-Chair
	Bill Burnett	Co-Chair
	Stephen Koranda	Member
	Anne Curi Preisig	Member
	Bill Rule	Member
	Carol Whipple	Member
	Don Forgione	Member
	Jason Digman	Member
	Brian Grasky	Member
	Ken Velky	Member
	Jim Preisig	Member
	Judi Carbary	Member
	Tim Armstrong	Member
	Dave Lasorsa	Member
	Virginia Poyner	Member
	Dean Maruna	Member
	SE Region BOD	BOD Liaison
Wendy Peel	Staff Liaison	
Tim Yount	Staff Liaison	

COMMITTEE	2013 MEMBER	TITLE
Elite Athlete Selection		Chair, BOD Liaison
		Athlete
		Athlete
		Athlete
		Athlete
		Athlete
		Athlete
		Athlete
	Andy Schmitz	Staff Member

COMMITTEE	2013 MEMBER	TITLE
Ethics	Kevin Sullivan	Chair, BOD Liaison
	Sarah Breier	Member
	Judge Jones	Member
	Al Corea	Member
	Kelly Cook	Athlete
	Sharon Carns	Staff Liaison

COMMITTEE	2013 MEMBER	TITLE
Finance and Audit	Jack Weiss	Chair, BOD Treasurer & Liaison
	Rob Urbach	Member
	vacant	Athlete
	Deby Williams	Staff Liaison

COMMITTEE	2013 MEMBER	TITLE	
Hall of Fame	Screening	Jim Donaldson Kathleen Donatello Judge Jones Lew Kidder Brad Leonard Stephen Sutherland	Chair & Liaison to Voting Committee Member & Executive Committee Member Member Member Member & Executive Committee
	Voting (non-inductee)	Chuck Graziano Barrett Brandon vacant Nancy McElwain Mike Lenhart Penni Bengston Ann Gilbert Tara Comer Tonya Armstrong vacant Paul Craig Dave McGillivray	Chair, AGC Chair & Executive Committee AAC Chair EASC Chair NCC Chair PC Chair RDC Chair RCCC Chair WC Chair DuC Chair Media Sponsor/Manufacturer & Executive Committee (inductee) Executive Committee
		Barry Siff	BOD Liaison
		Tim Yount	Staff Liaison

COMMITTEE	2013 MEMBER	TITLE
Hearing and Appeals	Jodi Lee Alper	Attorney
	James Davitt	Attorney
	Stephen Erickson	Attorney
	Brian Harrington	Attorney
	Trent Kirk	Attorney
	Ronald Kowalczyk	Attorney
	Matt Morrison	Attorney
	Kai Peters	Attorney
	Barnet Phillips	Attorney
	Adam Singer	Attorney
	Matthew Milone	Attorney
	vacant	Athlete
	vacant	Athlete
	Victor Plata	Athlete
	Susan Haag	BOD Liaison
	Rob Urbach	Staff Liaison
Sharon Carns	Staff Liaison	

COMMITTEE	2013 MEMBER	TITLE
International Relations	Barry Siff	Chair, BOD Liaison
	Rob Urbach	ED/CEO
	Andy Schmitz	HPD/National Team Coach
	Joyce Donaldson	ITU TD, ITU Technical Committee
	Jeff Dyrek	National Events, ITU Multisport Committee
	Nancy McElwain	NCC Chair
	Ann Gilbert	RCCC Chair
	Charlie Crawford	Commissioner of Officials
	Paula Newby-Fraser	International RD
	Bob Wendling	PATCO Treasurer
	Jon Beeson	ITU Paratriathlon Committee
	Gail Bernhardt	ITU Constitution Committee
	Doug Hiller	ITU Medical Committee
	Susan Haag	ITU Women's Committee
	Celeste Callahan	ITU AGC Commission
	Steve Sexton	ITU Elite Athlete Committee
	Sarah Reinertsen	Athlete
Jarrold Shoemaker	Athlete	
Anna Mack	Staff Liaison	

COMMITTEE	TITLE
Investment	BOD Treasurer
	BOD Member
	Elite BOD Member
	Staff Liaison

COMMITTEE	2013 MEMBER	TITLE
Marketing	Chuck Menke	Chair, Staff Liaison
	Mark Westlake	Member
	Wally Hayward	Member
	Steve Lafar	Member
	Jacqueline McCook	Member
	Rob Urbach	Member, ED/CEO
	Vince O'Brien	Member, BOD Liaison

COMMITTEE	2013 MEMBER	TITLE
National Championship Event Selection Committee	Chuck Graziano	AGC Chair, Chair
	Ann Gilbert	RCCC Chair
	Penni Bengston	RDC Chair
	Tonya Armstrong	DuC Chair
	Molly Smith	Member
	Tom Manzi	Member
	Susan Williams	Athlete
	Steve Sexton	Athlete
	Vince O'Brien	BOD Liaison
Tim Yount	Staff Liaison	

COMMITTEE	2013 MEMBER	TITLE
National Coaching	Nancy McElwain	Chair
	Graham Wilson	Member
	Lindsay Hyman	Member
	Brian Grasky	Member
	Gary Bredehoft	Member
	Barry Siff	BOD Liaison
	Linda Cleveland	Staff Liaison

COMMITTEE	2013 MEMBER	TITLE
Nominating and Governance	Elizabeth Farnan	Chair
	Corey Churches	Member
	Rob Urbach	Member
	vacant	Athlete
	Kevin Sullivan	Member, BOD Liaison
	Sharon Carns	Staff Liaison

COMMITTEE	2013 MEMBER	TITLE
Paratriathlon	Mike Lenhart	Chair
	Kim Romanchuck	Member
	Eric Averill	Member
	Jason Fowler	Member
	Ami Cole	Member
	Deanna Babcock	Member
	Keri Schindler	Member
	Travis Ricks	Member
	Chris Baker	Member
	Patricia Walsh	Athlete
	Jack Weiss	BOD Liaison
	Amanda Duke	Staff Liaison

COMMITTEE	2013 MEMBER	TITLE
Race Director	Penni Bengston	Chair
	Bruce Dunn	Member
	Scott Langen	Member
	Lance Panigiutti	Member
	Colleen Klein	Member
	Gene Mueller	Member
	Nick Logan	Member
	Tina Whiteford	Member
	Greg Hawkins	Member
	Jack Weiss	BOD Liaison
Kathy Matejka	Staff Liaison	

