USAT Board of Directors Teleconference Call February 7, 2011

In attendance:

Bob Wendling

Eric Averill

Candy Cheatham

Brian Harrington

Celeste Callahan

Kevin Smeltzer

John Lines

Steven Sexton

Dave Kuendig

Jim Ryun (called in late and hung up before executive session)

Victor Plata

Vince O'Brien

Melissa Merson -ex-officio

Staff:

Tim Yount Andy Schmitz

Bob Wendling called the meeting to order at 6.00 pm MST.

Office Update

Tim Yount emailed a written report to the Board.

2011 HP Allocation Plan for Direct Athlete Support (Elite Athlete Compensation)

Bob Wendling provided background information to the Board on this wish list item approved in the amount of \$240,000 that was originally discussed in the Clearwater Board meeting in November 2010. Andy Schmitz was called on to discuss the allocation plan that was submitted to Tim Yount on December 15, 2010.

Brian Harrington motioned, Vince O'Brien seconded to accept the proposal as presented in Clearwater.

Board discussed the allocation plan.

Steve Sexton motioned, John Lines seconded to table the motion and direct Tim Yount and Andy Schmitz to review the Elite Athlete Compensation Allocation Plan based upon the language that is now before the Board and about what the intent was and how the funds would be spent. Andy and Tim will do a modification on reallocation and provide back to the Board as soon as possible. The Board will reconvene on Thursday (February

17) to vote on the plan.

Action item: Sharon Carns will email November 2010 Clearwater notes to the Board. Steve Sexton abstained from the vote.

Motion passed with one abstention

Clermont Technical Officials Course Level 1

Tim Yount stated that Event Services has been working on moving this clinic along. Event Services staff recognizes this as a high priority.

Board made suggestions on broadening participation.

IR Report

Melissa Merson reported that Marisol Casado, President of ITU, will be visiting the United States for a short tour in March. Meetings will take place in Colorado Springs at the USOC to include Loreen Barnett, ITU. After that meeting Melissa and Marisol will travel to Tampa Florida to meet with WTC.

Board of Director Goals

Eric Averill reported and asked for input on goals.

Action item: Board will send input to Eric Averill.

Industry Advisory Task Force

Bob Wendling stated that USA Triathlon needs to fill a role for industries related to triathlon. Bob suggested that a task force be put together to determine if a standing committee is in order. Melissa Merson, John Lines and Vince O'Brien will serve on the task force. Melissa Merson suggested we survey the NGB Councils to see if others federations have this type of committee.

Sport Performance Documents and Junior/U23 Criteria Documents

Andy Schmitz presented the following seven documents: 2011-2012 World Cup Event Selection, 2011-2012 World Championship Series, 2011-2012 National Team Qualification Criteria, 2011 Junior World Championship, 2011 U23 World Championship, 2011 Junior World Duathlon and 2011 Junior PATCO Championship.

###



ITU World Cup Event Selection Policy 2011-2012

1. Introduction

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

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

2. USAT Eligibility and Nomination Criteria

- A. USA athletes must request entry to a WC event by written notice to the USAT National Teams Program Manager (ituentries@usatriathlon.org) by the USAT entry deadline for that event. Entry deadlines for 2011 events are listed on page four (4) of this document. Entry deadlines for 2012 events will be posted on the USAT web site with notice sent to all USA athletes within one week of the official 2012 ITU WC Calendar being made public.
- B. USAT will enter all athletes onto the ITU wait list via the ITU online entry system no fewer than 31 days before the first competition day.
- C. Selection to the WC event will be made by the ITU in accordance with the ITU WC Elite Qualification Criteria.

3. Substitutions/Replacements

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

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

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

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

Definition of Record

- 1) For WC events conducted on or before June 30, 2011: the sum of an athlete's two best scores from the ITU Olympic Qualification List and/or Continental Cup Podium (Top-3) Scores from the ITU Points List between June 1, 2010 and the start list creation date
- 2) For WC events conducted between July 1, 2011 and December 31, 2011: the sum of an athlete's two best scores from the ITU Olympic Qualification List and/or Continental Cup Podium (Top-3) Scores from the ITU Points List between January 1, 2011 and the start list creation date
- 3) For WC events conducted between January 1, 2012 and June 30, 2012: the sum of an athlete's two best scores from the ITU Olympic Qualification List and/or Continental Cup Podium (Top-3) Scores from the ITU Points List between July 1, 2011 and the start list creation date
- 4) For WC events conducted between July 1, 2012 and December 31, 2012: the sum of an athlete's two best scores on the current ITU <u>Points</u> List between January 1, 2012 and the start list creation date
- 5) Tiebreaker: Where the athletes' Records are tied, the athlete with highest individual score wins the tie. Where the athletes' highest scores are the same, the athlete with the most recent highest individual score wins the tie. Where the athletes have no score, the athlete with the most ITU Points on the Current ITU Points List wins the tie.

Definition of Protected

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

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

4. Elite Athlete Selection Committee

The Committee will be comprised of four individuals: High Performance Director (ex officio/ non- voting) and three disinterested members of the Elite Athlete Selection Committee Pool. For a full description of the EASC, please review the committee charter on the USAT web site. All members of the EASC are required to sign the USAT Conflict of Interest statement that is required of all USAT committee members.

