

Minutes
USA Triathlon Board of Directors
Colorado Springs Marriott, Colorado Springs, CO
November 20 - 22, 2015

Siff called the meeting to order at 6:19 p.m. MST, November 20, 2015.

Board Members Present:

Staci Brode
Ben Collins
Chuck Graziano
Susan Haag
Kevin Haas
Jacqueline McCook
Joel Rosinbum
Steven Sexton
Barry Siff, President
Kevin Sullivan
Bob Wendling
Mike Wien

Absent: Dave Kuendig

Staff:

Rob Urbach, CEO
Sharon Carns, Senior Governance Affairs and HR Manager
Sandra Cook, Executive Assistant

President's Opening Remarks: Siff highlighted the year's accomplishments including the NCAA initiative, SafeSport Policy, and staff stabilization. He also mentioned challenges including competition, reduced elite prize money and the need to focus on coaches, officials, athletes, race directors, and draft legal racing.

Approval of Minutes:

Motion (by Haag and seconded): To approve the 10/05/15 Meeting Minutes. Approved by unanimous voice vote.

Treasurer's Report: Haas to provide his report on 11/21/2015.

CEO Report: Urbach expressed his appreciation for providing him with the opportunity to work with an Executive Coach this year. He also provided an update on events since the Board's Milwaukee meeting including plans to invest in youth members, 2017 WTS plan options, membership pricing changes, and cultural shift within the staff.

Para and Olympic Criteria Documents: Urbach presented the documents.

Motion (by Sullivan and seconded): To approve the criteria documents changing the reference to the edited year from 2016 to 2015 on the Athlete Selection Procedures 2016 Olympic Games document (attached). Approved by unanimous voice vote.

Officials Pilot Program: Wendling, Haag, and Urbach discussed the pilot program.

Foundation Update: McCook discussed the first fundraising event in New York.

Motion (by Sullivan and seconded): to go into Executive Session. Approved by unanimous voice vote at 8:02 p.m. MST.

Returned from Executive Session at 9:03 p.m. MST

Motion (by Graziano and seconded) to adjourn for the day at 9:04 p.m. MST - Approved by unanimous voice vote.

Reconvened meeting on 11/21/15.

Siff called the meeting to order at 8:01 a.m. MST.

Board Members Present:

Staci Brode
Ben Collins
Chuck Graziano
Susan Haag
Kevin Haas
Dave Kuendig
Jacqueline McCook
Joel Rosinbum
Steven Sexton
Barry Siff, President
Kevin Sullivan
Bob Wendling
Mike Wien

Guests: Melanie Lockwood Herman, Nonprofit Risk Management Center
Rick Adams, Chief of Paralympic Sport & NGB Organizational Development
Steve Smith, Partner, Bryan Cave (via conference call)

Staff:

Rob Urbach, CEO
Sharon Carns, Senior Governance Affairs and HR Manager
Sandra Cook, Executive Assistant
Lauri Maloney, IT Senior Manager

Kathy Matejka, Event Services Director
Chuck Menke, CMO
Andy Schmitz, High Performance General Manager

USOC:

Adams stated he has worked with Siff and Urbach on governance over the past year. He has also reviewed Herman's recommended changes to the USAT Bylaws and he supports the changes and finds them creditable. Adams provided information regarding the USOC governance model and structure on various NGBs.

Bylaws: Herman reviewed and discussed the updated proposed Bylaw revisions she prepared with the Board.

Table of Contents:

Motion (by Sullivan and seconded) to approve the proposed Table of Contents. Approved by unanimous voice vote.

Article I:

Motion (by Graziano and seconded) to approve Option 1 for section 2 of Article 1. Approved by unanimous voice vote.

Motion (by Rosinbum and seconded) to approve the following as section 1 of proposed Article 1 and to refer to the organization as "USA Triathlon" throughout the remainder of the revised Bylaws: "The name of the organization shall be USA Triathlon of Colorado d/b/a USA Triathlon and sometimes referred to as USAT." Approved by unanimous voice vote.

Article II:

Motion (by Graziano and seconded) to approve proposed Article II with the following revision: "Aquabike" in place of "Aqua-bike". Approved by unanimous voice vote.

Article III:

Motion (by Wien and seconded) to relocate proposed Article III subpart (e) so that it is new subpart (a) changing the lettering of proposed subparts (a) through (d) so that they are new subparts (b) through (e) . Approved by 9-2 voice vote.

Motion (by McCook and seconded) to revise proposed Article III subpart (b) (which is now new subpart (c) to read: "foster working relationships among organizations active in the sports of triathlon:". Approved by unanimous voice vote.

Article V:

Motion (by Sullivan and seconded) to approve the proposed Article V. Approved by unanimous voice vote.

Article VI:

Motion (by Sullivan and seconded) to approve proposed Article VI with the following revisions: changing the term “sexual preference” to “sexual orientation” and the term “handicap” to “disability”. Approved by 10-1 voice vote.

Recess at 9:48 a.m. MST

Reconvene at 10:00 a.m. MST

Article IX:

Motion (by Sullivan and seconded) to approve proposed Article IX with the following revision: change the title from “CEO” to “CHIEF EXECUTIVE OFFICER”. Approved by unanimous voice vote.

Articles XII and XIII:

Motion (by Rosinbum and seconded) to approve proposed Articles XII and XIII. Approved by unanimous voice vote.

Article XV:

Motion (by Rosinbum and seconded) to approve proposed Article XV with the following revision in section 1: change “USOC” to “United States Olympic Committee (USOC)”. Approved by unanimous voice vote.

Article XI:

Motion (by McCook and seconded) to approve proposed Article XI with the following revisions: change the title to “EVENT SANCTIONING” and revise section 1 to read: “USA Triathlon will promptly review a request submitted by a sports organization or person for a sanction to hold an event within the sports of triathlon in the United States.” Approved by unanimous voice vote.

Steve Smith joined meeting via conference call at 10:22 a.m. MST

Article IV:

Motion (by Rosinbum and seconded) to approve proposed Article IV with the following revisions: change subpart (b) to read: “submit to binding arbitration in any controversy involving –” and change “other governing board” to “other governing bodies” in subparts (g) and (h). Approved by unanimous voice vote.

Article XVI:

Motion (by McCook and seconded) to approve proposed Article XVI. Approved by 10-1 voice vote.

Steve Smith left meeting via conference call at 10:56 a.m. MST

Article XVII:

Motion (by Sullivan and seconded) to approve proposed Article XVII. Approved by unanimous voice vote.

Article XVIII:

Motion (by Haas) to not approve proposed Article XVIII. Motion fell to the floor.

Motion (by Sullivan and seconded) to approve proposed Article XVIII. Motion withdrawn.

Article XIX:

Motion (by McCook and seconded) to approve proposed Article XIX. Approved by unanimous voice vote.

Article XX:

Motion (by McCook and seconded) to submit the following proposed Article XX to the membership for approval:

ARTICLE XX – Sunshine Policy

USA Triathlon believes that prompt and complete disclosure to the membership and the public at large of a wide variety of information on USA Triathlon decisions and activities is a critical feature of good governance.

Approved by unanimous voice vote.

Article XVI:

Motion (by Rosinbum and seconded) to change “shall adopt” to “shall maintain” in the new approved Article XVI. Approved by unanimous voice vote.

Article XIX and XX:

Motion (by Rosinbum and seconded) to reverse the order of new Article XIX – Miscellaneous and Article XX – Sunshine Policy (to be submitted to the membership for approval). Approved by unanimous voice vote.

Article VII:

Motion (by Kuendig and seconded) to add the following section 5(b)(2) after section 5(b)(1) of the proposed Article VII:

(2) Special meetings of the membership may be called by the Board of Directors, directly or through the CEO, or by the president, or by five (5) percent or more of the members. In any such case, the CEO shall give written notice of special meetings of the membership to the members no less than thirty-five (35) days prior to the date of the meeting, and no more than ninety (90) days prior to that date of the meeting. The date, place and hour of the meeting shall be designated by the Board, person or group calling the meeting, but shall not be earlier than thirty-five (35), and not later than ninety (90) days after receipt buy USA Triathlon of the request for the special meeting.

Approved by unanimous voice vote.

Recess at 12:46 p.m. MST
Reconvene at 1:05 p.m. MST

Strategic Overview: Urbach presented a high level view of the budget, strategic plays and pivoting.

Treasurer's Report: Haas reported on USA Triathlon's investment account, account fluctuations, total revenue, highlights, and lowlights. He suggested using EBITA (earnings before tax + interest expense + amortization expense) as a more appropriate method to evaluate USA Triathlon's revenue.

2016 National Budget: Urbach spoke about the 91 total number of USA Triathlon programs, the overall general environment, rising costs, and the financial big picture.

Urbach presented the Membership budget, current challenges, and projections.

Recess at 3:10 p.m. MST
Reconvene at 3:22 p.m. MST

Maloney presented the IT budget. The department is continuing work on improving the sanctioning system and driving internal effectiveness.

Matejka presented the Event Services budget: Key goals and projects, opportunities and challenges.

Menke presented the Marketing and Communications budget. He discussed programs including the magazine, merchandise, sales, and production.

Urbach presented the Sport Development and National Office budget.

Schmitz joined meeting via conference call at 5:17 p.m. MST to present the High Performance budget and discuss the High Performance Program and suggested reallocating funds to Paralympic program.

Action item: Urbach will consult with Schmitz and reallocate \$25K for Paralympic program

Motion (by McCook and seconded) to adjourn for the day at 6:19 pm MST – Approved by unanimous voice vote.

Reconvened meeting on 11/22/15.

Siff called the meeting to order at 8:09 a.m. MST.

Board Members Present:

Staci Brode
Ben Collins
Chuck Graziano
Susan Haag
Kevin Haas
Dave Kuendig
Jacqueline McCook
Joel Rosinbum
Barry Siff, President
Kevin Sullivan
Bob Wendling
Mike Wien

Absent: Steven Sexton

Staff:

Rob Urbach, CEO
Sharon Carns, Senior Governance Affairs and HR Manager
Sandra Cook, Executive Assistant

Departing Board of Director Member: Siff and Urbach recognized Sullivan for his volunteer service.

Motion (Haas and seconded) to approve the 2016 budget as presented and amended (adding \$100K to youth revenue, spend up to \$50K on membership auto renewal program, and review High Performance for \$25K for Paralympic program). Approved by unanimous voice vote.
Amendments:

Bylaws:

Kuendig initiated a discussion regarding Board selection options.

Action item: Siff will work with Sullivan on an alternative Bylaw plan for selecting Board members.

Constituency Deliverables/Committee Effectiveness – RDs, Officials, Coaches, Clubs, Athletes: The Board discussed potential options for growing membership through improving deliverables to race directors, officials, coaches, clubs and athletes.

Graziano left the meeting at 9:50 a.m. MST.

Recess at 9:49 a.m. MST

Reconvened at 10:08 a.m. MST

Motion (by Wien and seconded) to go into Executive Session. Approved by unanimous voice vote at 10:14 a.m. MST

Returned at 10:25 a.m. MST

Conflict of Interest: Siff discussed the timeline for Conflict of Interest Statements and a volunteer willing to work with staff to improve and streamline USA Triathlon's COI system.

Insurance & Sanctioning: Brode initiated a discussion regarding developing a system for evaluating events to assess risks.

Sullivan left the meeting at 10:45 a.m. MST

Industry Long-Term Strategy: Brode and Siff discuss bringing more race education to the Board. Want to provide informational and educational information from an industry standpoint as to where they are looking to put their dollars.

Urbach suggested a Board meeting in January to discuss details.

Strategic Planning: Siff discussed Wendling's suggestion of setting up a strategic planning committee after Rio. Strategic plan revisions to be made at the next meeting in January.

Race Director Symposium/Hall of Fame:

Siff confirmed that the first 2016 in-person Board meeting will take place Saturday, Jan. 16 and half-day Sunday, January 17.

Action item: Urbach will email the event schedule.

Drug Testing:

Wien reported on his duty of researching drug testing for age groupers which has stalled. Drug testing structure needs to be adjusted for success. Collin's will connect with Wien to help move this forward.

Para Committee:

Siff stated that the chair of the Para Committee is stepping down. Travis Ricks has been recommended as the replacement. Siff can appoint but asked the Board to endorse Ricks as the new chair. The Board endorsed unanimously.

Motion (by Rosinbum and seconded) to go into Executive Session. Approved by unanimous voice vote at 11:10 a.m. MST

Returned at 11:20 a.m. MST

Motion (by Haas and seconded) to adjourn at 11:25 a.m. MST - Approved by unanimous voice vote.



2016 CAMTRI JUNIOR CHAMPIONSHIP SELECTION CRITERIA

1. Introduction

This 2016 CAMTRI Junior Triathlon Championship Team Selection Criteria (the “Criteria”) will be used to determine the athletes who will represent the United States at the 2016 CAMTRI Junior Triathlon Championship (the “CAMTRI Championship”) in West Des Moines, Iowa, on July 9, 2016 (the “Team”). These selection criteria are designed to provide emerging athletes, ages 16 to 19 (as of December 31, 2016), the opportunity to continue their athletic development at the highest levels of international regional triathlon competition.

Under CAMTRI Championship eligibility guidelines (posted at www.triathlon.org) USA Triathlon (“USAT”) may nominate a maximum of ten (10) men and ten (10) women to compete in the 2016 CAMTRI Championship event. Start positions are awarded to USAT by the International Triathlon Union (“ITU”) based on: 1) a quota system; and 2) USA athlete results at designated events during the 2015 and 2016 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.
- c. Age 16 to 19 as of December 31, 2016.

3. Selection Priority/Events

- a. **Selection Priority #1:** Athletes ranked in the top 10 of the 2015 end of season USAT Junior Elite National Rankings, with priority going to the higher ranked athlete (maximum of four (4)).
- b. **Selection Priority #2:** Finish position at the 2016 CAMTRI North American Junior Championships in Sarasota, Florida, March 12, 2016 (maximum of six (6)).