COMMITTEE	2013 MEMBER	TITLE
Regional Chairs	Ann Gilbert	Chair, PNW
	Merry Prather	South Midwest
	Jim Weaver	Mideast
	Kris Swarthout	Midwest
	Elizabeth Farnan	Southwest
	Robert Vigorito	Mid-Atlantic
	Chris Bowerbank	Rocky Mountain
	Hector Torres	Florida
	Richard Anton	Southeast
	Pam Zawada	Northeast
	Kevin Smeltzer	BOD Liaison
	Kathy Matejka	Staff Liaison

COMMITTEE	2013 MEMBER	TITLE
Strategic Planning	Barry Siff	Chair
	Pam Zawada	Member
	Chuck Graziano	Member
	Margie Shapiro	Athlete
	Ryan Bickerstaff	Athlete
	Bob Wendling	Member, BOD Liaison
Rob Urbach	Member, Staff Liaison	

COMMITTEE	2013 MEMBER	TITLE
Women's	Tara Comer	Chair
	Ella Haile Dunn	Member
	Kelle Burke	Member
	Candy Cheatham	Member
	Lana Flakes	Member
	Allison Ware	Member
	Lindsey Cook	Member
	Barb Lindquist	Athlete
	Susan Haag	Member, BOD Liaison
	Kathy Matejka	Staff Liaison



2013 ITU/PATCO CHAMPIONSHIP - JUNIOR TEAM SELECTION CRITERIA

1. Introduction

This 2013 ITU/PATCO Junior Triathlon Championship Team Selection Criteria (the "Criteria") will be used to determine the athletes who will represent the United States at the 2013 ITU/PATCO Junior Triathlon Championship (the "Team") in Vila Velha, Brazil, on June 29, 2013 (the "PATCO Championship"). The selection criteria are designed to provide emerging athletes, ages 16 to 19 (as of December 31, 2013), the opportunity to continue their athletic development by demonstrating their abilities at the highest levels of international regional triathlon competition.

Under ITU/PATCO Championship eligibility guidelines (posted on the ITU web site www.triathlon.org) USAT may nominate a maximum of eight (8) men and eight (8) women to compete in the 2013 PATCO Championship event. However, start positions are not guaranteed. Start positions are awarded to USAT by the ITU based on: 1) a quota system; and 2) USA athlete results at select events during the 2012 season.

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

- a. Athlete must be eligible under all applicable rules of ITU (www.triathlon.org), 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.

3. Selection Priority/Events

- a. **Selection Priority #1:** Athletes ranked in the top 15 of the 2012 end of season USAT Junior Elite National Rankings, with priority going to the higher ranked athlete (maximum of four).
- b. **Selection Priority #2:** Finish position at the 2013 USAT Richmond Junior Elite Cup in Richmond, Virginia (May 5, 2013) (maximum of four).

4. Selection Procedure

- a. Through ITU's quota system, USAT may earn up to eight (8) athletes per gender. If the ITU allows for additional athletes, then USAT High Performance may apply for additional invitations from the ITU. Additional nominations over the 8-athletes per gender maximum will be made by discretionary selection. USAT will submit all entries for the competition to the ITU 35 days prior to the PATCO Championship.
- b. Automatic Selection:
 - i. The highest ranked USA athletes in Selection Priority #1 will automatically qualify for the Team provided they are ranked 15th or better. Athletes will qualify by order of rank and a maximum of four (4) athletes will be identified through this priority. Athletes who qualify by this standard must also demonstrate their fitness by meeting one of the following standards in 2013:
 1. Compete in a draft-legal event in 2013 prior to the PATCO Championships; or
 2. Meet swimming and running benchmarks prior to the deadline for submitting nominations to ITU/PATCO for the PATCO Championships. Athlete must meet the "A" standard in the swim or run, and the "B" standard of the other discipline from the "Junior Swim and Run Benchmarks" table below.
 - ii. Up to four positions will be awarded at Selection event #2.
 1. The first four (4) USA athletes at Selection Event #2, who did not already qualify for the Team, will automatically qualify for the Team, provided they finish within 5% of the winner's time.
- c. **Discretionary Selection:** any remaining slots on the Team following the Automatic Selection process will be filled by discretionary selection.

Selection Event Table:

2013 USAT Junior PATCO Championships Selection Criteria

<u>PRIORITY/EVENT</u>	<u>LOCATION</u>	<u>DATE</u>	<u>UP TO</u>	<u>Qualifying Criteria</u>
2012 USAT Junior Elite Rankings	www.usatriathlon.org	N/A	4 MEN 4 WOMEN	The highest ranking Junior USA athletes provided they are ranked 15 th place or better. Athletes qualify by order of rank, and must demonstrate fitness in 2013
2013 USAT Richmond Junior Elite Cup*	Richmond, Virginia	May 5, 2013	4 MEN 4 WOMEN	First four athletes not already qualified; must finish within 5% of winner's time

*In the event of cancellation of any portion of the event (swim, bike or run), slots for this event will be awarded based on the discretionary selection criteria.

5. Discretionary Selection

- a. Rationale for utilizing discretionary selection: By meeting the automatic selection standards, athletes will have demonstrated their ability as the best USA athletes in this category. If the maximum number of USA athletes have not met the standards, then USA Triathlon may select athletes who, in the opinion of the Selection Committee, can win a medal despite not performing to the standard at the selection event, or who can contribute to winning a medal through specific team tactics during the event.
- b. Discretionary Process: Any athlete who meets the minimum eligibility requirements in Section 2 may be considered for nomination. The Selection Committee shall rank athletes for nomination to the ITU. Athletes must fully understand and agree to their individual strategic roles within the team before being nominated to the Team by discretionary selection. USAT will submit all approved entries for the competition to ITU 35 days prior to the 2013 ITU Junior PATCO Championships. Athletes will be notified of their selection on or before that date.
- c. Discretionary criteria:
 - i. The following criteria shall be used for discretionary selection. The criteria are listed in no particular order:
 - 1. Finish place in 2012 and 2013 Junior Elite draft-legal events;
 - 2. USAT Junior Elite Ranking (if any);
 - 3. a record of competitive swimming results and a record of competitive cycling results and demonstrated knowledge of cycling team tactics; or official swimming and running marks established in 2013.
 - a. For an athlete judged by swimming and running marks, the athlete must meet the "A" standard in the swim or run and the "B" standard of the other discipline from the Swim and Run Benchmarks below. Results submitted on or before April 31st will be considered in the discretionary process.