5. Nomination Procedure Agreement

first nomination you submit for entry to a WC Event in 2011. An athlete must email/fax the National Team Program Manager on or before the advertised WC Events Deadline Dates (see 2011 WC Event Deadlines below). No verbal communication of interest will be It is the responsibility of the athlete to check the ITU website for any changes to the submission deadline dates as a result in a change as determined by the ITU. An athlete understands that WC Event start positions are limited and ranking points earned in WC Events are crucial to the USA earning the full three start positions at the Olympic Games. If an athlete is not 100% ready to compete due to injury, illness, or any other reason, he or she will withdraw from the WC Event as early as possible to allow a better-prepared athlete to race for the good of USA If an athlete elects to withdraw from a WC Event after the submission deadline dates, he/she is obligated to inform the National Team Program Manager immediately so a replacement athlete can be nominated. This communication must be done in person or in writing. If an athlete does not withdraw before the closing date to ITU, a penalty (see below) will be enforced and an athlete will forfeit consideration to future WC Events. Medically justified withdrawals will be accepted without penalty to ensure the strongest team for USA Triathlon at each WC Event. An athlete must understand that he/she is not guaranteed a WC Event start if entered by USA Triathlon. ITU has the right of selection and USAT has the right of substitution. Only after the start list is posted on the ITU website, and USAT has exercised its substitution authority, is a selection confirmed. I have initialed and understood all of the above. Print Name Date

This form must be initialed (after each bullet point in the designated space), signed and returned along with the

2011 ITU WC Event Cancellation Policy

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

WC Event	Event Date	ITU Deadline	USAT Deadline	
Mooloolaba, Australia	March 27	February 24 February 18		

Signature

Ishigaki, Japan	April 17	March 17	March 11
Monterrey, Mexico	May 8 April 6		April 1
Edmonton, Canada	July 10	June 9	June 4
Tiszaujvaros, Hungary	August 14	July 14	July 8
Huatulco, Mexico	October 9	September 8	September 2
Tongyeong, South Korea	October 15	September 14	September 9
Guatape, Columbia	November 6	October 6	September 30

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

1st offense: \$1000 fine 2nd offense: \$3000 fine

3rd offense: Ineligible for any ITU event starts for 6 months from race date

###



ITU World Championship Series Event Selection Policy 2011-2012

1. Introduction

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

ITU determines the eligibility criteria for ITU WCS events. Selections to ITU WCS events are made by ITU from

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

entries submitted by USA Triathlon. All USA athletes interested in WCS entry are advised to read the ITU WCS Elite Qualification Criteria posted at www.triathlon.org;

2. USAT Eligibility and Nomination Criteria

- A. USA athletes must request entry to a WCS event by written notice to the USAT National Teams Program Manager (ituentries@usatriathlon.org) by the USAT entry deadline for that event. Entry deadlines for 2011 events are listed on page four (4) of this document. Entry deadlines for 2012 events will be posted on the USAT web site with notice sent to all USA athletes within one week of the official 2012 ITU WCS Calendar being made public.
- B. USAT will enter all athletes onto the ITU wait list via the ITU online entry system no fewer than 31 days before the first competition day.
- C. Selection to the WCS event will be made by the ITU in accordance with the ITU WCS Elite Qualification Criteria

3. Substitutions/Replacements

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

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

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

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

Definition of Record

- 1) For WCS events conducted on or before June 30, 2011: the sum of an athlete's two best scores on the ITU Olympic Qualification List between June 1, 2010 and the start list creation date
- For WCS events conducted between July 1, 2011 and December 31, 2011: the sum of an athlete's two best scores on the ITU Olympic Qualification List between January 1, 2011 and the start list creation date

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

Definition of Protected

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

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

4. Elite Athlete Selection Committee

The Committee will be comprised of four individuals: High Performance Director (ex officio/ non- voting) and three disinterested members of the Elite Athlete Selection Committee Pool. For a full description of the EASC, please review the committee charter on the USAT web site. All members of the EASC are required to sign the USAT Conflict of Interest statement that is required of all USAT committee members.

5. Funding

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

A. Funding Criteria:

- Ranked top three (3) among USA athletes in the ITU Olympic Rankings at the time of the creation of the start list
- 2) Ranked in the top 30 of the World Championship Rankings. For the first two WCS events in a calendar year, this will be based off the prior year's rankings. For all subsequent events, this will be based off the rankings at the time of the creation of the start list
- 3) Ranked in the top 30 of the current ITU Points List at the time of the creation of the start list
- 4) Post a top 15 finish at the WCS event in which reimbursement is requested
- B. Logistics: Athletes selected to a WCS event shall travel together, train together, stay together, and be supported fully and equally by the USAT support staff. Athletes who fund their own travel through the User Fee to the WCS event shall be required to follow the travel and lodging itinerary provided by the USAT staff. USAT staff will provide the itinerary as soon as possible following start list posting by the ITU, but not less than 21 days before the WCS event.
- C. User Fee: Athletes who do not meet funding criteria 1-3 above shall be required to pay USA Triathlon a

User Fee of \$1188.00 (double occupancy; or \$1588.00 for single occupancy) to cover the costs of the lodging, staff support contract fees, staff travel and other costs associated with participation in the WCS event. This fee is due to USA Triathlon within five (5) days of confirmation of the start list. Airfare and food is the responsibility of the athlete. Athletes who meet criteria 4 above will be entitled to a full refund of the user fee. USA Triathlon may waive the User Fee and/or cover the airfare at the discretion of the HPD.

