

DRAFT Minutes
USA Triathlon Board of Directors
Teleconference
December 9, 2013

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
Mike Wien

Staff: Rob Urbach

Guests: Doug Beal, USA Volleyball CEO
Brian Wagner, Managing Director, Sierra Commercial Real Estate Inc.
Andy Schmitz, USAT High Performance General Manager

Call to order at 8:00 p.m. EST

Opening Remarks: Wendling called the meeting to order and stated that we have a full agenda tonight and three guests.

Treasurer's Report – Weiss discussed the financials that were previously distributed to the Board, legal fees related to various litigation matters filed by Sexton of \$88,466 through 11/23/13 and expected to total about \$120,000 for 2013 (compared to total legal fees of \$63,033 in 2012 and \$34,067 in 2011), and his recommendation to take those expenses out of the high performance budget since Sexton was elected to represent the elite athletes. Discussion suspended to accommodate guests' schedules.

New Business:

Building Transaction: Urbach discussed the property assessment's finding that the pavement, roof, windows may need to be repaired or replaced; a proposed \$15K reduction offered by seller to offset those items; the seller's need to complete the transaction before the end of the year for tax reasons. Beal discussed USA Volleyball's smooth and positive experience with the seller a few years ago with a similar transaction that was also brokered by Wagner. Urbach added that

the appraisal was expected today. The anticipated appraisal amount is \$6M, the proposed purchase price is \$3K (all financed, no cash), and the difference between the purchase price and appraised value will be the seller's gift/tax write-off amount.

Motion (by Siff and seconded): To approve the purchase of the building pending an appraisal in excess of \$5M.

Roll Call Vote:

Barrett Brandon	Y
Susan Haag	Y
Vince O'Brien	Y
Jacqueline McCook	Y
Victor Plata	Y
Steven Sexton	A
Barry Siff	Y
Kevin Smeltzer	Y
Kevin Sullivan	Y
Jack Weiss	Y
Mike Wien	Y

Motion passed Y-10, N-0, A-1

Treasurer's Report (cont'd): The discussion concerning the legal fees continued.

Office Update – Urbach advised that the focus for the rest of the year is on the NCAA vote in January, converting non-sanctioning race directors, reaching out to potential Foundation Trustees, features for the new membership build, and next year's Super Sprint Series. Accolades concerning the rankings platform continue to be received. Urbach, with Plata's assistance, selected Jeff Benz to replace Urbach to act as the elections administrator for the balance of the 2013 election. The election administrator agreed to serve and submitted his fee schedule. The Hearing and Appeals Panel appointed to determine Sexton's eligibility to be on the ballot has scheduled the hearing.

Motion (by Sexton and seconded): To approve Urbach and Plata's recommendation to have Jeff Benz take over the role as the elections administrator for the pending election.

Roll Call Vote:

Barrett Brandon	Y
Susan Haag	A
Vince O'Brien	Y
Jacqueline McCook	Y
Victor Plata	Y
Steven Sexton	A

Barry Siff	Y
Kevin Smeltzer	A
Kevin Sullivan	Y
Jack Weiss	N
Bob Wendling, President	Y
Mike Wien	A

Motion passed Y-7, N-1, A-4

8:55 Andy Schmitz joined the meeting

New Business: Schmitz discussed the 2014 Junior PATCO Championship election Criteria, 2014 Youth Olympic Games Athlete Selection Procedures, and 2014 Youth Olympic Games Staff Selection Procedures (attached) and the World Championship Elite Qualification Criteria (attached) and applicable approvals of those documents.

Motion (by Brandon and seconded): To approve the 2014 Junior PATCO Championship election Criteria, 2014 Youth Olympic Games Athlete Selection Procedures, and 2014 Youth Olympic Games Staff Selection Procedures (attached). Approved by unanimous voice vote.

Schmitz discussed the World Championship Elite Qualification Criteria (attached).

Motion (by Sullivan and seconded): To approve the World Championship Elite Qualification Criteria. Approved by unanimous voice vote.

Approval of Minutes:

Motion (by Weiss and seconded): To approve 11/16-17/13 Colorado Springs Minutes. Approved by unanimous voice vote.

New Business

Wendling discussed the draft 2014 USAT Board Meeting Schedule (attached) and invited follow up email discussions between Board members regarding a fourth meeting date.