Junior Swim and Run Benchmarks				
		800yd SC	800m SC	5k
Men	A	8:15	9:05	15:20
Men	B	8:39	9:32	16:00
Women	A	8:40	9:33	17:10
Women	B	9:23	10:32	18:15

- d. The Selection Committee will be comprised of two members of the High Performance Staff and one member of the Athlete Advisory Council.

6. Removal from the Team

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

7. Replacements to the Team

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

8. Additional Requirements for Selection

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

9. Team Athlete Benefits

- a. Athletes selected for the PATCO Junior Championship Team will receive the following benefits:
- i. USA Triathlon will cover the PATCO Championship race registration fee, room and board, and will provide a base travel grant of \$300.
 - ii. USA Triathlon will provide a team uniform. Sponsor logos are permitted uniform, but must comply with ITU specifications and are the responsibility of the athlete.
 - iii. USAT will provide team leadership and coaching support for the Team.
 - iv. Athletes may be eligible for travel reimbursement pending performance – a summary of funding opportunities can be found in the Junior Performance Plan.

10. Preparation Training Camp

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

11. International Disclaimer

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



2013 ITU WORLD CHAMPIONSHIP - JUNIOR TEAM SELECTION CRITERIA

1. Introduction

This 2013 ITU Junior Triathlon World Championship Team Selection Criteria (the "Criteria") will be used to determine the athletes that will represent the United States at the 2013 ITU Junior Triathlon World Championships (the "Team") in London, England, on September 13-15, 2013 (the "World Championship"). The selection criteria are designed to provide emerging athletes aged 16 to 19 (as of December 31, 2013) the opportunity to continue their athletic development by demonstrating their abilities at the highest levels of international triathlon competition.

Under ITU World Championship eligibility guidelines (posted on the ITU web site www.competitions.com) the USA may send a maximum of three (3) men and three (3) women to compete in the Junior division of the 2013 ITU Triathlon World Championship event. However, start positions are not guaranteed. Start positions are awarded to USAT by the ITU based on: 1) a quota system; and 2) USA athlete results at the 2013 ITU Pan American (PATCO) Junior Championships.

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

- a. Athlete must be eligible under all applicable rules of ITU (www.competitions.com), 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.

3. Selection Events

- a. **Selection Event #1:** 2012 ITU Junior World Championship, Auckland, New Zealand; October 21, 2012
- b. **Selection Event #2:** 2013 PATCO Junior Championship, Vila Velha, Brazil; June 29, 2013
- c. **Selection Event #3:** 2013 USAT Junior Elite National Championship, West Chester, Ohio; August 3, 2013

4. Selection Procedure

- c. The maximum team size for the Team is three (3) athletes per gender. If the ITU allows for additional athletes, then USAT High Performance may apply for additional invitations from the ITU. Additional nominations over the 3-athletes per gender maximum will be made by discretionary selection. USAT will submit all entries to the ITU 35 days prior to the World Championship.
- d. Automatic Selection:
 - i. The highest placing junior USA athlete in Selection Event #1 will automatically qualify for the Team provided he/she finishes in 3rd place or better. Athletes will qualify by order of finish. Athletes who qualify by this standard must also demonstrate their fitness by meeting one of the following standards in 2013:
 1. Complete a draft-legal Junior event in 2013; or
 2. Meet swimming and running benchmarks prior to the nomination deadline for the World Championships. Athlete must meet the "A" standard in the swim or run, and the "B" standard of the other discipline from the "Junior Swim and Run Benchmarks" table below.
 - ii. Up to two positions will be awarded at Selection event #2.

1. Single qualifier per gender: The first USA athlete at Selection Event #2 will automatically qualify for the Team provided he/she finishes in 8th place or better and within 5% of the winner's time (i.e. "first US athlete in the top 8").
 2. Two qualifiers per gender: The first two (2) USA athletes at Selection Event #2 will automatically qualify for the Team provided they both finish in 3rd place or better and within 5% of the winner's time (i.e. "two US athletes in the top 3").
- iii. If any slots remain following Selection Event #2, then the first USA athlete at Selection Event #3, who did not already qualify for the Team at Selection Events #1 or #2, will automatically qualify for the Team provided he/she finishes within 5% of the winner's time.
- e. **Discretionary Selection:** any remaining slots on the Team following the Automatic Selection process will be filled by discretionary selection.

Selection Event Table:

2013 USAT Junior World Championships Selection Criteria

<u>EVENT</u>	<u>LOCATION</u>	<u>DATE</u>	<u>UP TO</u>	<u>Qualifying Criteria</u>
2012 ITU Junior World Championship	Auckland, New Zealand	October 21, 2012	1 MEN 1 WOMEN	The highest placing Junior USA athlete provided he/she finish 3 rd place or better. Must demonstrate fitness in 2013
2013 PATCO Junior Championship*	Vila Velha, Brazil	June 29, 2013	2 MEN 2 WOMEN	<u>Single qualifier per gender</u> : Qualifying athlete must finish top 8 overall and within 5% of winner's time <u>Two qualifiers per gender</u> : Two US athletes (not already qualified) must both finish top 3 overall and within 5% of the winners time
2013 Junior Elite National Championship*	West Chester, OH	August 3, 2013	1 MAN 1 WOMAN	<u>Men</u> : Qualifying athlete must finish top 3 overall and within 5% of winners time <u>Women</u> : Qualifying athlete must finish top 3 overall and within 5% of winners time

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

5. Discretionary Selection

- a. Rationale for utilizing discretionary selection: By meeting the automatic selection standards, athletes will have demonstrated their ability as the best USA athletes in this category. If the maximum number of USA athletes have not met the standards, then USA Triathlon may select athletes who, in the opinion of the Selection Committee, can win a medal despite not performing to the standard at the Selection Events, or who can contribute to winning a medal through specific team tactics at the World Championships.
- b. Discretionary Process: Any athlete who meets the minimum eligibility requirements in Section 2 may be considered for nomination. The Selection Committee shall rank athletes for nomination to the ITU. Athletes must fully understand and agree to their individual strategic roles within the team before being nominated to the Team by discretionary selection. USAT will submit all approved entries to ITU 35 days prior to the 2013 ITU Junior World Championships. Athletes will be notified of their selection on or before that date.
- c. Discretionary criteria:
 - i. The following criteria shall be used for discretionary selection. The criteria are listed in no particular order:
 1. Finish place in the Selection Events;
 2. USAT Junior Elite Ranking (if any);

3. a record of competitive swimming results and a record of competitive cycling results and demonstrated knowledge of cycling team tactics; or official swimming and running marks established in 2013.
 - a. For an athlete judged by swimming and running marks, the athlete must meet the “A” standard in the swim or run and the “B” standard of the other discipline from the Swim and Run Benchmarks below:

Junior Swim and Run Benchmarks				
		800yd SC	800m SC	5k
Men	A	8:15	9:05	15:20
Men	B	8:39	9:32	16:00
Women	A	8:40	9:33	17:10
Women	B	9:23	10:32	18:15

- d. The Selection Committee will be comprised of two members of the High Performance Department staff and one member of the Athlete Advisory Council.