6. Nomination Procedure Agreement

This form must be initialed (after each bullet point in the designated space), signed and returned along with the first nomination you submit for entry to a WCS Events in 2011.

•	An athlete must email/fax the National Team Program Manager on or before the advertised WCS Events Deadline Dates (see 2011 WCS Event Deadlines below). No verbal communication of interest will be considered
•	It is the responsibility of the athlete to check the ITU website for any changes to the submission deadline dates as a result in a change as determined by the ITU
•	An athlete understands that WCS Event start positions are limited and ranking points earned in WCS Events are crucial to the USA earning the full three start positions at the Olympic Games. If an athlete is not 100% ready to compete due to injury, illness, or any other reason, he or she will withdraw from the WCS Event as early as possible to allow a better-prepared athlete to race for the good of USA Triathlon
•	If an athlete elects to withdraw from a WCS Event after the submission deadline dates, he/she is obligated to inform the National Team Program Manager immediately so a replacement athlete can be nominated. This communication must be done in person or in writing. If an athlete does not withdraw before the closing date to ITU, a penalty (see below) will be enforced and an athlete will forfeit consideration to future WCS Events. Medically justified withdrawals will be accepted without penalty to ensure the strongest team for USA Triathlon at each WCS Event.
•	An athlete must understand that he/she is not guaranteed a WCS Event start if entered by USA Triathlon. ITU has the right of selection and USAT has the right of substitution. Only after the start list is posted on the ITU website, and USAT has exercised its substitution authority, is a selection confirmed
•	I have initialed and understood all of the above
Prin	t Name Date
 Sign	ature

2011 ITU WCS Event Cancellation Policy

The cancellation policy will be strongly enforced in 2011. If an athlete wishes to avoid the below penalties, athletes must communicate in person or via email with the National Team Program Manager their wishes to be removed from

the WCS Event consideration list by the ITU deadline dates listed below. Failure to do so will result in the penalties outlined below in addition to the ITU penalties outlined at www.triathlon.org. Athletes with injury or sickness must produce an authorized doctor note.

WCS Event	Event Date	ITU Deadline	USAT Deadline	
Sydney, Australia	April 9-10	March 9	March 4	
Yokohama	May 14-15 April 13		April 8	
Madrid, Spain	June 4-5	May 4	April 29	
Kitzbuehel, Austria	June 18-19	May 18	May 13	
Hamburg, Germany	July 16-17	June 15	June 10	
London, Great Britian	August 6-7	July 6	July 1	
Beijing, China (Grand Final)	September 10- 11	August 10	August 5	

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

1st offense: \$1000 fine 2nd offense: \$3000 fine

3rd offense: Ineligible for any ITU event starts for 6 months from race date

###



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

Introduction

The primary objective of USA Triathlon's National Teams Program (NTP) is to provide an administrative, performance, and financial support structure to assist athletes in achieving optimal results for themselves and Team USA at the

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

Olympic Games, Pan Am Games, and ITU World Championship Series. In order for athletes to excel at these major events, it is essential that they have extensive international competitive experience and exposure to top level ITU World Cup racing with medal winning results. The USA Triathlon (USAT) National Team is composed of those athletes with proven performance capability at World Cups, World Championship Series, and Olympic Games.

Team Size

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

Application Process

Athletes that meet the National Team eligibility criteria must request, complete and submit a National Team application to the USA Triathlon High Performance Staff (attention: katie.baker@usatriathlon.org). Submitted applications will be processed in the order in which they are received and athletes accepted to the USAT National Team Program will be issued a contract to sign within 30 days of application.

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

Evaluation Dates

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

Evaluation dates for the USA Triathlon National Team are:

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

Eligibility Criteria

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

- 1. First priority for the National Team for each year of the quadrennial will be:
 - 2009- Athletes selected for the 2008 OLYMPIC TEAM, including first replacements.
 - 2010- Same as #2 below.
 - 2011- Gold Medalists from 2011 Pan American Games.
 - 2012- Gold Medalists from 2011 Pan American Games and Athletes selected for the 2012 OLYMPIC TEAM including first replacements.
- Top 8 finish at the most recent ITU World Championships (Final Race or Final WCS Series Ranking). Order of finish decides priority. In the event of a tie between Finale finish place and Series ranking, the priority goes to the Finale finish place.
- 3. Top 3 finish in an ITU World Championship Series event.
- 4. Invitation of the High Performance Director (HPD). Contract benefits provided to these athletes may differ from benefits provided to athletes who qualify through criteria one through three. Also included within this category are athletes who have been granted National Team status through the Injury, Illness or Pregnancy provision.