4. Selection Procedure

- a. Through ITU’s quota system, USAT may earn up to ten (10) athletes per gender. If ITU allows for additional athletes, then USAT High Performance may request invitations from ITU. Additional nominations over the ten (10) athletes per gender maximum will be made by discretionary selection. USAT will submit all entries for the competition to ITU 35 days prior to the CAMTRI Championship (the “Nomination Deadline”).
- b. Automatic Selection:
 - i. The highest ranked USA athletes in Selection Priority #1 will automatically qualify for the Team provided they are ranked 10th or better in the 2015 USAT Junior Elite National Rankings. 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 2016:
 1. Compete in a Junior Elite or Elite ITU draft-legal triathlon in 2016 prior to the CAMTRI Championships; or
 2. Meet swimming and running benchmarks prior to the deadline for submitting nominations to ITU for the CAMTRI 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 (6) positions will be awarded via Selection Priority #2.
 1. The first six (6) USA athletes at the CAMTRI 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:

2016 USAT Junior PATCO Championships Selection Criteria

<u>PRIORITY/EVENT</u>	<u>LOCATION</u>	<u>DATE</u>	<u>UP TO</u>	<u>Qualifying Criteria</u>
2015 USAT Junior Elite Rankings	www.usatriathlon.org	N/A	4 MEN 4 WOMEN	The highest ranking Junior USA athletes provided they are ranked 10 th place or better. Athletes qualify by order of rank and must demonstrate fitness in 2016; maximum of four (4)
2016 CAMTRI North American Junior Championship*	Sarasota, Florida	March 12, 2016	6 MEN 6WOMEN	First six (6) 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 USA athletes have not met the standards for automatic nomination, 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 ITU. Athletes must fully understand and agree to their individual strategic roles within the Team before being nominated by discretionary selection. USAT will submit all approved entries for the competition to ITU 35 days prior to the 2016 CAMTRI Championship. 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 2015 and 2016 Junior Elite and Elite ITU draft-legal events; and/or,
 2. USAT Junior Elite Ranking, CAMTRI or ITU 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 between September 1, 2015 and the Nomination Deadline.
 - a. For an athlete judged by swimming and running benchmarks, 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 the Nomination Deadline 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 USA Triathlon-approved physician (or medical staff). If an athlete refuses verification of his/her illness or injury by a USA Triathlon-approved 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 #1 up to the 10th ranked athlete, then 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 #1 or #2, and a replacement is allowed by ITU. In the event that no athlete meets all of these criteria, or 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 CAMTRI Championship.
 - viii. Agree to stay in lodging as a team for CAMTRI 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 CAMTRI Junior Championship Team will receive the following benefits:
- i. USA Triathlon will cover the CAMTRI 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.



2016 CAMTRI North American Junior Championships U.S. Athlete Nomination Criteria

1. Introduction

This protocol will be used to determine the order by which USA Triathlon (“USAT”) will nominate eligible U.S. athletes (“Eligible Athletes”) for starting positions allocated to USAT at the 2016 CAMTRI North American Junior Championships. The 2016 event is scheduled to take place in Sarasota, Florida, on March 12, 2016. USAT expects an allocation of twenty-five (25) entries per gender, with the possibility that additional spots may be made available based on the number of entries claimed by participating National Federations.

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

- 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. Nomination Timeline

Athletes identified by nomination priority 1 and 2 below have until **December 15, 2015**, to indicate their desire to participate by [completing this form](#). Failure to complete this form by this date may result in roll-down to the next Eligible Athlete on a first-come, first-served basis until all spots allocated for U.S. athletes are filled. All athletes must meet the age requirement of this event (age 16 to 19 as of December 31, 2016).

4. Nomination Priorities

- a. The top twenty (20) age-eligible athletes from the 2015 USAT Junior Elite National Rankings.
- b. The top five (5) age-eligible athletes from the 2015 USAT Youth Elite National Rankings.
- c. All remaining age-eligible athletes with a 2015 USAT Junior Elite National Ranking.
- d. All remaining age-eligible athletes with a 2015 USAT Youth Elite National Ranking.
- e. Any eligible athlete receiving the endorsement of the USAT High Performance General Manager.

In situations where a former Youth Elite (i.e. a 16 year old) and a Junior Elite athlete have the same 2015 ranking number, nomination priority will be at the discretion of the USAT Selection Committee, which consists of two (2) USAT High Performance staff members and one (1) Athlete Advisory Committee member.

5. Responsibility for Expenses

Athletes are responsible for all expenses associated with their participation in this event, including the cost of an ITU legal race uniform. USAT may, at its discretion, provide expense reimbursement based on performance per the USAT Junior Performance Plan. Athletes are required to adhere to all ITU uniform and equipment rules for this event.

6. Additional Requirements for Nomination

All athletes are required to comply with all applicable rules and requirements of ITU, WADA, USADA, and USAT, including, but not limited to signing USAT's Code of Conduct and any USAT or ITU Wavier or Release.

7. Links

Nomination Form: <http://goo.gl/forms/nBGSdYGKbg>

Rankings: www.usattalentid.org



2016 USA Triathlon Elite Athlete Development Support Criteria (Pre-National Team)

OVERVIEW

The goal of the Elite Athlete Development Support Criteria is to provide a support mechanism for developmental elite athletes currently racing as Junior Elites (18-19 years old), Collegiate Elites, Under 23s (18-23 years old), and other athletes meeting the eligibility criteria below, prior to qualifying for National Team Program status within the USAT High Performance pipeline and funded support structure. USA Triathlon aims to assist athletes in their advancement through each level of International Triathlon Union (ITU) events (Continental Cups, World Cups and World Triathlon Series) and entry to the National Team Program. This criteria also addresses support previously offered under the Elite Triathlon Academy model specifically for Collegiate Elite athletes 25 years old and younger.

ATHLETE ELIGIBILITY

In order to be eligible for Elite Athlete Development support, an athlete must meet the following requirements:

- 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.

AUTOMATIC STANDARD

Athletes achieve the automatic standard by earning **three (3)** Top 3 finishes in ITU Continental Cups in a twelve (12) month period. Two of the three finishes must be from an event in the Continental United States, Canada, Europe, Australia or New Zealand, and one of the three must be at the Olympic distance.

DISCRETIONARY STANDARD

Athletes may earn consideration for Elite Athlete Development support by meeting **one (1)** of the following discretionary standards in a twelve (12) month period.

- Top 10 finish at a World Cup event
- Top 3 finish at a Continental Cup event
- Top 10 finish at the ITU U23 World Championships
- Top 5 at FISU World University Championships
- Top 5 finish at the ITU Junior World Triathlon Championships
- Top 3 finish at the CAMTRI Junior Championships
- Top 3 finish at the USAT Junior Elite National Championships

DEVELOPMENT PLAN

Athletes who qualify for Elite Athlete Development support are required to submit a Development Plan to USAT High Performance for the proposed period of funding. Plans will be reviewed by the department staff and discussed with the Athlete and his/her coach(es) prior to

acceptance of all or part of the proposed plan. The Development Plan must include the following:

- **Statement of Eligibility** (e.g. how did the athlete qualify);
- **Summary of Results** for previous 12 months with notation of significant injuries or medical conditions that impacted performance;
- **Description of Training Environment** including location(s), access to facilities, training partners, and coaching support (e.g. DTE, HPT, college program);
- **Proposed Competition/Training Camp Plan** for the funding period (e.g. European training base with associated race schedule); and,
- **Goals and Anticipated Outcomes** (e.g. specific performance improvement sought and analysis of “potential” results based on current fitness testing and research of quality of field at proposed events).
- If this is a Collegiate Elite proposal, include a summary of the student-athlete’s course load, NCAA commitments, critical down-times (mid-terms, finals, practicums) and high-level review of out of pocket expenses (tuition, fees, room and board, books per semester).

Plans that pass an initial threshold for approval at USAT’s discretion, or which meet the Automatic Standard, will lead to an athlete interview conducted by a member of the High Performance staff. The purpose of this interview will be to refine the Development Plan and ensure that the athlete’s goals and anticipated outcomes align with USAT’s funding objectives for the year. [Note: During the course of an Olympic Quad, funding priorities shift.] The athlete’s coach is invited to participate. If the athlete is a minor, his or her parents are invited to participate as well.

FUNDING AND EQUIPMENT

Athletes who achieve the **Automatic Standard** qualify for the following funding and benefits:

Living Stipend	Travel Reimbursement	Coaching Stipend
\$1500/qtr*	TBD based on approved Development Plan	\$900/qtr*

* This stipend is the guaranteed support for an athlete meeting the automatic standard. The final amount in individual contracts will be determined after review and approval of the Development Plan.

Based on the proposed Development Plan and athlete interview, USAT may offer a funding contract for a specified period of time to athletes meeting the **Discretionary Standard**. Mutually agreeable review points and benchmarks will be included in the contract. A renewal option may be included as well. Any travel funding will be made on a reimbursement basis, unless prearranged with USAT High Performance staff on a mutually agreeable timeframe (note: requests for USAT staff to assist with travel booking should be made at least 30 days prior to the departure date and will be time permitting). In the event that the amounts outlined in the *USAT Incentive Plan* represent more than what is provided for in the contract, additional reimbursements may be available at the values listed in the *USAT Incentive Plan*. All reimbursements are for actual and necessary expenses only.

Equipment loaned to the athlete, with the exception of clothing items, remains the property of USA Triathlon and must be returned in the same condition, reasonable wear and tear excepted, at the conclusion of the contract period.

Collegiate Elite athletes, under the age of 25, pursuing their initial undergraduate degree and committed to the draft-legal format, in a full-time Daily Training Environment (DTE) recognized by USAT High Performance as an Elite Squad with Olympic Training Center (OTC) privileges, may request college-specific support in their Development Plan based on the following performance tiers:

Tier	Objective Performance Level Marker(s)	Available Support
1	<ul style="list-style-type: none"> • Top 15 USAT Junior National Championships • Top 15 USAT Junior Elite Rankings (end of year) • Top 3 USAT Junior Cup • Elite Athlete Development Support discretionary standard met, but no contract awarded • Discretion of HPGM 	<ul style="list-style-type: none"> • USOC OTC facility access • In-state tuition waiver (El Paso County, CO public institutions)
2	<ul style="list-style-type: none"> • Top 10 Junior World Championships • Top 10 U23 World Championships • Elite Athlete Development Support contract awarded 	<ul style="list-style-type: none"> • All Tier 1 support • USOC OTC meal card • OTC Recovery Center access • \$200/mo coaching stipend
3	<ul style="list-style-type: none"> • Top 5 Junior World Championships • Top 5 U23 World Championships • National Team Bronze contract awarded 	<ul style="list-style-type: none"> • All Tier 1 & 2 support • USOC Performance Services (as prioritized by USOC Sport Performance) • \$400/mo coaching stipend • \$100/mo housing stipend • \$1,750/year tuition scholarship
4	<ul style="list-style-type: none"> • Win Junior World Championships • Top 3 U23 World Championships 	<ul style="list-style-type: none"> • All Tier 1, 2, & 3 support • \$500/mo coaching stipend • \$250/mo housing stipend • \$3,500/year tuition scholarship
5	<ul style="list-style-type: none"> • Win U23 World Championships • National Team Silver or Gold contract awarded 	<ul style="list-style-type: none"> • All Tier 1, 2 & 3 support • \$600/mo coaching stipend • \$450/mo housing stipend, or eligible for USOC OTC on-campus resident status • \$7,000/semester tuition scholarship



2016 USA Triathlon Elite Athlete Development Support Criteria (Pre-National Team)

OVERVIEW

The goal of the Elite Athlete Development Support Criteria is to provide a support mechanism for developmental elite athletes currently racing as Junior Elites (18-19 years old), Collegiate Elites, Under 23s (18-23 years old), and other athletes meeting the eligibility criteria below, prior to qualifying for National Team Program status within the USAT High Performance pipeline and funded support structure. USA Triathlon aims to assist athletes in their advancement through each level of International Triathlon Union (ITU) events (Continental Cups, World Cups and World Triathlon Series) and entry to the National Team Program. This criteria also addresses support previously offered under the Elite Triathlon Academy model specifically for Collegiate Elite athletes 25 years old and younger.

ATHLETE ELIGIBILITY

In order to be eligible for Elite Athlete Development support, an athlete must meet the following requirements:

- 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.

AUTOMATIC STANDARD

Athletes achieve the automatic standard by earning **three (3)** Top 3 finishes in ITU Continental Cups in a twelve (12) month period. Two of the three finishes must be from an event in the Continental United States, Canada, Europe, Australia or New Zealand, and one of the three must be at the Olympic distance.

DISCRETIONARY STANDARD

Athletes may earn consideration for Elite Athlete Development support by meeting **one (1)** of the following discretionary standards in a twelve (12) month period.

- Top 10 finish at a World Cup event
- Top 3 finish at a Continental Cup event
- Top 10 finish at the ITU U23 World Championships
- Top 5 at FISU World University Championships
- Top 5 finish at the ITU Junior World Triathlon Championships
- Top 3 finish at the CAMTRI Junior Championships
- Top 3 finish at the USAT Junior Elite National Championships

DEVELOPMENT PLAN

Athletes who qualify for Elite Athlete Development support are required to submit a Development Plan to USAT High Performance for the proposed period of funding. Plans will be reviewed by the department staff and discussed with the Athlete and his/her coach(es) prior to

acceptance of all or part of the proposed plan. The Development Plan must include the following:

- **Statement of Eligibility** (e.g. how did the athlete qualify);
- **Summary of Results** for previous 12 months with notation of significant injuries or medical conditions that impacted performance;
- **Description of Training Environment** including location(s), access to facilities, training partners, and coaching support (e.g. DTE, HPT, college program);
- **Proposed Competition/Training Camp Plan** for the funding period (e.g. European training base with associated race schedule); and,
- **Goals and Anticipated Outcomes** (e.g. specific performance improvement sought and analysis of “potential” results based on current fitness testing and research of quality of field at proposed events).
- If this is a Collegiate Elite proposal, include a summary of the student-athlete’s course load, NCAA commitments, critical down-times (mid-terms, finals, practicums) and high-level review of out of pocket expenses (tuition, fees, room and board, books per semester).

Plans that pass an initial threshold for approval at USAT’s discretion, or which meet the Automatic Standard, will lead to an athlete interview conducted by a member of the High Performance staff. The purpose of this interview will be to refine the Development Plan and ensure that the athlete’s goals and anticipated outcomes align with USAT’s funding objectives for the year. [Note: During the course of an Olympic Quad, funding priorities shift.] The athlete’s coach is invited to participate. If the athlete is a minor, his or her parents are invited to participate as well.

FUNDING AND EQUIPMENT

Athletes who achieve the **Automatic Standard** qualify for the following funding and benefits:

Living Stipend	Travel Reimbursement	Coaching Stipend
\$1500/qtr*	TBD based on approved Development Plan	\$900/qtr*

* This stipend is the guaranteed support for an athlete meeting the automatic standard. The final amount in individual contracts will be determined after review and approval of the Development Plan.

Based on the proposed Development Plan and athlete interview, USAT may offer a funding contract for a specified period of time to athletes meeting the **Discretionary Standard**. Mutually agreeable review points and benchmarks will be included in the contract. A renewal option may be included as well. Any travel funding will be made on a reimbursement basis, unless prearranged with USAT High Performance staff on a mutually agreeable timeframe (note: requests for USAT staff to assist with travel booking should be made at least 30 days prior to the departure date and will be time permitting). In the event that the amounts outlined in the *USAT Incentive Plan* represent more than what is provided for in the contract, additional reimbursements may be available at the values listed in the *USAT Incentive Plan*. All reimbursements are for actual and necessary expenses only.