6. Removal from the Team

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

7. Replacements to the Team

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

8. Additional Requirements for Selection

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

- vii. Agree to stay in lodging as a team for World Championship. All travel and accommodation arrangements will be coordinated by the High Performance staff.

9. Team Athlete Benefits

- a. USA Triathlon will pay all of Athlete's reasonable travel expenses to the World Championships.
- b. Athletes may be eligible for additional support as set forth in the Junior Performance Plan.

10. Preparation Training Camp

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

11. International Disclaimer

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



2013 U23 WORLD CHAMPIONSHIP TEAM SELECTION CRITERIA

1. Introduction

This 2013 U23 ITU World Championship Team Selection Criteria (the "Criteria") will be used to determine the athletes aged "Under 23" (18 to 23 as of December 31, 2013) that will represent the United States in the International Triathlon Union (ITU) U23 World Championship (the "Team") in London, England, on September 13-15, 2013 (the "World Championship").

Under ITU World Championship eligibility guidelines (posted on the ITU web site www.triathlon.org), the USA may send a maximum of three (3) men and three (3) women to compete in the U23 division of the 2013 ITU Triathlon World Championship event. However, start positions may be limited to two in a gender category should the US not place at least two (2) athletes in the top twenty-five (25) in that gender at the 2012 ITU U23 Triathlon World Championship. Based on the results of the 2012 World Championship and ITU World Triathlon Series Qualification Criteria published at this time, USAT has earned an allocation of two (2) male and two (2) female spots for the 2013 World Championship.

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

- a. Athlete must be eligible under all applicable rules of ITU (www.triathlon.org), 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.

3. Selection Events

- a. **Selection Event #1:** 2013 Sarasota ITU Pan American Cup; March 16, 2013
- b. **Selection Event #2:** 2013 Dallas ITU Pan American Cup; June 1, 2013
**Entry to the Selection Events will be made according to the 2013 USA Triathlon ITU Continental Cup Selection Criteria*

4. Selection Procedure

- a. The maximum size for the Team is two (2) athletes per gender. If the ITU allows for additional athletes, then USAT High Performance may apply for additional spots by invitation. Additional nominations over the two (2) athletes per gender maximum will be made by discretionary selection. USAT will submit all entries for the competition to the ITU thirty-five (35) days prior to the World Championship.
- b. **Automatic Selection:** The highest placing U23 USA athlete at Selection Events #1, and the highest placing U23 USA athlete at Selection Event #2 who did not already qualify for the Team, will automatically qualify for the Team provided they finish within five percent (5%) of the winner's time, and within the top 1/3 of all starters, at the respective Selection Event.

- c. **Discretionary Selection:** If there are any remaining slots on the Team following the Automatic Selection process, the remaining slots will be filled by discretionary selection per Section 5 below.

Selection Event Table:

2013 USAT U23 World Championships Selection Criteria

Selection Event	Location	Date	Qualification Criteria
2013 Sarasota ITU Triathlon Pan American Cup*	Sarasota, FL	March 16, 2013	First USA U23 finisher; provided he/she has a finish time within 5% of winner and top 1/3 of all starters.
2013 Dallas ITU Triathlon Pan American Cup*	Dallas, TX	June 1, 2013	First USA U23 finisher not yet automatically qualified; provided he/she has a finish time within 5% of winner and top 1/3 of all starters.

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

5. Discretionary Selection

- a. Rationale for utilizing discretionary selection: By meeting the automatic selection standards, athletes will have demonstrated their ability as the best USA athletes in this category. If the maximum number of USA athletes have not met the standards, then USA Triathlon may select athletes who, in the opinion of the Selection Committee, can win a medal despite not performing to the standard at the Selection Events or who can contribute to winning a medal through specific team tactics at the World Championship.
- b. Discretionary Process: Any athlete who meets the minimum eligibility requirements in Section 2 may be considered for nomination. The Selection Committee shall rank athletes for nomination to the ITU. Athletes must fully understand and agree to their individual strategic roles within the team before being nominated to the Team by discretionary selection. USAT will submit all approved entries to ITU 35 days prior to the 2013 ITU U23 World Championships. Athletes will be notified of their nomination on or before that date.
- c. Discretionary criteria:
 - i. The following criteria shall be used for discretionary selection. The criteria are listed in no particular order:
 - 1. Finish place in the Selection Events;
 - 2. ITU ranking points (if any);
 - 3. Other results from competitive draft-legal international events;
 - 4. Official swimming and running marks established in 2013.
 - a. For an athlete judged by swimming and running marks, the athlete must meet the "A" standard in the swim or run and the "B" standard of the other discipline from the Swim and Run Benchmarks below:

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

- d. The Selection Committee will be comprised of two members of the High Performance Department staff and one member of the Athlete Advisory Council.

6. Removal from the Team

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

7. Replacements to the Team

- a. If for any reason a position on the Team shall become vacant, such vacancy shall be filled by discretionary selection, provided a replacement is allowed by the ITU. In the event that there is no athlete that meets all of these criteria, or the ITU does not allow replacement, the vacancy shall not be filled.

8. Additional Requirements for Selection

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

9. Team Athlete Benefits

- a. USA Triathlon will pay all of Athlete's reasonable travel expenses to the World Championships.
- b. Athletes may be eligible for additional support as set forth in the 2013 High Performance Incentive Plan.

10. Preparation Training Camp

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

11. International Disclaimer

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



2013 WORLD CHAMPIONSHIP ELITE QUALIFICATION CRITERIA

Athlete Eligibility

The eligibility requirements for an athlete to be considered for entry into an ITU World Championship 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.

Qualification Process

The qualification process for each ITU World Championship event is listed below. There are a maximum of six (6) slots per gender for each team. All discretionary nomination requests and supporting information should be sent to ituentries@usatriathlon.org.