2011 Contract Summary

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

- National Team Athletes ("Team Athletes") may earn a Monthly Stipend based on support decisions made by the U.S. Olympic Committee (USOC). Team Athletes identified by the USOC will be paid a set monthly stipend of \$1,500 per month. All others will be eligible to earn Performance Bonuses and may be awarded financial support from USAT (#2 below).
- Financial support may be provided to National Team members in the form of supplemental salary. The level of funding will be based on historical performance and expectations of future performance. This funding will not be equally distributed among all National Team athletes.
- 3. Financial support for performance needs such as massage, nutrition counseling, specialist coaching, and other needs as approved by the High Performance unit up to a cap of \$2000 before June 30 and an additional \$2000 from July 1 to December 31.
- 4. Elite Athlete Health Insurance (EAHI) provided through the United States Olympic Committee dependant on USAT EAHI criteria as outlined below:

January 1, 2011

- Top 8 finish at the 2010 ITU World Championships (Grand Final). Order of finish decides priority.
- Top 3 finish in an ITU "World Championship Series Race" in 2010. Final ITU World Championship Series (WCS) ranking decides priority.
- Top 8 finish in an ITU "World Championship Series Race" in 2010. Highest finish place decides priority.
 In the event of identical finish place, final ITU World Championship Series (WCS) ranking decides priority.
- Invitation of High Performance Director (limit one invitation per gender) for an athlete identified as a key contributor to team tactics at WCS-level events
- If slots remain, slots will be filled by contracted National Team athletes according to their best finish place at an ITU World Championship Series event in 2010. Any ties will be broken by the end of the year ITU WCS ranking.
- *Should there be any available EAHI slots left after all eligible athletes have either accepted or declined, those slots will remain unused.

October 1, 2011

- Qualification for the 2012 Olympic team by virtue of a Top 9 performance at the 2011 ITU London WCS
 event.
- Top 8 finish at the 2011 ITU World Championships (Grand Final). Order of finish decides priority.
- Top 3 finish in an ITU "World Championship Series Race" in 2011. Final ITU World Championship Series (WCS) ranking decides priority.
- Top 8 finish in an ITU "World Championship Series Race" in 2011. Highest finish place decides priority.
 In the event of identical finish place, final ITU World Championship Series (WCS) ranking decides priority.
- Invitation of High Performance Director (limit one invitation per gender) for an athlete identified as a key contributor to team tactics at WCS-level events
- If slots remain, slots will be filled by contracted National Team athletes according to their best finish
 place at an ITU World Championship Series event in 2010. Any ties will be broken by the end of the
 year ITU WCS ranking.
- *Should there be any available EAHI slots left after all eligible athletes have either accepted or declined, those slots will remain unused.
- 5. Adventure Advocates Accident Insurance
- 6. The designated coach of each National Team athlete will receive financial support plus performance bonuses provided the coach meets all requirements. Please see the Coaching Stipend document.
- 7. Each athlete may receive access to facilities and support services at the United States Olympic Training Center(s) and USAT Performance and Training Centers upon approval. Please see the Resident Program Criteria.

- 8. USAT will cover up to \$1000 for upgrades on continuous flights over 6 hours to WCS races.
- 9. Up to \$2000 per evaluation period available for Training Camp purposes. Training Camp defined as a 10 day or longer purposeful training opportunity more than 100 miles away from your place of residence. Athletes are only eligible for accommodation, airfare and rental car reimbursement. All athletes must submit a detailed proposal to the National Team Program Manager for approval 6 weeks before start date (this is not negotiable). This stipend is not available for camps occurring at the same time a USAT camp is being offered.
- 10. Athlete must race the September 24th, 2011 Elite National Championship. If an athlete does not race they forfeit remaining payments for the rest of 2011. Athlete will receive a travel reimbursement allowance of up to \$1000 for reasonable and necessary travel expenses related to their participation in this event.
- 11. Athlete agrees to participate in at least four (4) promotional appearances (two if only a National Team member for one evaluation period) at the request of USA Triathlon without additional compensation. Actual appearance time (not inclusive of travel) is not to exceed four hours, unless agreed to by the Athlete. Competing in a race does not constitute an appearance. No more than two appearances are to require travel of more than one hour, unless agreed to by the Athlete. All necessary and approved travel expenses related to the Athlete appearances will be the responsibility of USA Triathlon. The appearances must be mutually agreed upon by USAT and Athlete. The appearances must not put Athlete in a position where he/she works with a USAT sponsor in conflict with a personal sponsor of Athlete.
- 12. Athlete must race at least 2 WCS Events and the WCS Finale if they accept funding to be eligible for the Team.