Equipment loaned to the athlete, with the exception of clothing items, remains the property of USA Triathlon and must be returned in the same condition, reasonable wear and tear excepted, at the conclusion of the contract period.

Collegiate Elite athletes, under the age of 25, pursuing their initial undergraduate degree and committed to the draft-legal format, in a full-time Daily Training Environment (DTE) recognized by USAT High Performance as an Elite Squad with Olympic Training Center (OTC) privileges, may request college-specific support in their Development Plan based on the following performance tiers:

Tier	Objective Performance Level Marker(s)	Available Support
1	<ul style="list-style-type: none"> • Top 15 USAT Junior National Championships • Top 15 USAT Junior Elite Rankings (end of year) • Top 3 USAT Junior Cup • Elite Athlete Development Support discretionary standard met, but no contract awarded • Discretion of HPGM 	<ul style="list-style-type: none"> • USOC OTC facility access • In-state tuition waiver (El Paso County, CO public institutions)
2	<ul style="list-style-type: none"> • Top 10 Junior World Championships • Top 10 U23 World Championships • Elite Athlete Development Support contract awarded 	<ul style="list-style-type: none"> • All Tier 1 support • USOC OTC meal card • OTC Recovery Center access • \$200/mo coaching stipend
3	<ul style="list-style-type: none"> • Top 5 Junior World Championships • Top 5 U23 World Championships • National Team Bronze contract awarded 	<ul style="list-style-type: none"> • All Tier 1 & 2 support • USOC Performance Services (as prioritized by USOC Sport Performance) • \$400/mo coaching stipend • \$100/mo housing stipend • \$1,750/year tuition scholarship
4	<ul style="list-style-type: none"> • Win Junior World Championships • Top 3 U23 World Championships 	<ul style="list-style-type: none"> • All Tier 1, 2, & 3 support • \$500/mo coaching stipend • \$250/mo housing stipend • \$3,500/year tuition scholarship
5	<ul style="list-style-type: none"> • Win U23 World Championships • National Team Silver or Gold contract awarded 	<ul style="list-style-type: none"> • All Tier 1, 2 & 3 support • \$600/mo coaching stipend • \$450/mo housing stipend, or eligible for USOC OTC on-campus resident status • \$7,000/semester tuition scholarship



2016 Elite License Qualification Criteria

Updated December 2015

PLEASE READ THE FOLLOWING INFORMATION CAREFULLY:

- All athletes **MUST** present proof of elite status at all USA Triathlon (USAT) sanctioned events; therefore, athletes must carry their license to all events. If an athlete loses their elite license, they may print a temporary card at the [USAT website](#).
- Athletes have 1 year from the date of meeting any of the described elite qualification criteria below to apply for an elite license.
- Upon meeting the elite qualification criteria **and** applying for an elite license, an athlete will retain their eligibility for three years. Regardless of remaining eligibility, athletes must renew and pay their membership fee annually to be considered an active elite athlete.
- In addition to renewing an elite license yearly, all elite athletes must extend their eligibility to compete as an elite athlete. Elite athletes must submit ONE race result in which the athlete finished within 8% of the winner's time at an event sanctioned by USAT, the International Triathlon Union (ITU), the World Triathlon Corporation (WTS) or Challenge Family that offered a prize purse of \$5,000 or greater. By submitting this result, the athlete then extends their eligibility expiration date for three years from December 31st of the year in which they submitted the result. *Example: Athlete X is approved for a first time elite license in March 2012 therefore they have an eligibility expiration date of December 31, 2015. That athlete then has all of 2013, 2014 and 2015 to submit ONE race result where he/she finished within 8% of the winner's time at an event offering \$5,000 or more. If the race result is from 2013, their eligibility is extended until December 31, 2016. If the race result is from 2014, their eligibility is extended until December 31, 2017.*
- Unlike the amateur license, an elite license is based on a calendar year. It expires on December 31st, regardless of when the license is purchased. No exceptions are made.
- Once an elite license expires, an athlete can choose to go back to amateur racing, but only when the current membership license expires.
- Depending on qualification criteria met, athletes must submit proper documentation (e.g., race results, copy of elite UCI license, copy of National Federation elite license) to the National Office along with the elite license application. A printout of the actual race results must be provided with the application. A race resume, emails with race website links, or race results that have been cut and pasted are not acceptable. Athletes need only print out the first few pages of the results but, make should note the number of total finishers, the website address, and date of event at the top of the first page.

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

- Application and race results must be received at least fourteen (14) days before the **FIRST** event at which the athlete wishes to compete as an elite. Once an athlete has submitted paperwork, it is the athlete's responsibility to contact USAT for proof of their elite status. Athletes may not show up at elite events without proof of status.

- Athletes registered as elites/pros CAN compete in events with less than \$5,000 prize purses but:
 - They are competing in events according to the age group rules of USAT, not pro/elite rules;
 - They cannot accept age group awards or be included in those results; they can be listed in the overall finish position and receive any prizes offered for overall placing.

USAT RECOGNIZES SIX CLASSIFICATIONS WITHIN ITS ELITE LICENSE STRUCTURE:

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

1. ELITE TRIATHLETE LICENSE:

This license is for athletes wishing to race as an elite in any USAT sanctioned event, at any distance (from sprint to ultra) and format (triathlons, duathlons, off road events, winter events, etc.). Athletes have the option to obtain either the elite triathlete license or the collegiate license designation (see below). Both licenses cost \$50 and expires December 31st of the year in which it was issued.

COLLEGIATE ELITE LICENSE DESIGNATION

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

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

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

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

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

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

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

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

2016 Elite Qualifying Races:

All triathlons sanctioned by an ITU recognized National Federation or the ITU with 200 or more participating athletes and a corresponding elite race in the same distance with \$20,000 or more in elite prize money shall be Elite Qualifying Races. Please confirm prize purse amounts directly with race organizers.

CRITERIA G: Achieve a gender-graded Race Score of **103.57** or higher at two events with 500 or more total (male and female) participants. *(Race Score threshold is determined annually and represents the most recent value required to be within the top .5% of all gender-graded Race Scores achieved, For additional information on USAT Rankings, including the definition of Race Score, please consult the USAT Rankings Criteria page: <http://www.usatriathlon.org/rankings/rankings-criteria.aspx#Definitions>)*

2. DRAFT LEGAL PATHWAY:

Athletes who qualify via these criteria can choose either the standard Elite Triathlete License (described above) or the standard Elite Triathlete license with Collegiate designation. This license costs \$50 and expires December 31st of the year in which it was issued.

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

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

CRITERIA B: Finish Top 5 at ITU CAMTRI Junior Championships.

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

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

CRITERIA E: Meet the qualification standards at an Elite Development Race, Women's Collegiate (emerging NCAA; individual draft-legal) or Club Collegiate Nationals draft-legal individual race as outlined below:

The first three (3) amateur U.S. finishers in the race will become eligible for a USAT Elite Triathlete License. These athletes must finish within five percent (5%) of the amateur winner's overall time.

3. ELITE DUATHLETE LICENSE:

This license is for athletes wishing to race as an elite in any USAT sanctioned duathlon. Athletes approved for this license remain amateur in triathlon events. This license costs \$50

and expires December 31st of the year in which it was issued.

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

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

CRITERIA B: Achieve a gender-graded Race Score of **100.56** or higher at two events with 100 or more total (male and female) participants. *(Race Score threshold is determined annually and represents the most recent value required to be within the top .5% of all gender-graded Race Scores achieved, For additional information on USAT Rankings, including the definition of Race Score, please consult the USAT Rankings Criteria page: <http://www.usatriathlon.org/rankings/rankings-criteria.aspx#Definitions>*

4. ELITE OFF ROAD LICENSE:

This license is for any athlete wishing to race as an elite in any USAT sanctioned off- road event (e.g., Xterra). Athletes approved for this license remain amateur in all on road events. This license costs \$50 and expires December 31st of the year in which it was issued.

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

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

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

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

CRITERIA D: Finish top-5 overall and within 8% of the winning amateur time at the Xterra National Championships in Ogden, UT. Athletes must compete and qualify in the "full or long distance" division (1500 swim, 28k mountain bike, 10k trail run).

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

2016 Off Road Elite Qualifying Races:

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

CRITERIA F: Any athlete who holds elite status in NORBA, UCI, USAC, AND/OR USAT&F

CRITERIA G: Achieve a gender-graded Race Score of **106.58** or higher at two events with 100 or more total (male and female) participants. *(Race Score threshold is determined annually and represents the most recent value required to be within the top .5% of all gender-graded Race Scores achieved, For additional information on USAT Rankings, including the definition of Race Score, please consult the USAT Rankings Criteria page: <http://www.usatriathlon.org/rankings/rankings-criteria.aspx#Definitions>*

5. ELITE FOREIGN LICENSE:

This license is for foreign athletes who compete in multiple USAT sanctioned events and want to avoid paying the \$10 one day license fee multiple times. This license costs \$50 and expires December 31st of the year in which it was issued.

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

6. SPECIAL CONSIDERATION:

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

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



2016 FISU WORLD UNIVERSITY CHAMPIONSHIPS TEAM SELECTION CRITERIA

1. Introduction

This 2016 FISU World University Championships Team Selection Criteria (the “Criteria”) will be used to determine the athletes that will represent the United States at the 2016 International University Sports Federation (FISU) World University Championships (the “Team”) in Nyon, Switzerland, on or about August 6-7, 2016 (the “World Championship”). These selection criteria are designed to provide emerging college elite athletes who meet FISU age and academic eligibility requirements the opportunity to continue their development at the highest levels of international triathlon competition.

Under FISU World University Championships (the “Championships”) eligibility guidelines (<http://www.fisu.net/en/FISU-Triathlon-3582.html>) the United States may send a maximum of six (6) men and six (6) women to compete in the Championship. USAT will fund travel for four (4) men and four (4) women to this event. Self-nominated participants above this quota would be subject to all travel and participation costs. While holding a USAT Elite License is not a requirement for selection, athletes are advised that elite international draft-legal racing experience is highly determinative of success at the World 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 FISU (www.fisu.net), 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:** 2016 ITU Sarasota American Cup, Sarasota, Florida, March 12, 2016.
- b. **Selection Event #2:** 2016 USAT Collegiate National Championships Draft-Legal Sprint, Clemson, South Carolina, April 24, 2016.
- c. **Points Ranking:** All 2016 World Triathlon Series (WTS), World Cup (WC), or Continental Cup (CC) events prior to June 6, 2016.

4. Selection Procedure

- a. The maximum team size for the Team is six (6) athletes per gender, however, USAT intends to fund a team of four (4) men and (4) women. Should athletes self-nominate to participate in the 5th and 6th team spot, USAT will prioritize their entries based on the ITU Points List Rank as of June 6, 2016. Self-nominations must be submitted to USAT by emailing ituentries@usatriathlon.org no later than June 5, 2016.
- d. Automatic Selection:
 - i. The highest placing FISU-eligible USA athlete at **Selection Events #1 and #2**, not already qualified, will automatically qualify for the Team provided he/she finishes among the top twenty-five percent (25%) of all starters and within five percent (5%) of the winner’s time.
 - ii. After the Automatic Selection Events, additional funded quota spots (up to four (4) maximum) will remain available. FISU-eligible USA athletes who place Top 30 at a World Triathlon Series event, Top 10 at a World Cup event, or Top 5 at a Continental Cup event, each within 5% of the

winner’s time, between January 1, 2016, and June 6, 2016, will qualify for the Team in the following priority order:

1. the sum total of ITU Points earned between January 1 and June 5, 2016, will be used to rank athletes for selection to fill available funded quota slots (up to four (4) maximum). In the event of a tie, the ITU Points List Rank as of June 6, 2016, will be determinative;
2. if no athletes earn automatic selection per 4(c)(ii), then remaining slots will be awarded by Discretionary Selection.

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

Selection Event Table:

2016 FISU World University Championships Team Selection Criteria Summary

<u>EVENT</u>	<u>LOCATION</u>	<u>DATE</u>	<u>UP TO</u>	<u>Qualifying Criteria</u>
2016 Sarasota CAMTRI American Cup*	Sarasota, Florida	March 12, 2016	1 MAN 1 WOMAN	<u>One qualifier per gender:</u> Requires a top 25% finish among all starters within 5% of the winner’s time
2016 USAT Collegiate National Championships Draft-Legal*	Clemson, South Carolina	April 24, 2016	1 MAN 1 WOMAN	<u>One qualifier per gender:</u> Requires a top 25% finish among all starters within 5% of the winner’s time
2016 WTS, WC, CC Event	Multiple	Multiple	1-4 per gender	Prioritized by ITU Points earned between January 1 and June 5, 2016

*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 has not met the standards for automatic selection, 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 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 FISU. 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 FISU by its registration deadline. Athletes will be notified of their selection on or before that date.
- c. Discretionary criteria:
 - iii. 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 Points List ranking; 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 2016.
 - 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:

FISU 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 Department 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:
- i. Voluntary withdrawal. Athlete must submit a written letter to the USA Triathlon High Performance General Manager.
 - ii. 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.
 - 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 according to the discretionary criteria above, provided that the replacement athlete meets all applicable eligibility criteria, and a replacement is allowed by FISU. In the event that no athlete meets all of the eligibility and discretion selection criteria, or FISU does not allow replacement, the vacancy shall not be filled. At the discretion of the Selection Committee, a vacant funded quota spot may be filled by an athlete who self-nominated and was selected to fill the 5th or 6th position on the team, whereby the 5th or 6th position would then be filled based on the ITU Points Ranking available at the time of the replacement.

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

- iv. Agree to participate in all FISU pre- and post-race events, including opening and closing ceremonies.

9. Team Athlete Benefits (Funded Athletes only)

- a. USAT will pay all of Athlete's reasonable travel expenses to the Championships.
- b. USAT will provide an approved team uniform.
- c. USAT will pay the FISU entry fee.
- d. Self-nominated athletes are responsible for all participation costs.

10. International Disclaimer

- a. These Selection Criteria are based on the latest information available to USAT, and on ITU, FISU and USAT rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in ITU, FISU 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.



2016 ITU OPEN PARATRIATHLON WORLD CHAMPIONSHIP SELECTION CRITERIA

Introduction

This 2016 ITU Open Paratriathlon World Championship selection criteria (the 'criteria') will be used to determine the prioritization of athletes selected to represent the United States in the International Triathlon Union (ITU) Open Paratriathlon World Championship (the 'Team') in Rotterdam, Netherlands on July 23-24, 2016 (the 'World Championship').