Automatic qualifiers and athletes selected based on discretion will be contacted by a Team USA representative who will provide information regarding travel and accommodations as well as uniform purchase. For all disciplines all expenses related to the event will be the athlete's responsibility. Performance based bonuses will be available in Cross Triathlon, Long Course Triathlon and Short Course Duathlon as outlined in the 2013 USAT Elite Athlete Incentive Plan.

Winter Triathlon

Worlds: Cogne, Italy – February 22-24, 2013

Qualification Event: N/A

Qualification Procedure: All team slots will be selected via discretionary selection.

The following criteria shall be used for discretionary selection. The criteria are listed in priority order:

1. Finish place at prior World and Winter Triathlon National Championships;
2. Other results from competitive winter triathlon international events;
3. Other results from competitive Nordic skiing, mountain biking and running events.

Request for Discretionary Nomination Deadline: January 21, 2013

Cross Triathlon

Worlds: Den Haag, The Netherlands – July 13, 2013

Qualification Event: XTERRA West Championship – Lake Las Vegas, NV – April 13, 2013

Qualification Procedure: Top 3 Americans per gender who finish in the top 5% of the winning time will achieve automatic qualification. Remaining team slots will be selected via discretionary selection.

The following criteria shall be used for discretionary selection. The criteria are listed in priority order:

1. Finish place in the qualification event;
2. XTERRA US Pro Standings rank;
3. Other results from competitive cross triathlon international events.

Request for Discretionary Nomination: April 15, 2013

Athlete Support: Performance based bonus will be available for athletes who achieve a podium finish.

Long Course Triathlon

Worlds: Belfort, France – June 1-2, 2013

Qualification Event: Oceanside Ironman 70.3 – Oceanside, CA – March 30, 2013

Qualification Procedure: Top 3 Americans per gender who finish in the top 5% of the winning time will achieve automatic qualification. Remaining team slots will be selected via discretionary selection.

The following criteria shall be used for discretionary selection. The criteria are listed in priority order:

1. Finish place in the qualification event;
2. 70.3 Pro Ranking;
3. Other results from competitive long course triathlon international events.

Request for Discretionary Nomination: April 2, 2013

Athlete Support: Performance based bonus will be available for athletes who achieve a podium finish.

Long Course Duathlon

Worlds: Zofingen, Switzerland – September 8, 2013

Qualification Event: N/A

Qualification Procedure: All team slots will be selected via discretionary selection.

The following criteria shall be used for discretionary selection. The criteria are listed in priority order:

1. Finish place at prior World Championships;
2. Other results from competitive long course duathlon international events;
3. Other results from competitive long distance racing in triathlon, cycling and running.

Request for Discretionary Nomination: March 1, 2013

Short Course Duathlon

Worlds: Cali, Colombia – July 26-27, 2013

Qualification Event: Double Oak Duathlon – Birmingham, AL – April 6, 2013

Qualification Procedure: Top 3 Americans per gender who finish in the top 5% of the winning time will achieve automatic qualification. Remaining team slots will be selected via discretionary selection.

The following criteria shall be used for discretionary selection. The criteria are listed in priority order:

1. Finish place in the qualification event;
2. Finish place at prior World Championship events;
3. Other results from competitive duathlon international events.

Request for Discretionary Nomination: March 1, 2013

Athlete Support: Performance based bonus will be available for athletes who achieve a podium finish.

Aquathlon

Worlds: London, England – September 11, 2013

Worlds Qualification Procedure: First slots are reserved for members of the 2013 London Triathlon Team as determined by the 2013 World Triathlon Series Event Selection Criteria. Remaining slots will be offered via resume to athletes who can provide proof of strong run and swim abilities.

Resume Submission Deadline: February 1, 2013

***International Disclaimer**

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



PRINCIPLES OF ATHLETE SELECTION

Introduction

USA Triathlon (“USAT”) will be responsible for the nomination and selection of athletes to participate in all high performance events such as the Olympic Games, Pan American Games and Championships, International Triathlon Union (“ITU”) World Triathlon Series (“WTS”) and World Cup events and other international competitions. In fulfilling this obligation, USAT will generally use the principles described in this document. At all times, within the context of the event, USAT will strive to send the best and most prepared team to compete in high performance events.

USA Triathlon Elite Athlete Selection Committee

A selection committee will be established by USAT to review and approve discretionary nominations of athletes to WTS, World Cup or other events not including the Olympics and Pan American Games. This committee will be referred to as the Elite Athlete Selection Committee (“EASC”).

The EASC will be comprised of a pool of four to eight individuals who have expert knowledge of draft-legal triathlon. At least three members must be athlete representatives (as defined in USOC Bylaws Section 8.8.1 and 8.8.2) appointed by the Athlete Advisory Committee (“AAC”). All EASC members are required to sign the USAT Conflict of Interest document. Committee members are also advised to read the USAT Committee Guide which can be found on USAT’s website at <http://www.usatriathlon.org/about-usat/committees.aspx> as well as the principles outlined in this document.

A panel of three members of the EASC, the Performance Leader and an AAC appointed Athlete Director who are void of conflict of interest shall be convened to review and determine whether to approve a discretionary nomination put forth by the USAT High Performance Department. The nomination will be presented by the Performance Leader. The Athlete Director may also attend the meeting but is not required to do so. The committee will be convened alphabetically by last name. The three members called, must be available, void of conflict from the athletes to be discussed, and at least one must be an athlete representative (as defined in USOC Bylaws Section 8.8.1 and 8.8.2). A new panel shall be convened for each event, but each panel may sit for multiple selections for a single event (i.e. one panel can sit for both a male and female selection so long as there are no conflicts with the panel members).

A decision will be made by majority vote of the committee and a written reasoned decision shall be recorded by USAT and confirmed by the panel.

Conflict of Interest definition: conflict between the private interests and the official responsibilities of a person in a position of trust

Note: The Performance Leader (or General Manager in absentia of a Performance Leader) and Athlete Director will be ex-officio/non-voting members of the committee).

Importance of Elite and International Competition

Results in the highest level of ITU competition (i.e. World Triathlon Series “WTS”) will be the benchmark for selection. Whenever possible in the nomination of any athlete to a high performance event, performances in WTS events will take precedence over performances in lower level competitions such as World Cups or Continental Cups. This reflects the consideration that the highest level of competition is represented by elite athletes racing on the ITU WTS calendar.

USA Triathlon Athlete Selection Criteria

WTS, Pan American Games and Olympic Games

USAT endeavors to select to WTS, Pan American Games and Olympic Games only those athletes who, within the context of the event, are:

1. Capable of a top three (podium) result; or
2. Can positively impact team performance toward medal capability; or
3. Considered to be able medal capable in the near future.