Unfinished Business

Regional Supplemental Budget Requests: Smeltzer discussed the Regional incremental request documents and issues and confusion raised by them.

Motion: (by Sullivan and seconded): To table further discussion of the Regional incremental funding requests until the next meeting so that the Board can obtain and review the correct supplemental request documents. Approved by unanimous voice vote.

Collegiate Rules Change: Sexton discussed the Collegiate Committee's unanimous vote in favor of the proposal (attached) to remove the 28 year old age restriction. Siff mentioned that NCAA does not have any age limits. The Board also discussed adding a limitation on the number of years of competition and having the Collegiate Committee recommend a limitation on the number of years of competition for the Board to consider at its next meeting.

Motion: (by Sexton and seconded): To approve the Collegiate Committee's recommendation to delete Rule 5.5.3 from the Collegiate Competitive Rules. Approved by unanimous voice vote.

Procedural & Legal Summary: Urbach provided the following summary of 3 cases: Sexton's request for temporary restraining order (denied after 10/10/13 hearing), 11/1/13 preliminary injunction request (denied), access to emails (scheduled for 1/8/14 hearing).

Urbach also advised that Sexton filed a USOC Section 9 Complaint concerning his eligibility to be on the USAT ballot in October.

Motion: (by Siff and seconded) to go into Executive Session. Approved by voice vote.

Before going into Executive Session, Wendling reminded the Board that Executive Sessions are confidential and not recorded.

The Board went into Executive Session at 10:00 p.m. EST and returned from Executive Session at 10:16 p.m.

Motion: (by Weiss and seconded) to adjourn. Approved by unanimous voice vote.

Adjourned at 10:17 p.m. EST



2014 ITU/PATCO CHAMPIONSHIP - JUNIOR TEAM SELECTION CRITERIA

1. Introduction

This 2014 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 Dallas, Texas, on May 31, 2014 (the "PATCO Championship"). The selection criteria are designed to provide emerging athletes, ages 16 to 19 (as of December 31, 2014), 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 ten (10) men and ten (10) women to compete in the 2014 PATCO Championship event. 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 2013 and 2014 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 2013 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 2014 PATCO North American Junior Championships in Sarasota, Florida (March 8, 2014) (maximum of six).

4. Selection Procedure

- a. Through ITU's quota system, USAT may earn up to ten (10) 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 10 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 2014:
 1. Compete in a draft-legal event in 2014 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 six positions will be awarded at Selection event #2.
 1. The first six (6) USA athletes at the PATCO North American Junior Championships (Selection Priority #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:

2014 USAT Junior PATCO Championships Selection Criteria

PRIORITY/EVENT	LOCATION	DATE	UP TO	Qualifying Criteria
2013 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 2014
2013 PATCO North American Junior Championship*	Sarasota, Florida	March 8, 2014	6 MEN 6 WOMEN	First six 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 will 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 2014 PATCO Junior Championships (Dallas, Texas). 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 2013 and 2014 Junior Elite draft-legal events; and/or,
 - 2. USAT Junior Elite Ranking (if any); and/or,
 - 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 2014.
 - 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 15th 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 (2) members of the High Performance Staff and one (1) 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 General Manager.
 - iii. Injury or illness as certified by an approved USA Triathlon physician (or medical staff). If an athlete refuses verification of his/her illness or injury by an approved USA Triathlon physician (or medical staff), his/her injury will be assumed to be disabling and he/she may be removed.
 - iv. Violation of the USA Triathlon Code of Conduct. An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the USA Triathlon Bylaws Article XV or the USOC's Bylaws, Section 9.
 - v. Failure to meet the fitness requirement of Section 4(b)(i) of this document.

7. Replacements to the Team

- a. If for any reason a position on the Team shall become vacant, such vacancy shall roll down to the next qualified athlete from Selection Priority #2, provided that the replacement athlete meets all applicable Selection Criteria requirements, or by discretionary selection if there are no qualified athletes from Selection Priority #2, and a replacement is allowed by the ITU. In the event that no athlete meets all of these criteria, or the ITU does not allow replacement, the vacancy shall not be filled.

8. Additional Requirements for Selection

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

10. 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.