The number of athletes eligible to compete for the USA at the World Championship is dependent upon ITU entry criteria which is currently set at 6 per sport class per gender. For more information on the ITU selection criteria, visit www.triathlon.org.

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

- 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.
- Athlete must be an annual member in good standing of USA Triathlon and hold a current paratriathlete membership license that does not expire until after the date of the World Championship.
- Paratriathlon Classification: Each athlete wanting to compete in the World Championship must have a provisional sport class status before the start list is posted. To find the ITU masterlist, visit www.triathlon.org.

Athlete Nomination Process

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

1. Athletes must request entry to the event by written notice to USA Triathlon via paraentries@usatriathlon.org no later than May 15th. No other form of request will be accepted (including email with staff, in person communication, or phone calls).
2. Along with this written request, a current race resume' needs to be on file with USA Triathlon. This performance resume is meant to include relevant performance results from the prior 12 months [i.e. list all the triathlons you have completed in past 12 months, and along with each race you need to list the total finish time, the exact race distances, and the individual component times (swim, T1, bike, T2, run)]
3. Deadlines. All written requests need to be received by paraentries@usatriathlon.org no later than May 15, 2016 at 5pm ET.
4. Monday prior to the deadline, an email reminder about event entries will be sent to athletes who are on the paratriathlon listserv.
5. Selection to the WCH event will be made by the ITU in accordance with the ITU Paratriathlon Event Qualification Criteria and start lists are expected to be posted 60 days prior to the event.

Selection Procedure

- The maximum size for the Team is 6 per sport class. There is a possibility that the ITU will allow a national federation (NF) to go over these maximum quota limits. USA Triathlon will endorse and enter as many athletes as the ITU permits, providing they meet the qualification criteria set forth in this document.
- All selection to the team will be using discretionary selection. The priority of discretion will be exercised in the following order:
 1. Current ITU World Ranking as of May 15, 2016
 2. Priority order as identified by the High Performance Department and approved by the Elite Paratriathlon Selection Committee (EPSC) in accordance with the Principles of Athlete Selection.

Removal from the Team

An athlete who is to be nominated to the Team by USA Triathlon may be removed as a nominee for any of the following reasons, as determined by USA Triathlon:

3. Voluntary withdrawal. Athlete must submit a written letter to the USA Triathlon High Performance Department.
4. 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.
5. 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.

Replacements to the Team

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

Additional Requirements for Selection

All athletes selected to the Team will be required to comply with all applicable rules and requirements of ITU, WADA, USADA, and USA Triathlon, including, but not limited to, the following:

- i. Sign and abide by the USA Triathlon's Code of Conduct, any USA Triathlon or ITU Waiver or Release, and conform to all USA Triathlon policies and protocol regarding Team preparation and participation.

International Disclaimer

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



2016 ITU WORLD CHAMPIONSHIP - JUNIOR TEAM SELECTION CRITERIA

1. Introduction

This 2016 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 2016 ITU Junior Triathlon World Championships (the “Team”) in Cozumel, Mexico, on or about September 16, 2016 (the “World Championship”). The selection criteria are designed to provide emerging athletes aged 16 to 19 (as of December 31, 2016) the opportunity to continue their athletic development at the highest levels of international triathlon competition.

Under ITU World Championship eligibility guidelines (*see* 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 2016 World Championship. However, start positions are not guaranteed. Start positions are awarded to USAT by ITU based on: 1) a quota system; and 2) USA athlete results at the 2016 ITU American Confederation (CAMTRI) Junior Continental Championships (West Des Moines, Iowa, July 9, 2016).

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.
- c. Age 16 to 19 as of December 31, 2016.

3. Selection Events

- a. **Selection Event #1:** 2015 ITU Junior Championships, Chicago, Illinois, September 18, 2015
- b. **Selection Event #2:** 2016 CAMTRI Junior Continental Championships, West Des Moines, Iowa, July 9, 2016
- c. **Selection Event #3:** 2017 USAT Junior Elite National Championships, West Chester, Ohio, July 30, 2016
- d. An Event is defined by the athletes’ age and gender categorization (e.g. Junior Elite Men ages 16-19)

4. Selection Procedure

- a. The maximum team size for the Team is three (3) athletes per gender. If ITU rules allow for additional athletes to participate, then USAT High Performance may request invitations from ITU. Additional nominations over the three-athletes-per-gender maximum will be made by discretionary selection. USAT will submit all entries to ITU 35 days prior to the World Championship (“Nomination Deadline”).
- b. 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 2016:
 1. Complete a USAT, CAMTRI or ITU draft-legal Junior Elite or Elite-level event in 2016; **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 (2) positions will be awarded at **Selection Event #2**. The first two (2) USA athletes at Selection Event #2 will automatically qualify for the Team. Each athlete must finish in 3rd place or better among all participants (including non-USA athletes and already qualified athletes) and within 5% of the winner’s time. Any positions not earned at Selection Event #2 will be allocated to Selection Event #3 and earned per the criteria in 4(b)(iii).
 - iii. If spots remain available for nomination, then at **Selection Event #3**, the first USA athlete who did not already qualify for the Team at Selection Events #1 or #2 will automatically qualify provided he/she finishes in 3rd place or better among all participants (including non-USA athletes) and within 5% of the winner’s time. If a second and/or third position is available at Selection Event #3 due to roll downs from earlier selection events, then the number of positions awarded will be increased accordingly, however, the athlete must finish in 3rd place or better among all participants (including non-USA athletes and already qualified athletes) and within 5% of the winner’s time to earn automatic selection.
- b. **Discretionary Selection:** any remaining slots on the Team following the Automatic Selection process will be filled by discretionary selection.

Selection Event Table:

2016 USAT Junior World Championships Selection Criteria Summary

EVENT	LOCATION	DATE	UP TO	Qualifying Criteria
2015 ITU Junior Championship*	Chicago, Illinois	September 18, 2015	1 MAN 1 WOMAN	<u>One qualifier per gender:</u> Requires a top 3 overall finish among all participants within 5% of the winner’s time
2016 CAMTRI Junior Continental Championship*	West Des Moines, Iowa	July 9, 2016	2 MEN 2 WOMEN	<u>Two qualifiers per gender:</u> Requires a top 3 overall finish among all participants within 5% of winner’s time
2016 USAT Junior Elite National Championships*	West Chester, Ohio	July 30, 2016	1 MAN 1 WOMAN	Requires a top 3 overall finish among all participants and within 5% of winner’s time; contingent on availability of spots

*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 full quota has not been filled by automatic selection, 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 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 by the Nomination Deadline. Athletes will be notified of their selection on or before that date.
- c. Discretionary criteria:
 - iv. 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, or ITU or CAMTRI 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 2016.
 - 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 (2) members of the High Performance Department 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:
 - i. Voluntary withdrawal. Athlete must submit a written letter to the USA Triathlon High Performance General Manager.
 - ii. 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.
 - 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 according to the discretionary criteria, provided that the replacement athlete meets all applicable eligibility criteria, and a replacement is allowed by ITU. In the event that no athlete meets all of the eligibility and discretion selection criteria, or ITU does not allow replacement, the vacancy shall not be filled.

8. Additional Requirements for Selection

- a. All athletes selected to the Team will be required to comply with all applicable rules and requirements of ITU, WADA, USADA, and USAT, including, but not limited to, the following:
 - i. Sign and abide by the USAT’s Code of Conduct, any USAT or ITU Wavier or Release, and conform to all USAT policies and protocol regarding Team preparation and participation.

- ii. Agree not to race any event **longer** than the Olympic triathlon distance (1.5km/40km/10km) up to six (6) weeks prior to the date of the World Championship.
- iii. 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-Worlds 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.



NATIONAL TEAM ATHLETE AGREEMENT

THIS ATHLETE AGREEMENT, effective as of XXXXXXXX (the "Effective Date"), is by and between USA Triathlon ("USAT"), a Colorado nonprofit corporation having its principal office at 5825 Delmonico Drive, Suite 200, Colorado Springs, CO 80919 and the athlete signing below ("Athlete"), whose address is also set forth below. Athlete and USAT may be collectively referred to herein as the "Parties" and each individually as a "Party."

RECITALS

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

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

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

AGREEMENT

Term. The Term of this National Team Agreement (this "Agreement") is defined as the period between the date indicated above through and including XXXXXXXX unless sooner terminated in accordance with the terms and conditions herein.

- 1) Grant of Rights and Benefits to USAT: During the Term, Athlete hereby grants USAT the following rights and benefits:
 - a) Athlete Seasonal Plan and Progress Reports. Athlete shall submit to USAT a preliminary Annual Training Plan ("ATP"). Athlete shall work with his/her personal coach in putting together the ATP and providing updates to USAT as changes occur. Any non-sprint race (e.g., Olympic, Half-Iron, Full-Iron, etc) or endurance event exceeding one hour (e.g, marathon) must be pre-approved in writing by USAT. Athlete will provide monthly progress reports to USAT by the fifth day of each month, in the form of an update via email to the Paratriathlon Program Manager. USAT reserves the right to require Athlete to revise an ATP that USAT deems to be incomplete or insufficient. Athletes will be subject to removal from the National Team if the approved plan is not adhered to.
 - b) Competition. Athlete agrees to submit a competition plan of selected races to USAT within 10 days of the execution of this Agreement or the release of the ITU calendar. Changes to this plan must be communicated to the National Team Program Manager as soon as they are known. Priority of selection to ITU races will be based upon the qualifying standards detailed by USAT and the ITU. Athlete agrees to comply with all selection criteria, including selection by USAT's Elite Paratriathlete Selection Committee. Athlete acknowledges the penalties according to the USAT Event Selection Criteria and ITU Qualification Criteria for withdrawal from an event AFTER the deadline for that event.
 - c) Benchmark Test Results. Once annually, Athlete agrees to submit to the USA Triathlon High Performance Department their requested benchmark results. Details of these tests will be communicated by December 1st. Athlete will have until the following May 1st to complete and send results to the High Performance Department.
 - d) ITU Commitment. To receive any or all benefits available through this Agreement, Athlete must be a current USAT Paratriathlete license holder, be currently internationally classified by ITU with a 'C' or 'R' and be currently training and competing in sprint distance triathlons with an objective to qualify for the Paralympic Games. Commitment to the ITU format and Paralympic Games will be evaluated by USAT upon receipt of Athlete's ATP. Any non-sprint triathlon race or endurance event exceeding one hour must be pre-approved in writing by USAT.

- e) Team Apparel. Athlete agrees to wear the designated and ITU-approved official United States Team Uniform ("Team Uniform") at all ITU Elite Paratriathlon events in which the event rules require the athlete to do so or that is designated as a USAT Team event ("Events"). Any Team events will be determined and communicated to Athlete in advance. For ITU events all Athletes **must** wear the "USA" country designation. Athlete has no obligation to wear the Team Uniform when the ITU, International Paralympic Committee ("IPC"), United States Olympic Committee ("USOC"), or event rules do not require Athlete to do so.

It shall be the sole responsibility of USAT to provide Athlete with a properly fitted Team Uniform for the Events at no cost to Athlete. The manufacturer's logo on a complimentary Team Uniform may not be removed unless it is placed in another sponsor space. Athlete may wear a suit of their own choosing so long as it matches the Team Uniform design and is approved by USAT and the ITU in advance. Athlete may use personal sponsor logos for racing uniform in accordance with ITU Elite Uniform Rules.

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

Athlete shall wear the USAT issued team polo to all ITU Elite Paratriathlon event race briefings. Athlete shall wear the USAT issued team podium gear during all ITU Elite Paratriathlon event awards ceremonies. The podium gear will be designated by USAT and provided to Athlete at no cost at the beginning of the term of this Agreement. Athlete may be permitted to use supplemental sponsor logos on the podium apparel with approval from the USAT High Performance Department.

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

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

a) Compensation.

- i) USAT Stipend. Provided that Athlete complies with all the terms and conditions set forth in this Agreement, Athlete will receive National Team **XXXXXX** funding as outlined below:
XXXXXXXXXX
- ii) USAT Stipend Payment Eligibility. Athlete stipends are paid directly to the athlete. National Team athletes are responsible for understanding and maintaining their own eligibility status with other organizations where applicable (i.e. NCAA, NFHS, etc), and may choose to decline direct athlete support payments in order to retain high school or collegiate eligibility.
- iii) Travel Reimbursement. USAT will reimburse Athlete all reasonable travel expenses for designated ITU races. Funding decisions will be made no later than 48 hours after initial production of an event start list for athletes who have nominated by the deadline. Reasonable travel expenses include airfare, lodging, baggage fees for bike transport, and meals. All travel reimbursement receipts must be submitted to the Paratriathlon Program Manager within 30 days of completion of travel in order to receive payment.
- iv) Team Training Camps. USAT will provide Athlete with opportunities to participate in triathlon training camps conducted by USAT. All necessary and approved travel expenses for required camps will be the responsibility of USAT.
- v) Taxes. Athlete shall be solely responsible for any and all taxes and withholdings that may be due on compensation paid under this Agreement. USAT shall have no responsibility for any taxes or withholdings on amounts paid to Athlete.
- vi) Payments. All payments made to Athlete pursuant to the terms of this Agreement shall be made in United States Dollars (USD) via physical check and sent to Athlete at the following address:

Athlete Mailing Address:

XXXXXXXX

b) USOC Olympic Training Centers.

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

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

3) Code of Conduct. Throughout the Term of this Agreement, Athlete agrees to abide by the USAT Code of Conduct ("Code of Conduct"), as set forth in Exhibit II of this Agreement. Furthermore, Athlete also agrees to follow the USAT Grievance Procedures for breaches of the Code of Conduct or of this Agreement as such procedures are set forth in Exhibit III of this Agreement.

4) Anti-Doping. Athlete agrees to abide by all policies, procedures and protocols pertaining to anti-doping and the use of banned substances or methods imposed by United States Anti-Doping Agency ("USADA"), World Anti-Doping Agency ("WADA"), ITU, the USOC, and IPC.

- 5) Injury and Illness Reports. Athlete will disclose to the Paratriathlon Program Manager, as soon as is reasonably practicable, any significant injury or illness which affects training and racing and the medical practitioner consulted with for the treatment of this injury or illness. The Paratriathlon Program Manager will provide the information to the Chair of the USAT Medical Committee. Athlete further authorizes, by signing this document, the release of any and all medical records from such medical practitioner to the Chair of the USAT Medical Committee with respect to any injury or illness disclosed. The Chair of the USAT Medical Committee shall keep all information and records regarding injury or illness in the strictest confidence and shall not release any information or records to any persons. Notwithstanding the above, Athlete acknowledges that the Chair of the USAT Medical Committee will advise the High Performance Department only of Athlete's fitness to compete, but not about any details of the injury or illness.