Injury, Illness, or Pregnancy Provision

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

- 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 were 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.
- The athlete has fulfilled all reasonable training and rehabilitation requirements and, despite making every
 reasonable effort to achieve the National Team selection criteria during the year in which the injury, illness or
 pregnancy occurs, fails to achieve the selection criteria for reasons strictly related to the injury, illness, or
 pregnancy.
- 3. The athlete (and/or athlete's coach) will provide a complete, documented medical description of the injury, illness, or pregnancy to the National Team Manager. The medical report must be signed by the attending physician(s) and must include the nature of the medical condition, time of injury/illness (if applicable), anticipated rehabilitation time, and estimated return to full and uninterrupted training. The athlete's submission will also include a record of achievement that details current and previous season's competition results, national and international rankings, National Team status, as well as his/her rationale for applying for an injury, illness, or pregnancy provision. The athlete must sign a waiver releasing all records submitted in the course of the appeal, waiving his or her right to privacy in those records, for the limited purpose of evaluating the merits of the appeal. A record of the appeal will be maintained as precedent for future appeals.
 - a. Additional Information: the National Team Program Manager may request additional information relevant to evaluating the appeal such as medical records, training logs, coaches' reports, reports from other athletes and other records. Failure to provide the requested information promptly may result in the denial of the appeal.

- b. Interviews: any and all individuals involved in the appeal, such as the athlete making the request, coaches, training partners, doctors, etc, must be available to be interviewed by the National Team Manager.
- 4. The athlete, athlete's coach, and medical service providers (if available) will meet directly with the National Team Manager (and designated staff) to create and implement a reasonable rehabilitation, training, and return to competition plan. The plan will contain specific rehabilitation and training performance benchmarks and evaluation periods to ensure measured, objective progress. The athlete's coach, based on his or her technical judgment and that of the qualified, attending physician(s), will indicate in writing to the National Team Program Manager 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 support under the injury, illness, or pregnancy clause shall retain the National Team 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.
- In the event the National Team Manager denies the athlete's request for such an exemption the athlete has the right to file an appeal under USA Triathlon's appeal procedures.





2011 ITU WORLD CHAMPIONSHIP - JUNIOR TEAM SELECTION CRITERIA

1. Introduction

This 2011 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 2011 ITU Junior Triathlon World Championships (the "Team") in Beijing, China on September 10-11th 2011 (the "World Championship"). The selection criteria are designed to provide emerging athletes aged 16 to 19 (as of December 31, 2011) the opportunity to continue their athletic development by demonstrating their abilities at the highest levels of international triathlon competition.

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 Junior division of the 2011 ITU Triathlon World Championship event. However, start positions are not guaranteed. Start positions are awarded to USAT by the ITU based on: 1) a quota system; and 2) USA athlete results at the 2011 Pan American (PATCO) World Championship Qualifier.

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

- Selection Event #1: 2010 ITU Junior World Championship, Budapest, Hungary; September 12, 2010
- b. Selection Event #2: 2011 PATCO Junior Championship, Edmonton, Canada; July 10, 2011
- c. Selection Event #3: 2011 USAT Junior National Championship, San Diego, CA; August 6, 2011

4. Selection Procedure

a. The maximum team size for the Team is 3 athletes per gender. If the ITU allows for additional athletes, then the USAT High Performance Director may apply for additional invitations from the ITU. Additional nominations over the 3-athletes per gender maximum will to be made by discretionary selection. USAT will submit all entries for the competition to the ITU 35 days prior to the World Championship.

b. Automatic Selection:

- i. The highest placing junior USA athletes in Selection Event #1 will automatically qualify for the Team provided they finish in 5th place or better. Athletes will qualify by order of finish. Athletes who qualify by this standard must also demonstrate their fitness by meeting one of the following standards in 2011:
 - 1. Compete in draft-legal junior events in 2011; or
 - 2. Meet swimming and running benchmarks. Athlete must meet the "A" standard in the swim or run, <u>and</u> the "B" standard of the other discipline from the "Junior Swim and Run Benchmarks" table below.
- ii. If any slots remain following Selection Event #1, up to two positions will be awarded at Selection event #2.
 - Single qualifier per gender: The first Junior USA athlete at Selection Event #2, who did not already qualify for the Team, will automatically qualify for the Team provided he/she finishes in 8th place or better and within 5% of the winner's time. Athletes will qualify by order of finish.
 - 2. <u>Two qualifiers per gender</u>: The first two Junior USA athletes at Selection Event #2, who did not already qualify for the Team, will automatically qualify for the Team provided they both finish in 3rd place or better and within 5% of the winner's time.
- iii. If any slots remain following Selection Event #2, then the first Junior USA athlete at Selection Event #3, who did not already qualify for the Team at previous Selection Events, will automatically qualify for the Team provided he/she finishes in 3rd place or better and within 5% of the winner's time for men and 8% of the winners time for women.
- **c. Discretionary Selection:** any remaining slots on the Team following the Automatic Selection process will be filled by discretionary selection.

Selection Event Table:

2011 USAT Junior World Championships Selection Criteria

EVENT	LOCATION	DATE	UP TO	Ovalifying Critoria
EVEINI	LOCATION	DAIE	<u> </u>	Qualifying Criteria

2010 ITU	Budapest, Hungary	September 12,	3 MEN	The highest placing Junior USA athletes
Junior World		2010		provided they finish 5 th place or better.
Championship			3	Athletes qualify by order of finish, and
			WOMEN	must demonstrate fitness in 2011
2011 PATCO	Edmonton, Canada	July 10, 2011	2 MEN	Single qualifier per gender:
Junior Championship				Qualifying athlete must finish top 8
			2	overall and within 5% of winner's time
			WOMEN	Two qualifiers per gender: Two US
				athletes (not already qualified) must both
				finish top 3 overall and within 5% of the
				winners time
2011	San Diego, CA	August 6, 2011	1 MAN	Men: Qualifying athlete must finish top 3
Junior National				overall and within 5% of winners time
Championship			1	Women: Qualifying athlete must finish
			WOMAN	top 3 overall and within 8% of winners
				time