**USA TRIATHLON
ATHLETE SELECTION PROCEDURES
2014 YOUTH OLYMPIC GAMES
Men and Women
September 25th, 2013**

1. SELECTION SYSTEM

1.1. Provide the minimum eligibility requirements for an athlete to be considered for nomination to the Team:

1.1.1. Citizenship:

Athlete must be a national of the United States at the time of selection and hold a valid U.S. passport that will not expire for six (6) months after the conclusion of the Youth Olympic Games (YOG).

1.1.2. Minimum International Triathlon Union (ITU) standards for participation:

- All athletes must comply with the provisions of the Olympic Charter currently in force, and only those athletes who have complied with the Olympic Charter may participate in the Youth Olympic Games.
- Athlete must be born between January 1, 1997, and December 31, 1998 (i.e. age 16 or 17 on December 31, 2014).
- Athletes must also be entered by attending the race briefing to one of the following events: 2014 ITU Pan American YOG Qualifying Event, 2013 Continental Championships or 2014 Continental Championships (in case it is held before 8 June 2014).
- Athletes must be entered in qualifying competitions by their National Olympic Committee (NOC), which must have respective National Federations in good standing with the ITU.

1.1.3. Other requirements (if any):

- Athlete must attend for the entire duration of the YOG, unless released early by the IOC, NOC and USA Triathlon (USAT) to prepare for and participate in the 2014 ITU Junior World Triathlon Championships.
- Athlete must participate in the cultural and education program, and mixed team events, as requested.

- Athlete must be a USAT annual member as of the ITU Pan American YOG Qualifying Event and maintained through completion of the YOG.
- Athlete must compete in the mixed team relay event if selected, unless injury or illness precludes participation.

1.2. Tryout Events:

1.2.1. Provide the event names, dates and locations of all trials, events and camps to be used as part of the selection process.

- The first USA male and female finishers at the ITU Pan American YOG Qualifying Event will automatically qualify for nomination to the 2014 Youth Olympic Games, provided their overall finish position earns the United States one (1) of the eight (8) places per gender available within the Americas.
- The ITU Pan American YOG Qualifying Event is expected to take place on or about May 2-4, 2014 in a location to be determined.

1.2.2. Provide event names, dates, locations and description of how athletes qualify for the trials, events and camps listed above in 1.2.1. (if any).

A three-tiered prioritization system based on national rankings and results from the NBP Challenge Triathlon, Sarasota, Florida, scheduled for March 8-9, 2014 (a PATCO Junior Continental Cup, sprint distance, draft-legal triathlon), will be used to determine the athletes earning a slot to compete in the ITU Pan American YOG Qualifying Event. See **USA Triathlon 2014 Youth Olympic Games Pan American Qualifying Event Eligibility Criteria** attached hereto and incorporated herein by reference (Attachment A).

1.3. Provide a comprehensive, step-by-step description of the method that explains how athletes will go through the selection process to become Team nominees (include maximum Team size).

A maximum of one (1) male and one (1) female athlete may be nominated by each NOC to the YOG.

- The selection process to become Team nominees will consist of three steps.
 - First, YOG-eligible athletes must earn entry into the ITU Pan American YOG Qualifying Event. This process is outlined in Attachment A.

- Second, the eight (8) athletes per gender who qualify per the criteria outlined in Attachment A will compete at the ITU Pan American YOG Qualifying Event with the objective, collectively, of earning USAT's quota of one (1) male and one (1) female spot for the YOG and, individually, of being the first USA finisher.
- Third, the first USA male and female finishers at the ITU Pan American YOG Qualifying Event will automatically qualify for nomination to the YOG team, provided their overall finish position earns the United States one (1) of the eight (8) places per gender available within the Americas.

2. DISCRETIONARY SELECTION (if applicable)

2.1. Provide rationale for utilizing discretionary selection (if any):

- There is no discretionary selection.