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

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

*Chair of USAT Medical Committee
C/O High Performance Department
5825 Delmonico Drive
Ste. 200
Colorado Springs, CO 80919*

- 6) Best Efforts by Athlete. Throughout the Term of this Agreement, Athlete agrees to use best efforts to train diligently for success in the sport of triathlon.
- 7) USAT: In carrying out its duties and activities under this Agreement, USAT shall be respectful of, and shall use best efforts to avoid interfering with, Athlete's training and competition schedules.
- 8) Member of USAT. Throughout the Term of this Agreement, Athlete agrees to remain a Paratriathlete annual member of USAT in good standing.
- 9) Compliance with Rules. Throughout the Term of this Agreement, Athlete agrees to comply with all rules, policies and procedures of USAT, ITU, the USOC and the IPC.
- 10) Residency. Athlete declares that Athlete is a resident of the United States and that is eligible to compete for the National Team Program in ITU sanctioned events throughout the Term of this Agreement.
- 11) Exclusivity. Throughout the Term of this Agreement, Athlete agrees to represent no other national team or nation in the sport of triathlon, or wear the uniform of any other national team or nation other than the National Team Program or other team representing the United States.
- 12) Injury, Illness, or Pregnancy Provision. In the event a National Team Program athlete suffers a long term injury, or illness, or becomes pregnant, during the eligibility period and, for strictly health-related reasons, has not met the eligibility criteria as outlined in this document, he or she may make written application to USAT to maintain full National Team Program support during the rehabilitation period. The full details of this policy are listed in Exhibit I.
- 13) Indemnification. Athlete indemnifies USAT and its employees, agents, and contractors against all loss, liability and expense that may be suffered as a result of any action or claim for damage that may be brought or made against USAT and its employees, agents, and contractors by any person for any injury or illness, including death, or loss or damage to property, excluding losses or damages suffered as a result of acts of gross negligence or criminal wrong-doing.
- 14) Violations of Agreement/Enforcement. In the event of a dispute in connection with any provision of this agreement USAT and Athlete shall resolve such dispute through the USAT Grievance Procedure. In the event that Athlete has been found in breach of any provision of this Agreement, USAT has the ability to take any and all appropriate action against Athlete which may include, without limitation, (i) removing Athlete from the National Team Program, (ii) suspending or terminating any of Athlete's benefits detailed in this Agreement, (iii) requiring

- 15) Athlete to pay a fine, (iv) requiring Athlete to reimburse USAT for any or all monies expended on Athlete’s behalf, (v) requiring Athlete to return all uniforms and/or equipment provided by USAT, (vi) taking a combination of the aforementioned, or (vii) taking such other actions as may be appropriate based on the nature of the breach. Any penalty shall initially be recommended by the decision of the USAT Chief Executive Officer, Chief Operating Officer, and High Performance General Manager.
- 16) Termination. USAT may terminate this Agreement immediately for any of the following reasons;
- (a) The sport of paratriathlon ceases to be recognized as a Paralympic sport by the IPC.
 - (b) USAT is no longer recognized by the USOC as the National Governing Body for the sport of triathlon in the United States of America.
 - (c) In the event that Athlete no longer competes at an elite level in the sport of triathlon.
 - (d) In the event that Athlete sport class is no longer a medal event on the program for the 2016 Paralympic Games
 - (e) In the event that Athlete’s International Classification has been assigned as Not Eligible (“NE”)
 - (f) In the event of a determination according to the USAT Grievance Procedure that Athlete should be removed from the National Team Program.
- 17) No Waiver, Assignment, Etc. This Agreement and any rights herein granted are personal to Athlete and USAT, and any assignment, sublicensing, or other encumbrance is void without the written consent of both parties. This Agreement shall be construed in accordance with the laws of the State of Colorado.
- 18) Entire Agreement. This Agreement with its exhibits constitutes the entire agreement and understanding between USAT and Athlete, and supersedes all other agreements between the parties, whether written or oral. None of the provisions of this Agreement can be waived or modified without the prior written consent of both parties and the USAT Athlete Advisory Committee.

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

READ, AGREED AND ACCEPTED:

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

USA TRIATHLON

ATHLETE

USAT Chief Executive Officer Signature

Athlete Signature

USAT Chief Executive Officer Printed Name

Athlete Printed Name

Date

Date

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

Printed Name

Signature

Date

Relationship to Athlete (Parent or Guardian)

EXHIBIT I

Injury, Illness, or Pregnancy Provision

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

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

READ, AGREED AND ACCEPTED:

USA TRIATHLON

ATHLETE

USAT Chief Executive Officer Signature

Athlete Signature

USAT Chief Executive Officer Printed Name

Athlete Printed Name

Date

Date

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

Printed Name

Signature

Date

Relationship to Athlete (Parent or Guardian)

EXHIBIT II

USA Triathlon Code of Conduct

Athlete Pledge

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

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

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

- will abide by all rules related to USA Triathlon;
- have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- will maintain a level of fitness and competitive readiness that will permit my performance to be at the maximum of my abilities;
- will not commit a doping violation as defined by the International Olympic Committee ("IOC"), World Anti-Doping Agency ("WADA"), the United States Anti-Doping Agency ("USADA"), the United States Olympic Committee ("USOC") or the International Triathlon Union ("ITU") rules;
- am not currently serving a suspension because of an anti-doping rule violation and have no pending or unresolved anti-doping rule violations, except as I have informed USA Triathlon 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 USA Triathlon, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
- am aware that USA Triathlon sponsors, suppliers and licensees provide critical support for USA Triathlon and, in recognition of this fact, I will wear designated USA Triathlon apparel when required as a member of an ITU World Triathlon Series Finale Team;
- will represent myself authentically in online communications as I interact with fans, team members, fellow competitors, governing bodies and sponsors (both current and potential; personal and USAT). I understand that remarks I make on social platforms can be considered "on the record" for the media, and I will avoid posting inflammatory statements or discussing sensitive, confidential and potentially divisive subjects. I will exercise good judgment and will be mindful to represent myself, my family, my sport, USAT and the spirit of Paralympic competition in a positive way;
- agree to be filmed and photographed by the official photographer(s) and network(s) of USA Triathlon under conditions authorized by USA Triathlon and give event organizers and USA Triathlon 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 USA Triathlon; in no event may USA Triathlon 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 USA Triathlon apparel or equipment or the use of the USA Triathlon logo for the purpose of trade, without the prior written consent of the USA Triathlon (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 athlete.ombudsman@usoc.org for further information regarding my rights under this Code that are not answered by USAT.

PARTICIPANTS' AFFIRMATION

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

Printed Name

Signature Date

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

Printed Name

Signature Date

Relationship to Athlete (Parent or Guardian)

EXHIBIT III

USA Triathlon Grievance Procedures

Outlined below are the USAT Grievance Procedures (the "Procedures").

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

The Procedures are as follows;

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

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

Athlete Signature

Date

<p align="center">PARENT/GUARDIAN CERTIFICATION (For Participants Under the Age of 18 as of Date of Signature)</p>
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Printed Name

Signature

Date

Relationship to Athlete (Parent or Guardian)



2016 U23 WORLD CHAMPIONSHIP TEAM SELECTION CRITERIA

1. Introduction

This 2016 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, 2016) that will represent the United States in the International Triathlon Union (ITU) U23 World Championship (the "Team") in Cozumel, Mexico, on or about September 18, 2016 (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 2016 ITU Triathlon World Championship event.

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. Automatic Selection Events in priority order:

- i. All 2016 World Triathlon Series (WTS) and World Cup (WC) events prior to August 8, 2016
- ii. 2016 Sarasota CAMTRI Triathlon American Cup; March 12, 2016.
- iii. 2016 Richmond CAMTRI Triathlon American Cup; May 1, 2016.
- iv. 2016 West Des Moines CAMTRI U23 American Championships; July 9, 2016.

4. Selection Procedure

- a. The maximum size for the Team is three (3) male athletes and three (3) female athletes (the "Quota"). If the ITU allows for additional athletes, then USAT High Performance may apply for additional spots by invitation. Additional nominations over the Quota formally requested by USAT 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 (the "Nomination Deadline"). If the field is not full and ITU adds self-nominated athletes to the start list, these athletes will be prioritized and added at ITU's discretion and will not be eligible for team travel funding.
- b. **Automatic Selection:**
 1. U23 USA athletes who place Top 15 at a World Triathlon Series event and/or Top 3 at a World Cup event in the 2016 competitive season prior to August 8, 2016, will qualify for the Team in the following priority order if spots are open:
 - i. Number of Top 15 WTS and/or Top 3 WC finishes between January 1, 2016, and August 8, 2016. In the event of a tie, the ITU Points List Rank as of August 8, 2016, will be determinative
 2. Remaining quota spots will be available at remaining Automatic Selection Events in the priority order listed above. The highest placing U23 USA athlete at each event who has not already qualified for the Team, will automatically qualify for the Team provided he or she finishes within five percent (5%) of the winner's time.
- c. **Discretionary Selection:** If there are any remaining Quota spots on the Team following the Automatic Selection process, either due to event cancellation or failure of any eligible athlete to earn Automatic Selection, the remaining slots will be filled by discretionary selection per Section 5 below.

Selection Event Table:

2016 USAT U23 World Championships Selection Criteria

Selection Event	Location	Date	Qualification Criteria
2016 WTS and WC Events prior to August 8, 2016*	Multiple	Multiple	U23 USA athletes who place Top 15 at a World Triathlon Series event or Top 3 at a World Cup event may qualify for the Team in the following priority order: Number of Top 15 WTS and/or Top 5 WC finishes between January 1, 2016 and August 8, 2016. Ties broken by ITU Points List Rank as of August 8, 2016.
2016 Sarasota CAMTRI American Cup**	Sarasota, Florida	March 12, 2016	First USA U23 finisher; provided he/she has a finish time within 5% of winner
2016 Richmond CAMTRI American Cup**	Richmond, Virginia	May 1, 2016	First USA U23 finisher not already qualified; provided he/she has a finish time within 5% of the winner
2016 West Des Moines CAMTRI U23 American Championship**	West Des Moines, Iowa	July 9, 2016	First USA U23 finisher not already qualified; provided he/she has a finish time within 5% of the winner
*In the event of cancellation of any portion of the event (swim, bike or run), results from these events will not be considered			
** 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 2016 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; and/or,
4. Official swimming and running marks established in 2016.
5. 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			
		1000 LCM	5k
Men	A	11:33	14:26
Men	B	11:53	14:51
Women	A	12:20	16:38
Women	B	12:41	17:06

- 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 General Manager.
 - ii. Injury or illness as certified by a USA Triathlon-approved physician (or medical staff). If an athlete refuses verification of his/her illness or injury by a USA Triathlon-approved 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 Wavier or Release, and conform to all USAT policies and protocol regarding Team preparation and participation.
 - ii. Agree not to race any event **longer** than an Olympic triathlon distance (1.5km/40km/10km) up to 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 2016 High Performance Incentive Plan.
- c. Athletes who self-nominate for spots above the funded quota positions are responsible for all costs of participation.

10. Preparation Training Camp

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-Worlds camp will be posted on the USAT website (www.usatriathlon.org) 90 days before the commencement of the camp.

11. International Disclaimer

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



2016 USA PARATRIATHLON ATHLETE INCENTIVE PLAN

USA Triathlon (USAT) will provide travel reimbursement opportunities to athletes achieving the following results within their confirmed international sport class. The incentives below are for all 10 sport classes as defined by the ITU Classification Rules and Regulations, unless otherwise noted below. This document can be found at www.triathlon.org.

2016 ITU Sarasota CAMTRI Continental Championships (CCH) – Elite Paratriathlon

Finish Place per sport class	Reimbursement Maximum	Comment
1	\$1,500	A minimum of three athletes must start in the sport class for this reimbursement to be automatic
2	\$750	Finish within 5% winner's time and top 50% of starters in sport class
3	\$375	Finish within 5% winner's time and top 50% of starters in sport class

2016 International ITU World Paratriathlon Events (WPEs) – Elite Paratriathlon

Finish Place per sport class	Reimbursement Maximum	Comment
1	\$2,000	A minimum of three athletes must start in the sport class for this reimbursement to be automatic
2	\$1,000	Finish within 5% winner's time and top 50% of starters in sport class
3	\$500	Finish within 5% winner's time and top 50% of starters in sport class

2016 Rio Paralympic Games – Paratriathlon - TYR Bonus

Finish Place per sport class	Reimbursement Maximum	Comment
1	\$7,000	Athlete must wear the TYR National Team Uniform during the actual race and at the competition where the bonus is earned.
2	\$4,000	Athlete must wear the TYR National Team Uniform during the actual race and at the competition where the bonus is earned.
3	\$2,500	Athlete must wear the TYR National Team Uniform during the actual race and at the competition where the bonus is earned.

*The TYR bonus is paid as a bonus and does not need to go towards travel reimbursement costs.

**This bonus is only available to sport classes Men PT1, Men PT2, Men PT4, Women PT2, Women PT4, Women PT5

2016 Rio Paralympic Games – Paratriathlon Operation Gold

FINISH PLACE	USOC OP GOLD BONUS	USOC OP Gold Bonus Comment
1	\$3,000	Finish w/in Top 50% of athletes starting event per sport class
2	\$2,500	Finish w/in Top 50% of athletes starting event per sport class
3	\$2,000	Finish w/in Top 50% of athletes starting event per sport class
4	\$1,500	Finish w/in Top 50% of athletes starting event per sport class
5	\$1,000	Finish w/in Top 50% of athletes starting event per sport class
6	\$500	Finish w/in Top 50% of athletes starting event per sport class

*USOC Op Gold Bonus is paid as a bonus and does not need to go towards travel reimbursement costs

**This bonus is only available to sport classes Men PT1, Men PT2, Men PT4, Women PT2, Women PT4, Women PT5



2016 USA PARATRIATHLON NATIONAL TEAM PROGRAM

Program Overview

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

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

Results achieved on or after January 1, 2015 are eligible to be used as automatic qualification criteria outlined below and will be valid for a rolling 12 month period. An athlete's position on the National Team (regardless of Level) may be extended for a period of up to one year at the discretion of the High Performance Department.

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

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

To receive any or all benefits available through this Program, an athlete must be a current USAT Elite paratriathlete license holder, be internationally classified according to the ITU Masterlist, be 2016 Paralympic Games eligible and be currently training and competing in sprint distance triathlons exclusively with an objective to qualify for the 2016 Paralympic Games. Commitment to sprint distance triathlons and desire to qualify for the Paralympic Games will be evaluated by USAT as athletes qualify for a Level within the Team. Each athlete must provide a competition plan to the High Performance department at the beginning of the calendar year which will be reviewed and approved by USAT. Any non-sprint race (e.g., Olympic, Half-Iron, Full-Iron, etc) or endurance event exceeding one hour (e.g, marathon) must be pre-approved. Athletes will be subject to removal from the Team if the approved plan is not adhered to. Changes to any plans must be communicated to and approved by the High Performance department in advance. Athletes also must be internationally classified by ITU for the 2016 season.