5. Discretionary Selection

- a. Rationale for utilizing discretionary selection: By meeting the automatic selection standards, athletes will have demonstrated their ability as the best USA athletes in this category. If the maximum number of USA athletes has not met the standards, then USA Triathlon may select athletes who, in the opinion of the Selection Committee, can win a medal despite not performing to the standard at the selection event, or who can contribute to winning a medal through specific team tactics during the event.
- b. Discretionary Process: Any athlete who meets the minimum eligibility requirements in Section 2 may be considered for nomination. The Selection Committee shall rank athletes for nomination to the ITU. Athletes must fully understand and agree to their individual strategic roles within the team before being nominated to the Team by discretionary selection. USAT will submit all approved entries for the competition to ITU 35 days prior to the 2011 ITU Junior World Championships. Athletes will be notified of their selection on or before that date.

c. Discretionary criteria:

- i. The following criteria shall be used for discretionary selection. The criteria are listed in no particular order:
 - 1. Finish place in the Selection Events;
 - 2. USAT Junior Elite Ranking (if any);
 - 3. a record of competitive swimming results <u>and</u> a record of competitive cycling results <u>and</u> demonstrated knowledge of cycling team tactics; <u>or</u> official swimming and running marks established in 2011.
 - 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 Bench marks				
		800y d SC	800 m SC	5k
Men	Α	8:15	9:05	15:4 0
Men	В	8:39	9:32	16:2 0
Wom en	Α	8:40	9:33	17:3 0
Wom en	В	9:23	10:32	18:4 0

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

6. Removal from the Team

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

7. Replacements to the Team

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

8. Additional Requirements for Selection

- a. All athletes selected to the Team will be required to comply with all applicable rules and requirements of ITU, WADA, USADA, and USAT, including, but not limited to, the following:
 - vi. Sign and abide by the USAT's Code of Conduct, any USAT or ITU 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 World Championship.

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

9. Team Athlete Benefits

- a. USA Triathlon will pay all of Athlete's reasonable travel expenses to the World Championships.
- b. Athletes finishing in the top-3 (*first, second, or third Place*) will be eligible for an additional \$1,000 allowance to cover any travel expenses for national-level or international-level events not covered through other allotments during the 2011 Junior Elite season. An expense report with original receipts is required.

10. Preparation Training Camp

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





2011 U23 WORLD CHAMPIONSHIP TEAM SELECTION CRITERIA

1. Introduction

This 2011 U23 ITU World Championship Team Selection Criteria (the "Criteria") will be used to determine the athletes aged under 23 (as of December 31, 2011) that will represent the United States in the International Triathlon Union (ITU) U23 World Championship (the "Team") in Beijing, China on September 10-11th 2011 (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 2011 ITU Triathlon World Championship event. However, start positions may be limited to two in a gender category should the US not palace at least two athletes in the top 25 in that gender at the 2010 ITU U23 Triathlon World Championship.

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

- a. Athlete must be eligible under all applicable rules of ITU (www.triathlon.org), 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: 2010 ITU U23 World Championship, Budapest, Hungary; September 11, 2010
- b. Selection Event #2: 2011 Monroe ITU Triathlon Pan American Cup; June 25, 2011
- c. Selection Event #3: 2011 San Francisco ITU Triathlon Pan American Cup; July 9, 2011
 *Entry to the Selection Events #2 and #3 will be made according to the 2011 USA Triathlon Selection
 Criteria for that event.

4. Selection Procedure

a. The maximum team size for the Team is 3 athletes per gender. If the ITU allows for additional athletes, then the USAT High Performance Director may apply for additional invitations from the ITU. Additional nominations over the 3-athletes per gender maximum will to be made by discretionary selection. USAT will submit all entries for the competition to the ITU 35 days prior to the World Championship.

b. Automatic Selection:

- i. The highest placing U23 USA athletes in Selection Event #1 will automatically qualify for the Team provided they finish in 10th place or better. Athletes will qualify by order of finish. Athletes who qualify by this standard must also demonstrate their fitness by meeting one of the following standards in 2011:
 - Placing in the top-5 of an ITU Continental Cup on or before the date of Selection Event #3 in 2011; or
 - 2. Athlete must meet swimming and running benchmarks. Athlete must meet the "A" standard in the swim or run, <u>and</u> the "B" standard of the other discipline from the "U23 Swim and Run Benchmarks" table below.
- ii. If any slots remain following Selection Event #1, then the first U23 USA athlete at Selection Event #2, who did not already qualify for the Team, will automatically qualify for the Team provided he/she finishes within five percent of the winner's time, and within the top 1/3 of finishers.
- iii. If any slots remain following Selection Event #2, then the first U23 USA athlete at Selection Event #3, who did not already qualify for the Team at previous Selection Events, will automatically qualify for the Team provided he/she finishes within five percent of the winner's time, and within the top 1/3 of finishers.
- **c. Discretionary Selection:** If there are any remaining slots on the Team following the Automatic Selection process, the remaining slots will be filled by discretionary selection.