World Cups, Continental (PATCO) Championships and Continental Cups

For World Cup, PATCO Championships and Continental Cups, USAT will follow the criteria listed below to discretionarily nominate an athlete to a team.

1. Those athletes who are expected to be the top ranked Americans on the ITU Olympic Qualification or ITU Points List at the end of the year or other specific time period, such that their performance will have a positive impact on the qualification of WTS, Pan American Games and/or Olympic Games start positions;

In the context of point 1 above:

2. Athletes who can assist the team to produce a medal winning performance in an Olympic format event;
3. Athletes who demonstrate future medal capability in an Olympic format event.

Non-Olympic Format World Championships

The events that are sanctioned by the ITU as World Championships, but are not in the Olympic format will also undergo the same principles of selection as Olympic format races. These events include, but are not limited to, ITU Long Course, Short and Long Course Duathlon, Winter Triathlon, Cross Triathlon, Sprint Triathlon, Aquathlon, and Mixed Team Relay. USA Triathlon will endeavor to select via automatic or discretionary criteria those athletes are:

1. Capable of a top three (podium) result; or
2. Can positively impact team performance toward medal capability; or
3. Considered to be medal capable in the near future.

Definitions and Criteria

1. **Medal Capable.** A medal capable athlete is one who has demonstrated the ability to produce a medal winning result by:
 - medal finishes at World Championships or Olympic Games within 12 months; with demonstration of continued ability to perform at that level or higher based on performances in recent top level international competition; and/or

- producing medal capable times under certified conditions within the past 12 months; and/or
- consistently beating the world's best in recent (past 12 months) international competition with top quality fields; and/or
- other recent historical performances in international competition that would indicate the athlete is capable of a medal winning performance.

In all cases, the athlete in question must demonstrate that they remain capable of a medal capable performance at the time of selection and the time of the event to which the athlete has been selected.

- 2. Enhancing Team Performance.** An athlete who can enhance team performance is one who, based on their international experience and current level of international performance, is expected to contribute substantially to the overall team performance or to the performance of a medal capable team member. In the case of our selection philosophy, this is deemed to be particularly important in the special case where a medal capable individual has been selected to the team and the athlete's contribution may assist the medal capable athlete in a medal winning performance. Obviously this effect is of *primary* importance when nominating athletes for draft-legal team based events where the synergy of the team members and/or the ability to play a strong support role is critical to the success of the team.

For example, even though the Olympic triathlon event is scored individually, athletes who sacrifice themselves to execute a team strategy for the designated team leaders can have a profound impact on the ability of the medal capable team leaders to achieve a medal winning performance.

- 3. Future Medal Capability.** A future medal capable athlete is one who:
- demonstrates a trend of improving performance in international competition that, when extended a reasonable distance into the future, intersects the current international performance standard for the event under consideration; and/or
 - despite being new to the sport or competing for a relatively short time, is within a reasonable percentage, of the international performance standard); and or
 - despite being young in age, is within a reasonable percentage, of the international performance standard.
- 4. ITU top ranked athletes.** The ITU maintains an individual classification for most ITU triathlon events. An athlete is considered to be top ranked if he or she is among the top three or top eight (depending upon the discipline) Americans at the end of the calendar year or at the end of a specified time period.

USA Triathlon Principles of Discretion

Discretionary nominations will be used per the above priorities in the event that positions are available after the application of any automatic criteria. Discretion may also be used when nominating athletes for the draft-legal team based events where the ability to play a strong support role is absolutely critical to the success of the team.

1. The primary purpose of discretionary athlete nomination is to ensure that:
 - a. In the cases of WTS and Olympic Games, USAT has the ability to nominate the best physically, psychologically and technically prepared athlete in order to produce medal winning performances at a given Olympic format event. See definition of "medal capable" above.

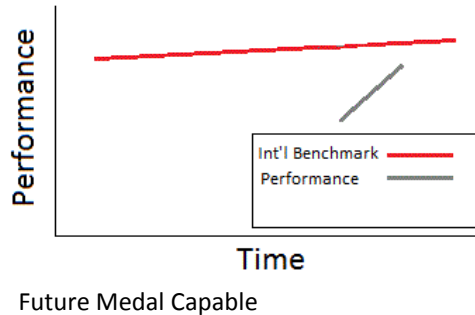
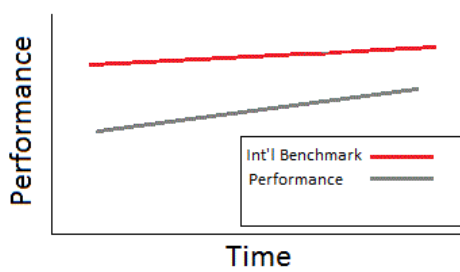
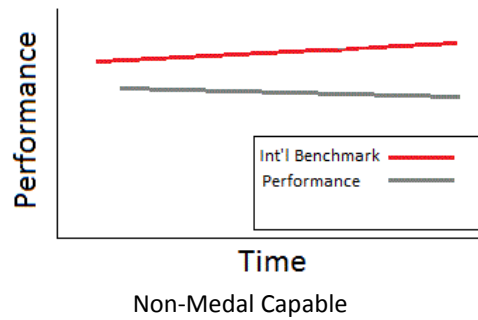
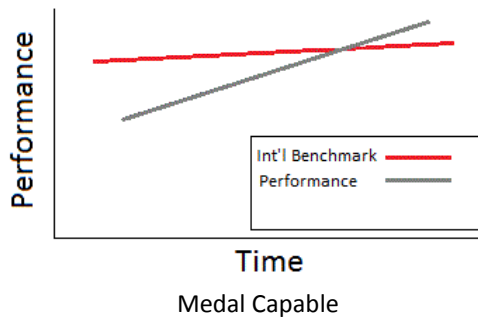
- b. In those cases where the primary importance of the event is subsequent qualification of start positions for WTS, Pan American or Olympic Games through the ITU ranking system, to ensure that USAT has the ability to nominate the athlete most likely to be among the ITU ranked athletes at the end of the calendar year or specified time period that will be used to determine our county ranking (WTS or third best athlete on the Olympic Qualification List).
2. The secondary purpose of discretionary athlete nomination is to ensure that:
 - a. USAT has the ability to nominate the best physically, psychologically and technically prepared athlete in order to assist the team to produce medal winning performances at any given event. See definition of “enhancing team performance” above.
 - b. In those cases where the primary importance of the event is subsequent qualification of start positions for WTS or Olympic Games through the ITU ranking system, to ensure that USAT has the ability to nominate the athlete most likely to be able to assist the team or the individual athlete expected to be among the ITU ranked athletes at the end of the calendar year or specified time period that will be used to determine our country ranking (WTS or third best athlete on the Olympic Qualification List).
3. The tertiary purpose of discretionary athlete nomination is to allow USAT the ability to nominate the best physically, psychologically and technically prepared athlete in order to produce a medal winning performance *in the future* at a given event. See definition of “future medal capability” above, and also continued discussion below.