2.2. List the discretionary criteria and explain how they will be used (if any):

N/A

2.3. Provide the name of the committee that will be responsible for making discretionary selections, along with a complete list of the members currently serving on the committee and their titles:

N/A

2.3.1. Conflict of Interest

N/A

3. REMOVAL OF ATHLETES

3.1. Prior to acceptance of nominations by the USOC, USA Triathlon has jurisdiction over potential nominees.

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:

3.1.1. Voluntary withdrawal. Athlete must submit a written letter to USA Triathlon's Executive Director.

- 3.1.2. Injury or illness as certified by an USA Triathlon approved physician (or medical staff). If an athlete refuses verification of his/her illness or injury by an USA Triathlon approved physician (or medical staff), his/her injury will be assumed to be disabling and he/she may be removed.
- 3.1.3. Violation of USA Triathlon's Athlete Code of Conduct ([Attachment B](#)).
- 3.1.4. Failing to maintain YOG eligibility per the YOG qualification criteria (see 1.1).

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per USA Triathlon's Constitution and Bylaws, Article XV, (<http://www.usatriathlon.org/about-usat/governance.aspx>) and the USOC's Bylaws, Section 9.

- 3.2. Once an athlete nomination is accepted by the USOC, the USOC has jurisdiction over the Team, at which time, in addition to USA Triathlon's Code of Conduct, the USOC's Code of Conduct and Grievance Procedures apply.

The USOC's Code of Conduct and Grievance Procedures can be found at: <http://www2.teamusa.org/For-Athletes/Athlete-Ombudsman/Games-Information.aspx>.

- 3.3. An athlete may be removed as a nominee to the Team or from the Team for an adjudicated violation of IOC, PASO, IPC, WADA, IF, USADA and/or USOC anti-doping protocol, policies and procedures, as applicable.

4. REPLACEMENT OF ATHLETES

- 4.1. Describe the selection and approval process for determining replacement athlete(s) should a vacancy occur:
 - 4.1.1. Prior to submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

Should a vacancy occur, the replacement athlete will be selected by the sequential order of his or her finish at the ITU Pan American YOG Qualifying Event (e.g. should the first finisher withdraw from the team, the vacancy would be filled by the second place finisher, and so on).

- 4.1.2. After submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

Should a vacancy occur, the replacement athlete will be selected by the sequential order of his or her finish at the ITU Pan American YOG Qualifying Event (e.g. should the first finisher withdraw from the team, the vacancy would be filled by the second place finisher, and so on).

5. SUPPORTING DOCUMENTS

USA Triathlon will retain the approved Selection Procedures and all supporting documents, including scouting or evaluation forms, etc., and data from the selection process for six (6) months past the date of conclusion of the Games.

6. REQUIRED DOCUMENTS

The following documents are required to be signed by an athlete as a condition of nomination to the Youth Olympic Games and are included as attachments:

USA Triathlon Athlete Code of Conduct ([Attachment B](#))

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOC approved Selection Procedures (complete and unaltered) will be posted/published by USA Triathlon in the following locations:

- 7.1. NGB's Website:

These procedures will be posted as soon as possible, but not more than five (5) business days following notice of approval by the USOC.

www.usatriathlon.org

- 7.2. Other:

N/A

8. DATE OF NOMINATION

The Nomination of Athletes form, including replacements, will be announced to all athletes and submitted to the USOC on or before:

June 19, 2014

9. MANDATORY TRAINING AND/OR COMPETITION

Specify the location, schedule and duration of mandatory training and/or competition:

Should any mandatory training be required prior to the YOG, details will be posted at www.usatriathlon.org at least 30 days in advance.

10. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IOC, IPC, PASO, WADA, IF, USADA and USOC anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing as required by the IOC, IPC, PASO, WADA, IF, USADA and USOC Rules, as applicable.

11. DEVELOPMENT OF SELECTION PROCEDURES

The following committee/group (include names and titles) was responsible for creating these Selection Procedures:

YOG Committee, including USA Triathlon High Performance Staff:

- Andy Schmitz - USAT High Performance General Manager
- Steve Kelley - USAT Athlete Development Coordinator
- Barrett Brandon - USAT Board of Directors - Athlete Representative

12. NGB BYLAWS AND GRIEVANCE PROCEDURES

The USA Triathlon's Bylaws and Grievance Procedures can be found at:

<http://www.usatriathlon.org/about-usat/governance.aspx>

13. INTERNATIONAL DISCLAIMER

These procedures are based on IOC and International Triathlon Union (ITU) rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC and ITU rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USA Triathlon. However, the selections are always subject to unforeseen, intervening circumstances, and realistically may not have accounted for every possible contingency.