Funding

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

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

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

Coaching Stipend: For coaches to be eligible for this stipend, they must be a current USAT certified coach who are developing paratriathletes and facilitating an in-person training environment. An in-person training environment means the coach has face-to-face contact and training sessions with the athlete at least once a month. If an athlete is operating under a remote coaching scenario (i.e. sees the athlete face-to-face less than once per month), USAT will review the situation and decide if this is a good fit for the athlete and what the appropriate stipend amount should be.

USOC Benefits: Elite Athlete Health Insurance (EAHI) will be allocated per objective criteria found on page 6.

International Disclaimer

This criteria is based on International Olympic Committee (IOC), International Paralympic Committee (IPC), Pan American Triathlon Confederation (PATCO), as applicable, and/or International Triathlon Union (ITU) rules and regulations as presently known and understood. Any change in the criteria caused by a change in IOC, IPC, PATCO, as applicable, and/or ITU rules and regulations will be distributed to the affected athletes immediately. The criteria is based on the latest information available to USA Triathlon.

If any force of nature, or force majeure, should cause the alteration or cancellation of any of the selection events listed in this document, the criteria may be revised, pursuant to their resubmission to USAT.



National 'A' Team

Qualification Criteria

Athletes can achieve National A Team Level status through achieving any **one** result from the criteria listed below.

- World Champion at the ITU Paratriathlon Elite World Championships – provided the competition category had a minimum of three (3) athletes start in the sport class
- Gold medal at the 2016 Rio Paralympic Games – provided the competition category had a minimum of three (3) athletes start in the sport class
- Silver medal at the 2016 Rio Paralympic Games – provided the competition category had a minimum of three (3) athletes start in the sport class

Funding and Benefits

Athletes who achieve National A Team Level status are eligible for the following funding and benefits:

NTP Level	Training Stipend	Travel Reimbursement	Coaching Stipend	USOC Benefit
National A Team	\$2,400/qtr*	TBD based on approved ATP	\$900/qtr**	Eligible for EAHI***

*This stipend is the minimum support for the NTP A team member. The final amount will be determined by athlete needs and approved ATP.

** This coaching stipend is contingent on the parameters set on page 2.

*** Eligibility is determined through criteria developed by USAT and approved by the USOC. Criteria can be found on page 6.



National 'B' Team

Qualification Criteria

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

- Silver Medal at the ITU Paratriathlon Elite World Championships – provided the finish was within 5% of the winners result in the sport class and have a minimum of five competitor’s start in the sport class
- Bronze medal at the 2016 Rio Paralympic Games – provided the competition category had a minimum of seven (7) athletes start in the sport class

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

- Gold Medal at the CAMTRI Paratriathlon Championships – provided there were a minimum of three competitors start in the sport class
- Bronze Medal at the ITU Paratriathlon World Championships – provided the finish was within 5% of the winners result in the sport class
- Gold Medal at any ITU Paratriathlon WPE – provided a minimum of three competitors start in the sport class

Funding and Benefits

Athletes who achieve National B Team level status are eligible for the following funding and benefits:

NTP Level	Training Stipend	Travel Reimbursement	Coaching Stipend	USOC Benefit
National B Team	\$1,500/qtr*	TBD based on approved ATP	\$600/qtr**	Eligible for EAHI***

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

** This coaching stipend is contingent on the parameters set on page 2.

*** Eligibility is determined through criteria developed by USAT and approved by the USOC. Criteria can be found on page 6.



Emerging Team

Qualification Criteria

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

- 4th place finish at the 2016 Rio Paralympic Games – provided the finish was within 5% of the winners result in the sport class and the competition category had a minimum of eight (8) athletes start in the sport class

Athletes can achieve Emerging Team Level status through any **three** results from the below criteria points.

- Top 3 finish at the CAM TRI Paratriathlon Championships – provided the finish was within 5% of the winners result in the sport class and the top 50% of the starting field in the sport class
- Top 3 finish in an ITU Paratriathlon WPE - provided the finish was within 5% of the winners result in the sport class and the top 50% of the starting field in the sport class
- Top 5 finish at the ITU Paratriathlon World Championships – provided the finish was within 5% of the winners result in the sport class and the top 50% of the starting field in the sport class
- Top 5 finish in an ITU Paratriathlon WPE – provided the finish was within the top 30% of the starting field and within 4% of the winners result in the sport class

Funding and Benefits

Athletes who achieve emerging team status are eligible for the following funding and benefits:

NTP Level	Training Stipend	Coaching Stipend	Travel Reimbursement
Emerging	\$600/qtr*	\$300/qtr**	TBD based on approved ATP

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

** This coaching stipend is contingent on the parameters set on page 2.



ELITE ATHLETE HEALTH INSURANCE (EAHI)

The United States Olympic Committee (USOC) allocates EAHI slots to National Governing Bodies (NGBs) on an annual basis. This program provides an affordable insurance option for athletes. This benefit is provided through the USOC and is dependent on the criteria outlined below. The number of slots may change at the discretion of the USOC. There are currently six (6) EAHI slots available for the USA Triathlon Paralympic Program athletes who are classified as 2016 Paralympic Games eligible.

EAHI qualification will be evaluated once this year. Athletes must remain in good standing to receive EAHI benefits for the full eight (8) month period. Athletes who choose to break their contract or no longer remain committed to the sprint-distance triathlon format will be removed from receiving this benefit effective at the next evaluation period.

May 1, 2016 – December 31, 2016 Within each Level, athletes will receive EAHI in the priority order of which they qualified for the National Team. If two or more athletes qualify in the same manner, the first priority lies with the athlete who has the highest ITU World Ranking as of May 1, 2016. If a further tie breaker is needed, the second priority order lies with the athlete who has the shortest gap between their finishing time and their sport class winner's time at the 2016 CAMTRI Paratriathlon Championships. The main objective of this evaluation period will be to ensure that athletes who are receiving EAHI are 2016 Paralympic Games eligible and capable of winning a medal at the 2016 Paralympic Games.

- 2016 National A Team
- 2016 National B Team

International Disclaimer

This criteria is based on International Olympic Committee (IOC), International Paralympic Committee (IPC), Pan American Triathlon Confederation (PATCO), as applicable, and/or International Triathlon Union (ITU) rules and regulations as presently known and understood. Any change in the criteria caused by a change in IOC, IPC, PATCO, as applicable, and/or ITU rules and regulations will be distributed to the affected athletes immediately. The criteria is based on the latest information available to USA Triathlon.

If any force of nature, or force majeure, should cause the alteration or cancellation of any of the selection events listed in this document, the criteria may be revised, pursuant to their resubmission to the USAT.



2016 USA TRIATHLON ELITE ATHLETE INCENTIVE PLAN

USA Triathlon will provide performance bonuses and reimbursement opportunities to athletes achieving the following results.

ITU World Triathlon Series Grand Final Bonus

FINISH PLACE	USAT BONUS
1	\$20,000
2	\$10,000
3	\$5,000
4	\$4,000
5	\$3,000
6	\$2,000
7	\$1,000
8	\$1,000

2016 Olympic Games Bonus – Rio de Janeiro

FINISH PLACE	USAT BONUS	USOC OP GOLD BONUS
1	\$25,000	\$25,000
2	\$15,000	\$15,000
3	\$10,000	\$10,000

Olympic Rankings – End of Each Qualification Period Bonus

Up to five USA Triathlon athletes per gender will be eligible to receive a bonus for their Olympic Ranking at the end of the 1st and 2nd 12-month periods per the table below.

Olympic Ranking	Bonus for May 16, 2015 Ranking	Bonus for May 16, 2016 Ranking
Between 1-10	\$10,000	\$20,000
Between 11-20	\$7,500	\$15,000
Between 21-30	\$5,000	\$10,000

TYR Bonus Structure **Pending final approval*

FINISH PLACE	ANNUAL ITU WORLD TRIATHLON SERIES FINAL RANKINGS (2014-2016)	2016 OLYMPIC GAMES RIO DE JANEIRO
1	\$5,000	\$10,000
2	\$2,500	\$5,000
3	\$1,250	\$2,500

**Athlete must compete in TYR suit to receive bonus.*

ITU Triathlon Mixed Team Relay World Championships Bonus

FINISH PLACE	USAT BONUS
1	\$20,000
2	\$12,000
3	\$8,000

**Amounts will be split equally amongst team members.*

ITU U23 World Championships Bonus

FINISH PLACE	USAT BONUS
1	\$5,000
2	\$3,000
3	\$2,000

2016 Cross Triathlon World Championships – Snowy Mountains, AUS

FINISH PLACE	USAT BONUS
1	\$5,000
2	\$2,000
3	\$1,000



2016 Short Course Duathlon World Championships – Aviles, ESP

FINISH PLACE	USAT BONUS
1	\$5,000
2	\$2,000
3	\$1,000

2016 Long Course Triathlon World Championships – Oklahoma, USA

FINISH PLACE	USAT BONUS
1	\$5,000
2	\$2,000
3	\$1,000

Travel Reimbursement Opportunities

Note: The reimbursement options below are only for athletes who compete at an event **without a USAT funding agreement. In the event the figures below represent more than what is outlined in an athlete's funded agreement, reimbursement will be increased to the figure listed below.*

2016 ITU World Triathlon Series Events

FINISH PLACE	REIMBURSEMENT MAXIMUM	COMMENT
1-3	\$3,000	
4-5	\$2,000	WITHIN 5% OF WINNER'S TIME
6-10	\$1,500	WITHIN 5% OF WINNER'S TIME
11-15	\$1,000	WITHIN 5% OF WINNER'S TIME

2016 ITU World Cup Events

FINISH PLACE	REIMBURSEMENT MAXIMUM	COMMENT
1-3	\$2,000	
4-5	\$1,750	WITHIN 5% OF WINNER'S TIME
6-10	\$1,500	WITHIN 5% OF WINNER'S TIME

2016 ITU Continental Cup Events*

FINISH PLACE	REIMBURSEMENT MAXIMUM	COMMENT
1	\$1,000	
2	\$800	WITHIN 5% OF WINNER'S TIME
3	\$750	WITHIN 5% OF WINNER'S TIME

**National Team (NT) Gold Athletes not eligible; NT Silver Athletes one event maximum; NT Bronze Athletes two events maximum*



2016 ITU Continental Cup Event Selection Criteria

Introduction

This document explains how USA Triathlon (USAT) will prioritize USA athletes for nomination to the International Triathlon Union (ITU) to compete in ITU Continental Cup (CC) events, excluding those serving as a selection event for the USA 2016 Rio Olympic Games Team. It is derived from the current ITU CC Elite Qualification Criteria and shall be revised by USAT within seven (7) business days to comply with any material changes made by the ITU. Changes made to USA Triathlon international event selection criteria require approval from the USAST Board of Directors. While USA Triathlon will make changes within seven days, the approval process may take longer.

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

ITU CC events are the first tier of international standard distance (Sprint and Olympic) draft-legal triathlon where ITU ranking points are awarded. They are an important stepping stone for developing athletes to gain race experience and ranking points in order to progress to World Cup and World Triathlon Series events.

Athlete Eligibility

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

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

Athlete Nomination Process

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

1. Athletes must request entry to a CC event by written notice to USAT via ituentries@usatriathlon.org by the USAT entry deadline for that event. No other form of request will be accepted (including email with staff and in person communication).
2. Deadlines: USAT deadlines are midnight ET the Sunday before the ITU deadline. USAT will continue to enter athletes into the ITU system after the deadline has passed. All nomination requests submitted after the deadline will be handled in the order of which they were received. Please note that after the ITU deadline, the wait list is ordered by date/time of entry to the ITU online system.
Note: In the event that the ITU does not post a start list by the posted ITU deadline, USAT will continue to enter athletes into the ITU system with no penalty to the athlete.
3. USAT will enter additional athletes as place holders whenever possible to maximize the number of US quota places available. *Place holder is defined as an athlete who has not requested a start to an event by the published USAT deadline and is not racing another ITU event the same weekend.*
4. Selection to the CC event will be made by the ITU in accordance with the ITU CC Qualification Criteria and start lists are expected to be posted 32 days prior to the event.
5. Substitutions: Per ITU policy, after the start list for a CC event has been created, three athletes per gender may be replaced per the ITU substitution procedure. The purpose of this protocol is to ensure athletes returning from injury, quickly rising up the pipeline, or capable of contributing to a medal performance can be placed on the team to enhance medal opportunities. This substitution process will only be used in the following cases:



2016 ITU Continental Cup Event Selection Criteria

- An athlete who has been placed on the start list as a place holder;
 - An athlete on the start list who is unable to compete due to injury or illness.
- a. Substitutions will be exercised in the following priority order:
1. Discretionary nomination identified by the High Performance Department;
 2. Remaining USA athletes based on wait list priority order

Fines and Penalties

USAT will enforce the nomination and withdrawal policies outlined in this document. If an athlete fails to adhere to these rules they may be penalized according to the fine schedule below. To avoid penalties, athletes must communicate via email (ituentries@usatriathlon.org) their wishes to be removed from the Continental Cup Event consideration list by the USAT deadline dates listed below. Additional penalties may be incurred from the ITU for late withdrawal. Athletes should familiarize themselves with the criteria outlined at www.triathlon.org. Offenses expire two years after the scheduled event date at which point they no longer factor into penalty aggregation.

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

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

ITU and USAT Entry Deadlines

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



2016 ITU World Cup Event Selection Criteria

Introduction

This document explains how USA Triathlon (USAT) will prioritize USA athletes for nomination to the International Triathlon Union (ITU) to compete in ITU World Cup (WC) events, excluding those serving as a selection event for the USA 2016 Rio Olympic Games Team. It is derived from the current ITU WC Elite Qualification Criteria and shall be revised by USA Triathlon within seven (7) business days to comply with any material changes made by the ITU. Changes made to USA Triathlon international event selection criteria require approval from the USAT Board of Directors. While USA Triathlon will make changes within seven days, the approval process may take longer.

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

ITU WC events are the tier of international standard distance (Sprint and Olympic) draft-legal races just below the level of the World Triathlon Series (WTS) and provide an important stepping stone between ITU Continental Cups and WTS events. WC events allow athletes who have demonstrated performance potential to gain race experience and ranking points. Athletes who have not yet reached this level are expected to begin by racing in ITU Continental Cups in order to demonstrate their readiness for WC level competition. There is a limited ability to fast track outstanding developing athletes to WC competition via ITU invitations and National Federation (NF) substitutions.