Selection Event Table:

2011 USAT U23 World Championships Selection Criteria

Selection Event	Location	Date	Qualification Criteria
2010 ITU U23 Triathlon World Championship	Budapest, Hungary	September 11, 2010	The highest placing U23 USA athletes provided they finish in 10 th place or better. Athletes will qualify by order of finish, and must demonstrate fitness in 2011
2011 Monroe ITU Triathlon Pan American Cup	Monroe, WA	June 25, 2011	First USA U23 finisher not yet automatically qualified; provided finish time within 5% of winner top 1/3 of finishers.
2011 San Francisco ITU Triathlon Pan American Cup	San Francisco, CA	July 9, 2011	First USA U23 finisher not yet automatically qualified; provided finish time within 5% of winner top 1/3 of finishers.

5. Discretionary Selection

- a. Rationale for utilizing discretionary selection: By meeting the automatic selection standards, athletes will have demonstrated their ability as the best USA athletes in this category. If the maximum number of USA athletes has not met the standards, then USA Triathlon may select athletes who, in the opinion of the Selection Committee, can win a medal despite not performing to the standard at the selection event or who can contribute to winning a medal through specific team tactics during the event.
- b. Discretionary Process: Any athlete who meets the minimum eligibility requirements in Section 2 may be considered for nomination. The Selection Committee shall rank athletes for nomination to the ITU. Athletes must fully understand and agree to their individual strategic roles within the team before being nominated to the Team by discretionary selection. USAT will submit all approved entries for the competition to ITU 35 days prior to the 2011 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);
 - a record of superior competitive swimming results and a record of superior competitive cycling results and demonstrated knowledge of cycling team tactics; or official swimming and running marks established in 2011.
 - a. For an athlete judged by swimming and running marks, the athlete must meet the "A" standard in the swim or run and the "B" standard of the other discipline from the Swim and Run Benchmarks below:

Under-		
23 Swim		

and Run Benchm arks				
		1500 m LC	1650y d SC	10k
Men	Α	17:2 6	16:31	32:00
Men	В	18:4 8	18:09	33:30
Women	Α	18:4 5	18:17	36:15
Women	В	20:1 6	19:46	38:20

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

6. Removal from the Team

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

7. Replacements to the Team

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

8. Additional Requirements for Selection

- a. All athletes selected to the Team will be required to comply with all applicable rules and requirements of ITU, WADA, USADA, and USAT, including, but not limited to, the following:
 - 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 a Olympic triathlon distance (1.5km/40km/10km) between the period beginning six (6) weeks prior to the date of the World Championship (July 31st, 2011) through the date of the World Championship (September 10-11th, 2011).

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

- uSA Triathlon will pay all of Athlete's reasonable travel expenses to the World Championships.
- Athletes are eligible bonus payments as outlined in the 2011 High Performance Incentive Plan

10. Preparation Training Camp

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





2011 JUNIOR WORLD DUATHLON CHAMPIONSHIP TEAM SELECTION CRITERIA

1. Introduction

This 2011 ITU Duathlon World Championships Junior Team Selection Criteria (the "Criteria") will be used to determine the athletes that will represent the United States at the 2011 ITU Junior Duathlon World Championships in Gijon, Spain on September 24-25th, 2011 (the "World Championship"). The selection criteria are designed to provide emerging athletes aged 16 to 19 (as of December 31, 2011) the opportunity to continue their athletic development by demonstrating their abilities at the highest levels of international duathlon competition. Under ITU World Championships eligibility guidelines (posted on the ITU web site www.triathlon.org), the USA may send up to a total of six (6) men and six (6) women to compete in the Junior division of the 2011 ITU Duathlon 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 ITU (www.triathlon.org), the U.S. Anti-Doping Agency (www.usada.org), and USAT Triathlon.
- b. Athlete must be an annual member in good standing of USA Triathlon.

3. Selection Procedure

- a. The maximum team size for the Team is 6 athletes per gender. USAT will submit all entries for the competition to the ITU 35 days prior to the World Championship.
- b. All slots on the Team will be filled by discretionary selection.

4. Discretionary Selection

- usa Triathlon may select athletes who, in the opinion of the selection Committee, can win a medal, or who can contribute to winning a medal through specific team tactics during the event.
- b. Discretionary Process: Any athlete who meets the minimum eligibility requirements in Section 2 may be considered for nomination. Athletes must submit an application (see Attachment A) to the High Performance Department via email at ituentries@usatriathlon.org, no later than July 1, 2011. Athletes must fully understand and agree to their individual strategic roles within the team before being nominated to the Team by discretionary selection. The Selection Committee shall rank athletes for nomination to the ITU. Athletes will be notified of their nomination on or before July 15, 2011. USAT will submit all approved entries for the competition to ITU 35 days prior to the 2011 ITU Junior World Championships.
- c. Discretionary criteria:
 - i. For discretionary selection the following three criteria shall be used. Criteria are listed in no particular order.
 - 1. Official running marks established in 2011.
 - 2. A record of cycling ability in non-drafting events, or draft-legal events, including cycling-only events; <u>and</u> demonstrated knowledge of cycling team tactics.
- d. The Selection Committee will be comprised of two members of the High Performance Staff and one member of the Athlete Advisory Council.