If any force of nature, or force majeure, should cause the alteration or cancellation of any of the selection events listed in this document, these selection procedures will be revised, pursuant to their resubmission to the USOC.

14. ATHLETE OMBUDSMAN

Athletes who have questions regarding their opportunity to compete that are not answered by USA Triathlon may contact the USOC Athlete Ombudsman, John W. Ruger, by:

- Telephone at (719) 866-5000
- Toll-free telephone at (888) ATHLETE (1-888-284-5383)
- E-mail at john.ruger@usoc.org
- <http://www2.teamusa.org/For-Athletes/Athlete-Ombudsman.aspx>

15. NGB SIGNATURES

I certify that I have read and understand the standards/criteria set by our IF and incorporated those standards/criteria into our Selection Procedures. I further certify that the information provided herein regarding Athlete Selection Procedures represents the method approved by USA Triathlon.

Position	Print Name	Signature	Date
NGB President or CEO/Executive Director	Rob Urbach		
Nat. Team Coach, Head Coach, or Nat. Program Director	Andy Schmitz		
USOC Athletes' Advisory Council Representative*	Sarah Reinertsen		

* If the USOC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Athlete Selection Procedures being submitted by the NGB, he/she may submit those reasons in writing to his/her Sport Performance Team.

* If, for some reason, a sport does not have an elected USOC AAC Representative, the NGB must designate an athlete from that sport to review and sign the Selection Procedures.

ATTACHMENT A

USA Triathlon 2014 Youth Olympic Games Pan American Qualifying Event Eligibility Criteria



2014 YOUTH OLYMPIC GAMES PAN AMERICAN QUALIFYING EVENT ELIGIBILITY CRITERIA

1. Introduction

These criteria will be used to determine the order by which USA Triathlon (“USAT”) will nominate eligible U.S. athletes (“Eligible Athletes”) to the International Triathlon Union (“ITU”)/Pan American Triathlon Confederation (“PATCO”) for starting positions allocated to the United States at the 2014 Youth Olympic Games PATCO Pan-American Continental Youth Olympic Games Qualifying Event (“YOG Qualifier”).

The Youth Olympic Games will take place in Nanjing, China, in August 2014. The triathlon event is sprint distance, draft-legal and is limited to 32 athletes per gender, ages 16 or 17 as of December 31, 2014. USAT is limited to a single entrant per gender, provided it earns the spot at the YOG Qualifier. A Mixed Team Relay event also is on the YOG Program. Relay teams are comprised of athletes from each confederation (e.g. Pan-American) and determined based on results achieved in the individual competitions.

The YOG Qualifier, which determines the distribution of spots in the Americas, is scheduled to take place on or about May 2-4, 2014. It is not known at this time how many athletes per National Federation (“NF”) will be eligible to compete in the YOG Qualifier, however, USAT estimates eight (8) spots per gender will be allocated to the U.S.

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

- a. All athletes must comply with the provisions of the Olympic Charter currently in force (see <http://www.olympic.org/olympic-charter/documents-reports-studies->

[publications](#)), and only those athletes who have complied with the Olympic Charter may participate in the Youth Olympic Games.

- b. Athlete must be born between January 1, 1997, and December 31, 1998 (i.e. age 16 or 17 on December 31, 2014).
- c. Athlete must be eligible under all applicable rules of ITU (www.triathlon.org), the U.S. Anti-Doping Agency (www.usada.org), and USAT.
- d. Athlete must be an annual member in good standing of USAT.

3. Nomination Timeline

USAT will establish a list of Eligible Athletes based on Section 4 below. Eligible Athletes will be notified via their email address of record in the USAT annual membership database or event registration database. An Eligible Athlete will have until forty-five (45) days prior to the YOG Qualifier to accept his or her nomination. Failure to respond by the reply date will result to a roll-down to the next Eligible Athlete within each Nomination Priority category.