ITU WC events, along with WTS events and ITU Continental Championships, are the races by which National Federations earn starting slots for the Olympic Games. The primary objective of USA Triathlon at these events is to achieve top of the podium performances. An additional priority is to maximize its potential to secure three male and three female Olympic places through quality and depth of performances. As such, substitution decisions at WC events will be made in support of these priorities.

Athlete Eligibility

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

- Athletes must be a citizen of the United States or be eligible to race for the United States;
- Must hold a current USA Triathlon Elite License;
- Must abide by all USA Triathlon, United States Olympic Committee, ITU, US Anti-Doping Agency and World Anti-Doping Agency anti-doping policies and procedures and be in good standing with these organizations;
- Must sign the USA Triathlon Nomination Procedure Agreement.

Athlete Nomination Process

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

1. Athletes must request entry to a WC event by written notice to USA Triathlon via ituentries@usatriathlon.org by the USAT entry deadline for that event. No other form of request will be accepted (including email with staff and in person communication).
2. Deadlines: USA Triathlon deadlines are midnight ET the Sunday before the ITU deadline. USA Triathlon will continue to enter athletes into the ITU system after the deadline has passed. All nomination requests submitted after the deadline will be handled in the order of which they were received. Please note that after the ITU deadline, the wait list is ordered by date/time of entry to the ITU online system. Entry deadlines for 2015 events are listed on page three (3) of this document.

Note: In the event that the ITU does not post a start list by the posted ITU deadline, USAT will continue to enter athletes into the ITU system with no penalty to the athlete.



2016 ITU World Cup Event Selection Criteria

3. Thursday prior to the USA Triathlon deadline, an email reminder about event entries will be sent to athletes who have requested to be on the High Performance listserv and those who have requested a WC or WTS entry in the current year.
4. USA Triathlon will enter additional athletes as place holders whenever possible to maximize the number of US quota places available. *Place holder is defined as an athlete who has not requested a start to an event by the published USA Triathlon deadline and is not racing another ITU event the same weekend.*
5. Selection to the WC event will be made by the ITU in accordance with the ITU WC Qualification Criteria and start lists are expected to be posted 32 days prior to the event.
6. Substitutions: Per ITU policy, after the start list for a WC event has been created, two athletes per gender may be replaced per the ITU substitution procedure. The purpose of this protocol is to ensure athletes returning from injury, quickly rising up the pipeline, or capable of contributing to a medal performance can be placed on the team to enhance medal opportunities. This substitution process will only be used in the following cases:
 - An athlete who has been placed on the start list as a place holder;
 - An athlete on the start list who is unable to compete due to injury or illness.
 - a. Substitutions will be exercised in the following priority order:
 1. Discretionary nomination identified by the High Performance Department;
 2. Remaining USA athletes based on wait list priority order

Fines and Penalties

USA Triathlon will enforce the nomination and withdrawal policies outlined in this document. If an athlete fails to adhere to these rules they may be penalized according to the fine schedule below. To avoid penalties, athletes must communicate via email (ituentries@usatriathlon.org) their wishes to be removed from the World Cup Event consideration list by the USAT deadline dates listed below. Additional penalties may be incurred from the ITU for late withdrawal. Athletes should familiarize themselves with the criteria outlined at www.triathlon.org. Offenses expire two years after the scheduled event date at which point they no longer factor into penalty aggregation.

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

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



2016 ITU World Cup Event Selection Criteria

ITU and USA Triathlon Entry Deadlines

The ITU is expected to post start lists 32 days prior to the event. The USA Triathlon deadline for all events will be midnight ET the Sunday prior to the ITU deadline as noted in the second point of the Athlete Nomination Process above.

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

World Cup Event	Event Date	ITU Deadline	USA Triathlon Deadline
Mooloolaba, AUS	March 12-13	February 9	February 7
New Plymouth, NZL	April 2-3	March 1	February 28
Chengdu, CHN	April 16-17	March 15	March 13
Huatulco, MEX	May 7-8	April 5	April 3
Cagliari, ITA	May 7-8	April 5	April 3
Kitzbuhel, AUT	June 18-19	May 17	May 15
Tiszaújváros, HUN	July 9-10	June 7	June 5
Montreal, CAN	August 6-7	July 5	July 3
Salinas, ECU	September 24-25	August 23	August 21
Tongyeong, KOR	October 22-23	September 20	September 18
Miyazaki, JPN	October 29-30	September 27	September 25



2016 ITU World Triathlon Series Event Selection Criteria

Introduction

This document explains how USA Triathlon (USAT) will prioritize USA athletes for nomination to the International Triathlon Union (ITU) to compete in ITU World Triathlon (WTS) events, excluding those serving as a selection event for the USA 2016 Rio Olympic Games Team. It is derived from the current ITU WTS Elite Qualification Criteria and shall be revised by USA Triathlon to comply with any material changes made by the ITU. Changes made to USA Triathlon international event selection criteria require approval from the USAT Board of Directors. While USA Triathlon will make changes within seven days, the approval process may take longer.

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

The ITU World Triathlon Series events are intended for the highest caliber athletes currently competing at the most competitive level of international standard distance (Sprint and Olympic) draft-legal triathlon. Athletes who have not yet reached this level are expected to begin by racing at ITU Continental Cups and progress to ITU World Cups, to gain both experience and ranking points in order to demonstrate readiness for WTS event competition. There is a limited ability to fast track athletes to WTS competition via ITU invitations and National Federation (NF) substitutions.

ITU WTS events, along with ITU World Cups and ITU Continental Championships, are the races by which National Federations earn starting slots for the Olympic Games. The primary objective of USA Triathlon at these events is to achieve top of the podium performances. An additional priority is to maximize its potential to secure three male and three female Olympic places through quality and depth of performances. As such substitution decisions at WTS events will be made in support of these priorities.

Athlete Eligibility

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

- Athletes must be a citizen of the United States or be eligible to race for the United States;
- Must hold a current USA Triathlon Elite License;
- Must abide by all USA Triathlon, United States Olympic Committee, ITU, US Anti-Doping Agency and World Anti-Doping Agency anti-doping policies and procedures and be in good standing with these organizations;
- Must sign the USA Triathlon Nomination Procedure Agreement.

Athlete Nomination Process

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

1. Athletes must request entry to a WTS event by written notice to USA Triathlon via ituentries@usatriathlon.org by the USA Triathlon entry deadline for that event. No other form of request will be accepted (including email with staff and in person communication).
2. Deadlines: USA Triathlon deadlines are midnight ET the Sunday before the ITU deadline. USA Triathlon will continue to enter athletes into the ITU system after the deadline has passed. All nomination requests submitted after the deadline will be handled in the order of which they were received. Please note that after the ITU deadline, the wait list is ordered by date/time of entry to the ITU online system. Entry deadlines for 2015 events are listed on page three (3) of this document.
Note: In the event that the ITU does not post a start list by the posted ITU deadline, USA Triathlon will continue to enter athletes into the ITU system with no penalty to the athlete.



2016 ITU World Triathlon Series Event Selection Criteria

3. Thursday prior to the USA Triathlon deadline, an email reminder about event entries will be sent to athletes who have requested to be on the High Performance listserv and those who have requested a WC or WTS entry in the current year.
 4. USA Triathlon will enter additional athletes as placeholders whenever possible to maximize the number of US quota places available. *Placeholder is defined as an athlete who has not requested a start to an event by the published USA Triathlon deadline and is not racing another ITU event the same weekend.*
 5. Selection to the WTS event will be made by the ITU in accordance with the ITU WTS Qualification Criteria and start lists are expected to be posted 32 days prior to the event.
 6. Substitutions: Per ITU policy, after the start list for a WTS event has been created, one athlete per gender may be replaced per the ITU substitution procedure. The purpose of this protocol is to ensure athletes returning from injury, quickly rising up the pipeline, or capable of contributing to a medal performance can be placed on the team to enhance medal opportunities. This substitution process will only be used in the following cases:
 - An athlete who has been placed on the start list as a place holder;
 - An athlete on the start list who is unable to compete due to injury or illness.
- a. Substitutions will be exercised in the following priority order:
 1. Discretionary nomination identified by the High Performance Department;
 2. Remaining USA athletes based on wait list priority order

Fines and Penalties

USA Triathlon will enforce the nomination and withdrawal policies outlined in this document. If an athlete fails to adhere to these rules they may be penalized according to the fine schedule below. To avoid penalties, athletes must communicate via email (ituentries@usatriathlon.org) their wishes to be removed from the WTS Event consideration list by the USAT deadline dates listed below. Additional penalties may be incurred from the ITU for late withdrawal. Athletes should familiarize themselves with the criteria outlined at www.triathlon.org. Offenses expire two years after the scheduled event date at which point they no longer factor into penalty aggregation.

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

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



2016 ITU World Triathlon Series Event Selection Criteria

ITU and USA Triathlon Entry Deadlines

The ITU is expected to post start lists 32 days prior to the event. The USA Triathlon deadline for all events will be midnight ET the Sunday prior to the ITU deadline as noted in the second point of the Athlete Nomination Process above.

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

WTS Event	Event Date	ITU Deadline	USA Triathlon Deadline
Abu Dhabi, UAE	March 4-5	February 2	January 31
Gold Coast, AUS	April 9-10	March 8	March 6
Cape Town, RSA	April 23-24	March 22	March 20
Leeds, GBR*	June 11-12	May 10	May 8
Stockholm, SWE	July 2-3	May 31	May 29
Hamburg, GER	July 16-17	June 14	June 12
Edmonton, CAN	September 3-4	August 2	July 31
Grand Final: Cozumel, MEX	September 11-18	August 9	August 7

**Should the Yokohama event be impacted to the extent Leeds becomes the contingency event used for Olympic selection (Selection Event #3), please refer to the 2016 Rio Olympic Games USA Triathlon Team Selection Event Nomination Criteria*



2016 USA Triathlon National Team Program

Program Overview

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

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

Results achieved on or after January 1, 2015 are eligible to be used as automatic qualification criteria outlined below and will be valid for a rolling 12 month period.

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

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

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

Funding:

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

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

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

Coaching Stipend: USAT Certified Coaches who are developing National Team Program athletes and facilitating a daily training environment shall receive a coaching stipend to offset coaching costs. If an



2016 USA Triathlon National Team Program

athlete is operating under a remote coaching scenario, USAT will review the situation and a coach consulting stipend may be offered.

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

Gold Level

Qualification Criteria

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

- Qualification for the 2016 Rio Olympic Games through Automatic Selection
- Top 8 finish at the ITU World Triathlon Series (WTS) Grand Final
- Top 8 finish in the final ITU WTS Series rankings
- Top 3 finish in an Olympic-distance ITU WTS event with a quality of field of 16% or higher
- Top 10 in Olympic Rankings at the conclusion of the Olympic Qualification Period
- Top 10 on the ITU Points list at the conclusion of the calendar year

Funding and Benefits

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

NTP Level	USAT Stipend	Travel Reimbursement	Coaching Stipend	USOC Benefit
Gold	\$5000/quarter*	TBD based on approved ATP	\$2,400/quarter	Eligible for EAH**

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

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



2016 USA Triathlon National Team Program

Silver Level

Qualification Criteria

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

- Top 15 finish at the ITU WTS Grand Final
- Top 10 finish in the final ITU WTS Series rankings
- Top 20 in Olympic Rankings at the conclusion of the Olympic Qualification Period
- Top 20 on the ITU Points list at the conclusion of the calendar year

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

- *(In situations where only individual event results are used, at minimum one must be contested over the Olympic-distance)*
Qualification for the 2016 Rio Olympic Games through the Objective Ranking System
- Top 10 finish in a ITU WTS event with a quality of field of 16% or higher
- Top 3 finish in a ITU World Cup (WC) event

Funding and Benefits

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

NTP Level	USAT Stipend	Travel Reimbursement	Coaching Stipend	USOC Benefit
Silver	\$3750/quarter*	TBD based on approved ATP	\$1,500/quarter	Eligible for EAHI**

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

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



2016 USA Triathlon National Team Program

Bronze Level

Qualification Criteria

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

- Qualification for the 2016 Rio Olympic Games through the Objective Ranking System
- Top 15 finish in the final ITU WTS Series rankings
- Top 30 in Olympic Rankings at the conclusion of the calendar year
- Top 30 on the ITU Points list at the conclusion of the calendar year

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

(In situations where only individual event results are used, at minimum one must be contested over the Olympic-distance)

- Top 20 finish at the ITU World Triathlon Series Final
- Top 15 finish in an ITU World Triathlon Series event with a quality of field of 16% or higher
- Top 5 finish in an ITU World Cup event
- Top 3 finish at ITU U23 World Championships
- Top 3 finish at ITU Junior World Championships
- Win 2016 Clermont CAMTRI Sprint Triathlon American Cup
- Win 2016 Sarasota CAMTRI Sprint Triathlon American Cup
- Top 3 finish at 2016 CAMTRI Triathlon American Championships

Funding and Benefits

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

NTP Level	Living Stipend	Travel Reimbursement	Coaching Stipend	USOC Benefit
Bronze	\$2250/quarter*	TBD based on approved ATP	\$1200/quarter	Eligible for EAHI**

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

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



2016 USA Triathlon National Team Program

ELITE ATHLETE HEALTH INSURANCE (EAHI)

The United States Olympic Committee (USOC) allocates EAHI slots to National Governing Bodies (NGBs) on an annual basis. This program provides an affordable insurance option for athletes. This benefit is provided through the USOC and is dependent on the criteria outlined below. The number of slots may change at the discretion of the USOC. There are currently six (6) EAHI slots available for the USA Triathlon Olympic Program.

EAHI qualification will be evaluated at the following timeframes through 2016. Athletes must remain in good standing to receive EAHI benefits for the full period outlined. Athletes who choose to break their contract or no longer remain committed to the draft-legal format will be removed effective immediately. Athletes who are removed through the program (by choice or prioritization) can remain on the insurance program at their own cost for up to one year.

October 1, 2015 – May 31, 2016

Within each Level, athletes will receive EAHI in the priority order of which they qualified for the National Team. If two or more athletes qualify in the same manner, priority lies with the athlete who has the highest ITU Points List Ranking as of September 21, 2015.

- 2016 Rio Olympic Games Qualifier
- 2015 National Team Program Gold Level
- 2015 National Team Program Silver Level members
- 2015 National Team Program Bronze Level members

June 1, 2016 – December 31, 2016

Within each Level, athletes will receive EAHI in the priority order of which they qualified for the National Team. If two or more athletes qualify in the same manner, priority lies with the athlete who has the highest Olympic Ranking as of May 15, 2016.