Discussion of Future Medal Capability

In most situations, athletes who perform consistently at the medal capable level are easily identified. On the other hand, one of the greatest challenges in the talent identification and selection process is discriminating among athletes currently performing below the level of medal capability. Ideally, one would like to identify those athletes who represent an investment in future medal performances over those that do not. In an effort to make such discrimination possible, USA Triathlon has designated performance trends as a key component in the talent identification and selection process. Performance trends are determined by plotting an historical record of a given athlete’s performances on a graph where the x-axis is time (weeks, months, years); and the y-axis is event specific performances (times, place finishes, etc). These graphs can then be used to identify trends in an athlete’s performance in order to predict future performance potential.

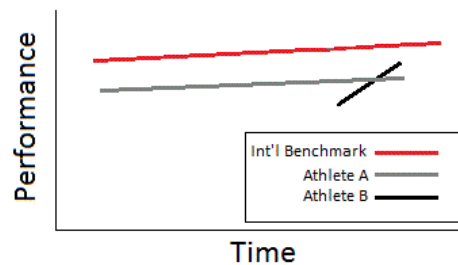
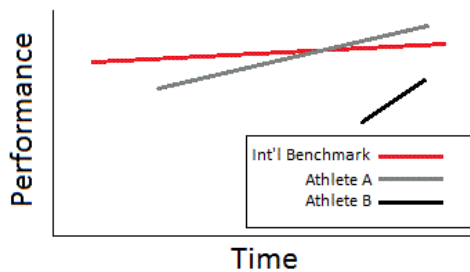
For example, an athlete whose performance is trending up (positive slope) is suggestive of the potential for future improvements in performance. On the other hand, an athlete with a decreasing performance trend (negative slope) or stable trend (zero slop) over time indicates little or no potential for future improvements.

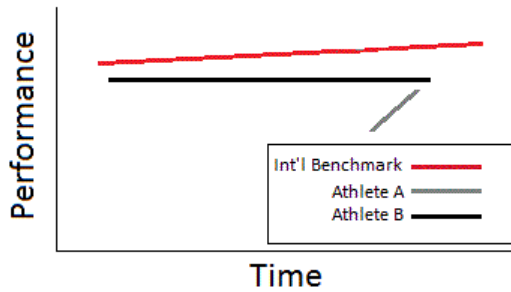
The following graphs illustrate the differences in the performance trends of medal capable and non medal capable athletes:



Many factors need to be considered when evaluating athletes with this technique, e.g. length of time over which the trend has been developed, number of years in the sport, slope of the trend, and so on. However, with regard to selection, as stated in the above criteria, it is desirable to preferentially select athletes who demonstrate substantial future ability (positive slope) over those athletes who demonstrate stable or decreasing potential. This is particularly true when extrapolation of the current performance trend over a reasonable period of time (2 to 4 years) indicates the potential to achieve an international medal capable standard.

The following graphs illustrate the differences between athletes without future medal capability versus athletes that demonstrate future medal potential:

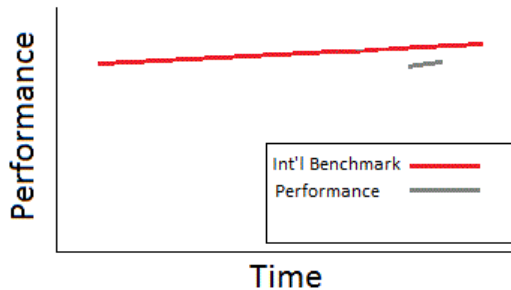




Athlete A not medal capable; Athlete B future medal capable but does not outperform A: Select Athlete B.

Another important consideration in evaluating the future performance potential of an athlete is the relationship of their “time in the sport,” i.e., how long have they been competing; their stage of biological development and adaptation; and their current performance level. In the case of an athlete who is new to the sport, there are not enough data points to plot an accurate performance trend. However, if such an athlete is within a reasonable distance of the international benchmark such that when their anticipated physical development and/or their general adaptation response is expected to put them at or over the international medal benchmark, then they may be considered to have future medal capability.

Although the magnitude of the expected improvement in performance is dependent upon many factors, e.g., biological development, body type and etc., it is generally assumed that, without evidence to the contrary, a reasonable performance deficit may be overcome in a reasonable amount of time by an athlete that new to the sport with a greater deficit for an athlete that is biologically immature.



"New" or young athlete; within 5% of international benchmark = future medal capability

This document has been adapted from the USA Cycling Principles of Athlete Selection document that has been so successful in guiding USA Cycling coaching staff in their selection of athletes. Thank you to Jim Miller, Director of Athletics for USA Cycling, for sharing the USAC document and giving permission for this adaptation.



NATIONAL TEAM PROGRAM COACHING STIPEND CRITERIA AND AGREEMENT

INTRODUCTION

The primary objective of USA Triathlon's National Team Coaching Stipend is to support the coaches who are developing National Team Program athletes. A stipend shall be provided to the qualified primary coach of a National Team Program athlete to provide a financial support structure to assist athletes in achieving optimal results on the international stage.

If an athlete has more than one coach, the athlete must assign one coach as their primary coach who must meet the requirements below. Dispersing payment to the other coaches will be at the discretion of the primary coach.

QUALIFICATION CRITERIA

- **USAT Certified Coach** in good standing with USA Triathlon;
- **Six months of experience** working with the designated athlete. For athletes working with a new coach, that coach will receive six (6) months' worth of stipends upon the completion of the sixth month.

REQUIRED DOCUMENTATION AND RESPONSIBILITIES

- **Personal Periodization Plan** for the individual athlete showing short and long term goals, planned competition schedule, training focus for each period, general volume and intensity plans, skill and strength work, and other modalities if utilized such as nutritional periodization, mental conditioning, etc.
- **Monthly Progress Report from the Coach** describing current training markers/performance testing, any deviations from the Periodization Plan, successes, and areas for improvement due by the last day of each month for that month's progress.
- **Monthly Progress Report from the Athlete** as specified in their National Team Athlete Agreement.
- **Annual Coaching Education Submission** in the form of a USAT Magazine article or hosted webinar which allows the coach to provide knowledge to other coaches in the Coaching Education program.