4. Nomination Priority/Events

- a. **Nomination Priority #1:** The top two (2) nationally-ranked sixteen (16) year old athletes as of December 31, 2013, in the USAT Junior Elite National Rankings, with spots rolling down no further than the fourth (4th) ranked Eligible Athlete, after which spots will be added to Nomination Priority #3.
- b. **Nomination Priority #2:** The top two (2) nationally-ranked fifteen (15) year old athletes as of December 31, 2013, in the USAT Youth Elite National Rankings, with spots rolling down no further than the fourth (4th) ranked Eligible Athlete, after which spots will be added to Nomination Priority #3.
- c. **Nomination Priority #3:** Finish position at the 2014 ITU Junior Continental Cup in Sarasota, Florida on or about March 8, 2014 (maximum of four (4) nominations, unless additional spots have rolled down from Nomination Priorities #1 and #2). Spots will roll down as necessary until all available spots are filled or the list of Eligible Athletes is exhausted.

5. Nomination Procedure

- a. Through ITU's quota system, USAT expects to enter up to eight (8) athletes per gender in the YOG Qualifier. If the ITU allows for additional athletes, then USAT High Performance may, at its discretion, request invitations from the ITU. Additional nominations over the 8-athletes per gender maximum will be made by roll down through finish positions at 2014 ITU Sarasota Junior Continental Cup. USAT will submit all entries for the competition to the ITU no later than 35 days prior to the YOG Qualifier.
- b. Automatic Nomination:
 - i. The two (2) highest ranked USA athletes in Nomination Priority #1 (age 16 as of December 31, 2013) and the two (2) highest ranked USA athletes in Nomination Priority #2 (age 15 as of December 31, 2013) will earn automatic

nomination to the YOG Qualifier, provided each is ranked 15th or better in his or her respective ranking group. A maximum of four (4) athletes per gender will be identified through this priority.

- ii. Up to four (4) nominations will be awarded at the 2014 ITU Sarasota Junior Continental Cup. The first four (4) Eligible Athletes at the 2014 ITU Sarasota Junior Continental Cup, who have not already earned automatic nomination via Nomination Priority #1 or Nomination Priority #2, will earn automatic nomination to the YOG Qualifier.
- c. Discretionary Nomination: Any slots otherwise vacant following the Automatic Nomination process or later vacated will be filled by discretionary selection as described in Section 6 below.

Nominative Process Table:

2014 USAT YOG Qualifier Nomination

<u>PRIORITY/EVENT</u>	<u>LOCATION</u>	<u>DATE</u>	<u>UP TO</u>	<u>Qualifying Criteria</u>
2013 USAT Youth Elite & Junior Elite National Rankings	www.usatriathlon.org	As of December 31, 2013	4 MEN 4 WOMEN	The two (2) highest ranking 15 year olds and the two (2) highest ranking 16 year olds provided they are ranked 15 th place or better. Maximum four (4) athletes per gender.
2014 ITU Sarasota Junior Continental Cup*	Sarasota, Florida	March 8, 2014	4 MEN 4 WOMEN	First four (4) athletes not already qualified; must be 16 or 17 years old as of December 31, 2014

*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.

6. Discretionary Selection

- a. Rationale for utilizing discretionary selection: By meeting the automatic selection per Section 5 above, athletes will have demonstrated their ability as the best USA athletes in this category. If the maximum number of USA athletes have not earned automatic selection per Section 5 above, then USA Triathlon may select athletes who, in the opinion of the Selection Committee, can win a medal despite not earning automatic nomination, 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 discretionary selection. 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. USAT will submit all approved entries for the competition to ITU 35 days prior to the YOG Qualifier. 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 2013 and 2014 Youth Elite or Junior Elite draft-legal events;
2. 2013 or 2014 USAT Youth Elite or Junior Elite National 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 2014.
 - a. For an athlete judged by swimming and running marks, the athlete must meet the “A” standard in the swim or run and the “B” standard of the other discipline from the Swim and Run Benchmarks below. Results submitted on or before March 1st 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 (2) members of the High Performance Staff and one (1) member of the Athlete Advisory Council.

7. Replacements

If for any reason a starting position shall become vacant, such vacancy shall roll down to the next qualified athlete per Sections 4, 5, and 6, provided that the replacement athlete meets all applicable 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. Expenses

- a. Athletes selected for the YOG Qualifier will receive the following benefits:
 - i) USA Triathlon will cover the YOG Qualifier race registration fee, room and board, and will provide a base travel grant of \$400 to athlete earning automatic nomination per Section 4(a) and 4(b) and to athletes earning automatic nomination per Section 4(c) who finish with eight percent (8%) of the overall winner’s time. All other expenses are the responsibility of the athlete.
 - 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 at the YOG Qualifier.