- 2016 Rio Olympic Games Qualifier
- 2016 National Team Program Gold Level
- 2016 National Team Program Silver Level members
- 2016 National Team Program Bronze Level members



2016 ITU Junior Continental Cup U.S. Athlete Nomination Criteria

1. Introduction

This protocol will be used to determine the order by which USA Triathlon (“USAT”) will nominate eligible U.S. athletes (“Eligible Athletes”) for starting positions in ITU Junior Continental Cups (“event”).

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

- a. Athlete must be eligible under all applicable rules of ITU (www.triathlon.org), the U.S. Anti-Doping Agency (www.usada.org), and USA Triathlon.
- b. Athlete must be an annual member in good standing of USA Triathlon.
- c. Athletes must meet the age requirement of event (age 16 to 19 as of December 31, 2016).

3. Nomination Timeline

Athletes must submit their name for nomination to ituentries@usatriathlon.org prior to the nomination deadline for the event (typically 35 days). Additions to the start list after the nomination deadline are at the sole discretion of ITU.

4. Nomination Priorities

1. Most current ITU Points List Ranking at the nomination deadline
2. Most current Continental [Americas] Junior Ranking at the nomination deadline
3. Most current 2016 USAT Junior Elite National Ranking at the nomination deadline
4. Any eligible athlete receiving the endorsement of the USAT High Performance General Manager

5. Responsibility for Expenses

Athletes are responsible for all expenses associated with their participation in the event, including the cost of an ITU legal race uniform. USAT may, at its discretion, provide expense reimbursement based on performance per the USAT Junior Performance Plan. Athletes are required to adhere to all ITU uniform and equipment rules for this event.

6. Additional Requirements for Nomination

Athletes are required to comply with all applicable rules and requirements of ITU, WADA, USADA, and USAT, including, but not limited to signing USAT’s Code of Conduct and any USAT or ITU Waiver or Release.

7. Links

USA Triathlon Junior Elite Rankings:
www.usattalentid.org

ITU Rankings:
<http://www.triathlon.org/rankings>



2016 USA TRIATHLON ITU ELITE PARATRIATHLON WORLD CHAMPIONSHIPS SELECTION CRITERIA

Introduction

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

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

Athlete Eligibility

The eligibility requirements for an athlete to be considered for entry into an ITU WCH 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 USA Triathlon Elite Paratriathlete Annual Membership license through the date of the event;
- Must abide by all USA Triathlon, United States Olympic Committee, ITU, US Anti-Doping Agency and World Anti-Doping Agency anti-doping policies and procedures and be in good standing with these organizations;
- Must have an ITU Review "R", Confirmed "C" classification prior to the USAT deadline
- Must sign the USA Triathlon Nomination Procedure Agreement.
- Must sign the USAT Code of Conduct.

Athlete Nomination Process

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

1. Athletes must request entry to a WCH event by written notice to USA Triathlon via paraentries@usatriathlon.org by the USAT entry deadline for that event. No other form of request will be accepted (including email with staff, in person communication, or phone calls).
2. **Deadlines.** USA Triathlon deadlines are 5 pm EST the Wednesday before the ITU deadline. USA Triathlon will continue to enter athletes into the ITU system after the deadline has passed. All nomination requests submitted after the deadline will be handled in the order of which they were received. Please note that after the ITU deadline, the wait list is ordered by date/time of entry to the ITU online system. Entry deadlines for 2016 events are listed on page three (3) of this document.

Note: In the event that the ITU does not post a start list by the 32 day deadline, USAT will continue to enter athletes into the ITU system with no penalty to the athlete.

3. Monday prior to the USA Triathlon deadline, an email reminder about event entries will be sent to athletes who are on the paratriathlon listserv and those who have requested a WPE and/or CCH entry in the current year.
4. USA Triathlon may enter additional athletes as place holders in order to maximize the number of US quota places available. *Place holder is defined as an athlete who has not requested a start to an event by the published USA Triathlon deadline.*
5. Selection to the WCH event will be made by the ITU in accordance with the ITU Paratriathlon Event Qualification Criteria and start lists are expected to be posted 32 days prior to the event.



6. **Substitutions.** Once ITU has created the start list for a WCH event one athlete per sport class may be replaced per the ITU substitution procedure. The purpose of this protocol is to ensure athletes returning from injury, quickly rising up the pipeline, or capable of contributing to a medal performance can be placed on the team to enhance medal opportunities. Should USAT use a substitution, they will notify the placeholder and the substitute prior to the substitution via email. This substitution process will not be used except in the following cases:

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

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

1. Discretionary nominations in the order of priority identified by the High Performance Department and approved by the EPSC in accordance with the Principles of Athlete Selection. This can only occur at maximum of 6 times per event.
2. Remaining USA athletes based on ITU Ranking

7. **Discretionary Nominations.** In the event substitutions are used, USA Triathlon reserves the right to submit up to one discretionary nomination per sport class for WCH level events. Discretionary nominations will be determined by USA Triathlon High Performance personnel using the Principles of Athlete Selection.

8. **ITU Invitations:** All athletes remaining on the waitlist-are eligible for an ITU invitation. The US quota and the sport class maximum quota will not be in consideration in ITU’s awarding of invitations. The ITU invitation panel will decide based on its own discretion. For more about the ITU invitations refer to the ITU Paratriathlon Events Qualification Criteria posted at www.triathlon.org.

Fines and Penalties

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

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

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

ITU and USA Triathlon Entry Deadlines

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

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

WCH Event	Event Date	ITU Deadline	USAT Deadline
Rotterdam, Netherlands	July 23-24	June 21	June 15



2016 USA TRIATHLON ITU WORLD PARATRIATHLON EVENTS AND CONTINENTAL CHAMPIONSHIP SELECTION CRITERIA

Introduction

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

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

Athlete Eligibility

Eligibility requirements for an athlete to be considered for entry into an ITU WPE and/or CCH 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 USA Triathlon Paratriathlete Annual Membership license through the date of the event;
- Must abide by all USA Triathlon, United States Olympic Committee, ITU, US Anti-Doping Agency and World Anti-Doping Agency anti-doping policies and procedures and be in good standing with these organizations;
- Must have a Review "R", Confirmed "C" International Classification status or will have the opportunity to be Internationally Classified by ITU at the event;
- Must sign the USA Triathlon Nomination Procedure Agreement.
- Must sign the USAT Code of Conduct.

Athlete Nomination Process

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

1. Athletes must request entry to a WPE or CCH event by written notice to USA Triathlon via paraentries@usatriathlon.org by the USAT entry deadline for that event. No other form of request will be accepted (including email with staff, in person communication, or phone calls)
2. Athletes must have a current performance resume on file with USA Triathlon, sent to paraentries@usatriathlon.org. This performance resume is meant to include relevant performance results and verifiable training data from the prior 12 months.
3. **Deadlines.** USA Triathlon deadlines are 5 pm EST the Wednesday before the ITU deadline. USA Triathlon will continue to enter athletes into the ITU system after the deadline has passed. All nomination requests submitted after the deadline will be handled in the order of which they were received. Please note that after the ITU deadline, the wait list is ordered by date/time of entry to the ITU online system. Entry deadlines for 2016 events are listed on page three (3) of this document.

Note: In the event that the ITU does not post a start list by the 32 day deadline, USAT will continue to enter athletes into the ITU system with no penalty to the athlete.



4. The Monday prior to the USA Triathlon deadline, an email reminder about event entries will be sent to athletes who are on the paratriathlon listserv and those who have requested a WPE entry in the current year.
5. USA Triathlon may enter additional athletes as place holders in order to maximize the number of US quota places available. *Place holder is defined as an athlete who has not requested a start to an event by the published USA Triathlon deadline.*
6. Selection to the WPE and/or CCH event will be made by the ITU in accordance with the ITU Paratriathlon Event Qualification Criteria and start lists are expected to be posted 32 days prior to the event.
7. **Substitutions.** Once ITU has created the start list for a WPE and CCH event one athlete per sport class may be replaced per the ITU substitution procedure. The purpose of this protocol is to ensure athletes returning from injury, quickly rising up the pipeline, or capable of achieving a medal performance can be placed on the team to enhance medal opportunities. Should USAT use a substitution, they will notify the placeholder and the substitute prior to the substitution via email. This substitution process will not be used except in the following cases:
 - An athlete who has been placed on the start list as a place holder;
 - An athlete on the start list who is unable to compete due to injury or illness.This priority of substitutions will be exercised in the following order:
 1. Discretionary nominations in the order of priority identified by the High Performance Department and approved by the EPSC in accordance with the Principles of Athlete Selection. This can only occur at maximum of 6 times per event.
 2. Remaining USA athletes based on ITU Ranking.
8. **Priority of Nominations.** Nomination priority to ITU will be in accordance with international Paratriathlon rankings managed by ITU.
9. **ITU Invitations:** All athletes remaining on the waitlist are eligible for an ITU invitation. The US quota and the sport class maximum quota will not be in consideration in ITU's awarding of invitations. The ITU invitation panel will decide based on its own discretion. For more about the ITU invitations refer to the ITU Paratriathlon Events Qualification Criteria posted at www.triathlon.org.

Fines and Penalties

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

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

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



ITU and USA Triathlon Entry Deadlines

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

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

WPE Event	Event Date	ITU Deadline	USAT Deadline
Buffalo City, RSA	March 19-20	February 16	February 10
Penrith, AUS	April 23	March 22	March 16
Yokohama, JPN	May 14-15	April 12	April 6
Aguilas, ESP	May 14-15	April 12	April 6
Strathclyde, GBR	June 4-5	May 3	April 27
Besancon, FRA	June 19	May 16	May 11

CCH Event	Event Date	ITU Deadline	USAT Deadline
Sarasota, FL USA	March 12-13	February 9	February 3



NOMINATION PROCEDURE AGREEMENT FOR ITU WPE, CCH, AND WCH EVENTS

All athletes interested in racing at the ITU level must complete this form acknowledging and agreeing to the USAT procedure for entries to World Paratriathlon Events (WPE), Continental Championships (CCH) and World Championship (WCH) events.

This form must be initialed (after each bullet point in the designated space), signed and returned to paraentries@usatriathlon.org. The completed form must be received before or in conjunction with the first ITU entry request for 2016.

- All entry and withdrawal requests must be emailed to paraentries@usatriathlon.org
- Entry request must be received on or before the advertised event USAT deadline dates. No verbal communication will be accepted as entry or withdrawal requests.
- All entry requests need to be accompanied by an up-to-date sprint triathlon racing resume including top triathlon performances at ITU elite Paratriathlon races.
- If Athlete elects to withdraw from an event after the submission deadline dates, he/she will be subject to a penalty as outlined in each event level selection criteria. Withdrawals due to injury or illness will be accepted without penalty to ensure the strongest team for USAT at each event.
- Athlete agrees to check the ITU and USAT websites for any changes to the submission deadline dates as a result in a change as determined by the ITU.
- If the athlete becomes unable to compete due to injury, illness, or any other reason, he or she will withdraw from the event as early as possible to open the start position to the next eligible athlete.
- Athlete understands that he/she is not guaranteed an event start when entered into the ITU system by USAT. ITU has the right of selection and USAT has the right of substitution. Only after the start list is posted on the ITU website and USAT has exercised its substitution authority, is a selection confirmed.
- Athlete understands and agrees to the Fines and Penalties section of the WPE, CCH, and WCH Event Selection Criteria documents.
- Athlete understands that to be eligible for WPE and CCH events, an ITU classification appointment could be required from the ITU at said event.
- Athlete understands that to be eligible for the WCH event, an athlete must already have a "C" confirmed or "R" review ITU classification by the USAT deadline.
- Athlete understands that to be eligible for the WCH event, an athlete must hold a current USAT elite paratriathlete membership license.
- I have initialed and understood all of the above.

PRINT NAME

DATE



2016 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 Duathlon as outlined in the 2014-2016 USAT Elite Athlete Incentive Plan.

Winter Triathlon

Worlds: Zeltweg, AUT – February 13-24, 2016

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

Duathlon

Worlds: Aviles, ESP – June 4, 2016

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: April 15, 2016

Long Distance Duathlon

Worlds: Zofingen, SUI – September 4, 2016

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: July 15, 2015

Aquathlon

Worlds: Cozumel, MEX – September 11-18, 2016

Worlds Qualification Procedure: First slots are reserved for members of the 2016 Cozumel Triathlon Team as determined by the 2016 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: August 1, 2016

Long Distance Triathlon

Worlds: Oklahoma City, OK, USA – September 24-25, 2016

Qualification Event: Ironman 70.3 St. George (US Pro Championship) – St. George, UT – May 7, 2016

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: August 1, 2016

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

Cross Triathlon

Worlds: Lake Crackenback, Snowy Mountains, AUS – November 19-20, 2016

Qualification Event: XTERRA USA Championship – Ogden, UT, USA – September 17, 2016

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: October 1, 2016

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

***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.

USA Triathlon Code of Conduct

Athlete Pledge

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

I have familiarized myself with the Code and understand that acceptance of its provisions is a condition of my ability to be a member of the Team at ITU races.

As a paratriathlete member of USAT, I hereby promise and agree that I:

- will abide by all rules related to USA Triathlon;
- have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- will maintain a level of fitness and competitive readiness that will permit my performance to be at the maximum of my abilities;
- will not commit a doping violation as defined by the International Olympic Committee ("IOC"), World Anti-Doping Agency ("WADA"), the United States Anti-Doping Agency ("USADA"), the United States Olympic Committee ("USOC") or the International Triathlon Union ("ITU") rules;
- am not currently serving a suspension because of an anti-doping rule violation and have no pending or unresolved anti-doping rule violations, except as I have informed USA Triathlon 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 USA Triathlon, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
- am aware that USA Triathlon sponsors, suppliers and licensees provide critical support for USA Triathlon and, in recognition of this fact, I will wear designated USA Triathlon apparel when required as a member of an ITU World Triathlon Series Finale Team;
- will represent myself authentically in online communications as I interact with fans, team members, fellow competitors, governing bodies and sponsors (both current and potential; personal and USAT). I understand that remarks I make on social platforms can be considered "on the record" for the media, and I will avoid posting inflammatory statements or discussing sensitive, confidential and potentially divisive subjects. I will exercise good judgment and will be mindful to represent myself, my family, my sport, USAT and the spirit of Paralympic competition in a positive way;
- agree to be filmed and photographed by the official photographer(s) and network(s) of USA Triathlon under conditions authorized by USA Triathlon and give event organizers and USA Triathlon 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 USA Triathlon; in no event may USA Triathlon 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 USA Triathlon apparel or equipment or the use of the USA Triathlon logo for the purpose of trade, without the prior written consent of the USA Triathlon (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 athlete.ombudsman@usoc.org for further information regarding my rights under this Code that are not answered by USAT.

PARTICIPANTS' AFFIRMATION

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

Printed Name

Signature

Date

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

Printed Name

Signature

Date

Relationship to Athlete (Parent or Guardian)