PAYMENT SCHEDULE

- National Team – Gold Level - \$600 per month, paid quarterly (March, June, September, December)
- National Team – Silver Level - \$400 per month, paid quarterly (March, June, September, December)
- National Team – Bronze Level - \$300 per month, paid quarterly (March, June, September, December)
- Bonus for athlete winning a medal at the Olympic Games - \$5,000
- Bonus for athlete winning a medal at ITU World Triathlon Series Event, U23 or Junior World Championships - \$1,000

ADDITIONAL OPPORTUNITIES FOR COACHES

Coaches of National Team athletes who are receiving a stipend will be eligible for the following benefits:

- Access to US Olympic Training Centers to work with their National Team athlete(s);
 - All USOTC requests must be approved by USAT and the USOC in advance. Funding for OTC access also is dependent on USOC approval.
 - Q1 requests must be submitted by June 1 of the previous year and Q2 requests must be submitted by August 1 of the previous year. Additional requests will be considered by the USOC, but may be less likely to be approved.
- USAT clothing and sponsored product support;
- Specialized High Performance Continuing Education opportunities as determined by the Performance Leader;
- USAT webinars.
 - National Team Coaches may receive up to five (5) free live or archived USAT webinars. To view a webinar (live or archived), please contact Julie Hill (Julie.hill@usatriathlon.org) with the name of the presentation you would like to view.
- Invitation to all individual and group coaching meetings coordinated by USAT High Performance. All travel related expenses will be paid for by USAT and reimbursed at cost after the completion of travel.
- Opportunity to be selected to present at USAT coach certification clinics or the Art and Science of Triathlon Conference for a stipend. All travel related expenses will be paid for by USAT and reimbursed at cost after the completion of travel.



NATIONAL TEAM PROGRAM COACH AGREEMENT

This AGREEMENT is effective as of [insert date] and is between USA Triathlon, a state nonprofit corporation having its principal office at 5825 Delmonico Drive Colorado Springs, CO 80919, and [insert coach name] ("Coach"), whose address is also set forth below.

1. **Term.** This Agreement shall commence as of the Effective Date and shall continue through and including [insert date], unless sooner terminated in accordance with the terms and conditions herein.
2. **Obligations of Coach.** Coach agrees to the following obligations:
 - a. All required documentation must be received by the High Performance Department before payments are issued. Payments will be held if appropriate documentation is not received by the outlined deadlines;
 - b. Personal Periodization Plans are due within seven (7) days of executing this agreement;
 - c. Monthly Progress Reports are due the last day of each month for that month's progress;
 - d. Completion of the USADA Coach's Advantage Tutorial.
3. **Compensation.**
 - a. Quarterly Stipend. Provided that Coach complies with all terms and conditions set forth in this Agreement, USA Triathlon shall issue [insert amount based on coach level] on a quarterly basis.
 - b. Travel Reimbursements. For any required coaching meetings and the Art and Science of Triathlon Conference, all travel related expenses will be paid for by USAT and reimbursed at cost after the completion of travel.
 - c. Taxes. Coach shall be solely responsible for any and all taxes and withholdings that may be due on compensation paid under this Agreement. USA Triathlon shall have no responsibility for any taxes or withholdings on amounts paid to Coach.
 - d. Payments. All payments made to the coach pursuant to the terms of this Agreement shall be made in United States Dollars and sent to the Coach at the following address.

4. **Coach and Athlete Information.**

USAT Coach Certification Level:
Certification Expiration Date:
National Team athlete name and program level:
Date coaching relationship with the above athlete commenced:

5. **Representations and Warranties.**
 - a. Coach represents and warrants that:
 - i. He/she is a current USAT certified coach in good standing throughout the Term;
 - ii. He/she has been working with a National Team Program athlete for a period of at least six (6) months;
 - iii. He/she will comply with the United States Olympic Committee ("USOC") Coaching Ethics Code (<http://www.teamusa.org/~media/TeamUSA/Documents/Legal/2011%20NGB%20Best%20Practices%20Seminar/Safe%20Training/USOC%20Coaching%20Ethics.pdf>) and all USA Triathlon rules and regulations throughout the Term;
 - iv. He/she will 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.
 - v. He/she will complete the USADA Coach's Advantage Tutorial.
 - b. USA Triathlon represents and warrants that:
 - i. It has the authority to enter into Agreement and to provide to Coach the benefits set forth;



6. **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 the relationship between Coach and National Team Program athlete terminates.
 - d. In the event that Coach should be removed from the National Team Program due to breach of contract.
7. **Entire Agreement.** This Agreement contains the entire agreement and understanding of the parties and supersedes all prior agreements and understandings, whether verbal or written, with respect to the subject matter hereof and any such other agreements or understandings are hereby revoked.

I have read and accept the terms and requirements outlined in this Coaching Stipend document. I agree to the rules and procedures as a condition of my membership in the National Team Program.

USA TRIATHLON

COACH

USAT Chief Executive Officer Signature

Coach Signature

USAT Chief Executive Officer Printed Name

Coach Printed Name

Date

Date

2013 USAT Board Goals

Board Goal & Activity	Responsible	Key Dates
Monitor regional programs and Regional spending rates	RCCC Board Liaison & Treasurer	Ongoing
Create Bylaws Task Force to review Bylaws, provide recommended amendments for Board review and incorporation into Bylaws.	Bylaws Task Force & Nominating - Governance Committee & President	Creation of TF – January 31 Recommendations to the Board – April 30 Public notices posted – May 31 Notices for membership vote completed – July 31
Conduct survey of women in USAT governance and issue report	President & Governance Manager	Report issued February 28
Complete Board orientation of new Board members	Governance Manager	February 28, 2013
Review and provide Board with revised Ethics & Conduct Manual	Secretary & Judge Jones	July 31, 2013
Improve Board, Staff relationship	Vice President & Executive Director	July 31, 2013
Address issue of diversity of perspectives on Board		July 31, 2013
Conduct one Board training session on non-profit Board governance	Vice President & Governance Manager	August 30, 2013
Establish monitoring process for strategic plan objectives	Strategic Planning Committee	November 30, 2013
Determine Key Programs & criteria to evaluate effectiveness	President & Executive Director	