- iv) Athletes may be eligible for additional travel reimbursement pending performance – a summary of funding opportunities can be found in the Junior Performance Plan.

9. International Disclaimer

These 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 criteria in such event.

ATTACHMENT B

USA Triathlon Athlete Code of Conduct

USA Triathlon Code of Conduct

ATHLETE PLEDGE

I pledge to uphold the spirit of the USA Triathlon (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 elite membership with USAT.

As an elite 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 violation, 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 as a member of an ITU World Championship Team;
- 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, USA Triathlon 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,
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.

Signature

Date

NGB Name

Sport

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

Signature

Date

Relationship (Parent or Guardian)

**USA TRIATHLON
TEAM LEADER/COACH SELECTION PROCEDURES
2014 YOUTH OLYMPIC GAMES
Triathlon
September 25th, 2013**

These procedures provide for selection of USA Triathlon's Team Leader/Coach for the 2014 Youth Olympic Games. However, accreditation allocation is not guaranteed and will be based on final USOC credential allocation and overall team size.

Due to the small nature of the triathlon delegation at these Games (a maximum of one male and one female athlete) the duties of the Team Leader and Coach are combined into one position, herein referred to as, Team Leader/Coach. The individual selected must be able to fill the requirements of the job description below.

1. What are the NGB's/HPMO's criteria for Team Leader/Coach position?

Team Leader/Coach must:

- 1.1. Successfully pass the National Center for Safety Initiatives' (NCSI) background screen in accordance with the current USOC Games Background Check Policy prior to nomination.
 - 1.1.1. Should a nominee experience any event between the time the background check is conducted and the relevant Games that may change his/her background check status, the nominee must inform USA Triathlon and/or USOC.
- 1.2. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.
- 1.3. Have the ability to work effectively with the USOC.
- 1.4. Have strong administrative, communication and organizational capabilities/skills.
- 1.5. Be responsible for Team's adherence to all rules regarding discipline at the Games.
- 1.6. Fulfill all duties and requirements of the USOC including attendance at USOC Games related meetings.
- 1.7. Be available for entire duration of the Games, unless released early by the NOC and USAT to escort the team to the 2014 ITU Junior World Triathlon Championships.
- 1.8. Have USA Triathlon's approval to make financial decisions regarding the Team.
- 1.9. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 1.10. Be a USA Triathlon certified coach in good standing.

- 1.11. Have prior relevant experience as Team Leader or Head Coach of a USA Triathlon national team at an international-caliber event or championship within the previous three (3) years.
2. Describe the process that candidates should follow to express interest in being considered for the Team Leader/Coach position:

USA Triathlon will post a press release on the USA Triathlon website (<http://www.usatriathlon.org/news/headlines.aspx>) describing the Team Leader/Coach procedures and application process simultaneously with the posting of the procedures.

3. Describe the intended method of identifying the pool and selecting the candidates to be considered for the Team Leader/Coach position:

Candidates for the Team Leader/Coach position will have met all the criteria in Section 1 above and will submit their candidacy to the USA Triathlon High Performance General Manager with a statement of intent and resume no later than March 15, 2014. (Note: the USOC background check is not required at the time of candidacy submission.)

- 3.1 Candidates that meet all other requirements will be selected in the following order of priority:

There will be no application process for the Team Leader/Coach position as a USA Triathlon staff member has been identified to fill this role.

In the event the full-time staff member cannot attend, USAT will select an individual who has worked with the team and who meets the criteria detailed in Section 1 to serve as Team Leader/Coach and submitted their candidacy to the USA Triathlon High Performance General Manager by March 15, 2014. This individual will be selected by the committee defined in Section 6 below.

4. Describe the removal of Team Leader/Coach:

An individual who is to be nominated as the Team Leader/Coach by USA Triathlon may be removed as a nominee for any of the following reasons, as determined by USA Triathlon.

- 4.1. Voluntary withdrawal. Team Leader/Coach nominee must submit a written letter to USA Triathlon's Executive Director.

- 4.2. Injury or illness as certified by a physician (or medical staff) approved by USA Triathlon. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Triathlon, his/her injury will be assumed to be disabling and he/she may be removed.
- 4.3. Inability to perform the duties required.
- 4.4. Violation of USA Triathlon's Code of Conduct.

Once a Team Leader/Coach nomination is accepted by the USOC, the USOC has jurisdiction over the Team Leader/Coach, at which time, in addition to any applicable USA Triathlon Code of Conduct, the USOC's Code of Conduct and Grievance Procedures apply. The USOC's Code of Conduct and Grievance Procedures can be found at: <http://www.teamusa.org/For-Athletes/Athlete-Ombudsman/Games-Information.aspx>.

5. Describe the replacement of Team Leader:

In the event that the Nominated Team Leader/Coach is unable to perform the duties of Team Leader/Coach due to injury, illness, Code of Conduct violation or any other unforeseen circumstances that would result in the need to replace him/her, the replacement candidate must meet all of the criteria listed in #1 above and, if applicable, come from the pool of candidates described in #3 above.

6. Which group/committee will make the final approval of the Team Leader/Coach?

The USA Triathlon High Performance General Manager, one additional member of the USA Triathlon High Performance staff, and one representative of the Athlete Advisory Council.

7. Conflict of Interest:

Any individual who is being considered for the Team Leader/Coach position or has any other conflict of interest and is involved in the selection process must disclose this information, recuse him or herself and not influence others regarding the discussions, meetings or decisions involving selection of the Team Leader/Coach.

8. Date of Nomination:

The Games Staff Nomination Form with the Team Leader/Coach nominee's name, including the name of a replacement (if applicable), will be submitted to the USOC on or before:

June 1, 2014

9. Publicity/Distribution of Procedures:

The USOC approved selection procedures (complete and unaltered) will be posted/published by USA Triathlon in the following locations:

9.1. Web site: www.usatriathlon.org

These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOC

Position	Print Name	Signature	Date
USA Triathlon Executive Director			
USOC Athletes' Advisory Council Representative*			

* If the USOC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Selection Procedures being submitted by the NGB/HPMO, he/she may submit those reasons in writing to his/her Sport Performance Team.

* If, for some reason, a sport does not have an elected USOC AAC Representative, the NGB/HPMO must designate an athlete from that sport to review and sign the Selection Procedures.



2014 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 2014 USAT Elite Athlete Incentive Plan.

Winter Triathlon

As of November 26, 2013 the ITU has not scheduled a Winter Triathlon World Championship event. If an event is added to the 2014 calendar, a notification will be sent to all active elites via the Elite Beat and a discretionary selection process will fill the team.

Worlds: TBD

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 Winter Triathlon World and National Championships;
2. Other results from competitive Winter Triathlon international events;
3. Other results from competitive events including one of the three Winter Triathlon disciplines

Request for Discretionary Nomination Deadline: 45 days prior to the opening date of the World Championship competition

Cross Triathlon

Worlds: Zittau, Germany – 16 August 2014

Qualification Event: XTERRA West Championship April 12, 2014 – Las Vegas, NV

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: May 1, 2014

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

Long Distance Triathlon

Worlds: Weihai, China – 21 September 2014

Qualification Event: Ironman 70.3 St George (US Pro Championship) – May 3 2014 – St. George UT

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: May 15, 2014

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

Duathlon

Worlds: Pontevedra, Spain – 31 May – 1 June 2014

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 course duathlon international events;
3. Other results from competitive racing in triathlon, cycling and running.

Request for Discretionary Nomination: March 1, 2014

Long Distance Duathlon

As of November 26, 2013 the ITU has not scheduled a Winter Triathlon World Championship event. If an event is added to the 2014 calendar, a notification will be sent to all active elites via the Elite Beat and a discretionary selection process will fill the team.

Worlds: TBD

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 distance duathlon international events;
3. Other results from competitive racing in triathlon, cycling and running.

Request for Discretionary Nomination: 45 days prior to the opening date of the World Championship competition

Aquathlon

Worlds: Edmonton, Canada – August 27, 2014

Worlds Qualification Procedure: First slots are reserved for members of the 2014 Edmonton Triathlon Team as determined by the 2014 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: July 1, 2014

***International Disclaimer**

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