5. Removal from the Team

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

6. Replacements to the Team

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

allow replacement, the vacancy shall not be filled.

7. Additional Requirements for Selection

- a. All athletes selected to the Team will be required to comply with all applicable rules and requirements of ITU, WADA, USADA, and USAT, including, but not limited to, the following:
 - 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) and standard ITU duathlon distance (5k/40k/10k) between the period beginning six (6) weeks prior to the date of the World Championship.

8. Team Athlete Benefits

- a. Athletes selected for the World Championship Team will receive the following benefits:
 - i. USA Triathlon will cover the World Championship race registration fee.
 - ii. USA Triathlon will provide a team uniform. Sponsor logos are permitted uniform, but must comply with ITU specifications and are the responsibility of the athlete.
 - iii. A USAT resource will be available on race day to assist with limited coaching and administrative duties.
 - iv. Athletes recording a top 10 finish and within 5% of the winners time will be eligible for reimbursement of their flight expense; provided it was booked at a reasonable market rate upon qualification and original receipt is provided with USAT expense report within 30 days of the event.
 - v. Athletes finishing in the top-3 (*first, second, or third Place*) and within 5% of the winners time will be eligible for reimbursement of their race-related expenses (flight, hotel, bike transport), provided rates are reasonable and original receipts are provided with USAT expense report within 30 days of the race.

9. International Disclaimer

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.



2011 Junior World Duathlon Championships USA Junior Team Member Application

PERSONAL INFORMATION							
Name:							
Mailing							
Address:							
City, State, ZIP:							
Phone:		Email:					
Date of Birth:		Age:					
Gender	M F	Heigh		Weight:			
		t:					
COACUINEODA	ATION						
COACH INFORM	ATION			1			
Name:							
Mailing							
Address:							
City, State, ZIP:							
Phone:				Email:			
	•			•	•		

Feel free to use additional space (back or blank page) to answer the following should you need it:						
Duathlon performances:						
Cycling performances:						
Running performances:						
Previous Junior ITU Worlds Duathlon team member? Y - N f Yes, year(s) and place(s)						

Athletic Background

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

☐ By checking this box, I confirm that I have an <u>up-to-date</u> Athlete Profile on the USAT website.

Application Process

Applications for the 2011 Junior World Duathlon Championship Team must be **received** by July 1, 2011 and should be sent via or email to: ituentries@usatriathlon.org,

Athletes will be notified of their selection on or before July 15, 2011

###



2011 ITU PATCO CHAMPIONSHIP - JUNIOR TEAM SELECTION CRITERIA

1. Introduction

This 2011 ITU Junior Triathlon PATCO Championship Team Selection Criteria (the "Criteria") will be used to determine the athletes that will represent the United States at the 2011 ITU PATCO Junior Triathlon Championship (the "Team") in Edmonton, Canada on July 10th, 2011 (the "PATCO Championship"). The selection criteria are designed to provide emerging athletes aged 16 to 19 (as of December 31, 2011) the opportunity to continue their athletic development by demonstrating their abilities at the highest levels of international regional triathlon competition.

Under ITU PATCO Championship eligibility guidelines (posted on the ITU web site www.triathlon.org) the USA may send a maximum of eight (8) men and eight (8) women to compete in the Junior division of the 2011 PATCO Championship event. However, start positions are not guaranteed. Start positions are awarded to USAT by the ITU based on: 1) a quota system; and 2) USA athlete results at select events during the 2010 and 2011 seasons.

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

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

3. Selection Priority/Events

- a. Selection Priority #1 (maximum of four): Athletes ranked in the top ten of the 2010 end of season USAT Junior Elite rankings, with priority going to the higher ranked athlete.
- **b. Selection Priority #2**: Finish position at the 2011 PATCO Junior North American Championship, Clermont, Florida (March 5, 2011)

4. Selection Procedure

- a. The maximum team size for the Team is eight (8) athletes per gender. If the ITU allows for additional athletes, then the USAT High Performance Director may apply for additional invitations from the ITU. Additional nominations over the 8-athletes per gender maximum will to be made by discretionary selection. USAT will submit all entries for the competition to the ITU 35 days prior to the PATCO Championship.
- b. Automatic Selection:
 - i. The highest ranked junior USA athletes in Selection Priority #1 will automatically qualify for the Team provided they are ranked 10th or better. Athletes will qualify by order of rank and a maximum of four (4) athletes will be identified through this priority. Athletes who qualify by this standard must also demonstrate their fitness by meeting one of the following standards in 2011:
 - 1. Compete in draft-legal junior events in 2011; or
 - 2. Meet swimming and running benchmarks. Athlete must meet the "A"

standard in the swim or run, <u>and</u> the "B" standard of the other discipline from the "Junior Swim and Run Benchmarks" table below.

ii. Up to four positions will be awarded at Selection event #2.

- 1. The first four (4) Junior USA athletes at Selection Event #2, who did not already qualify for the Team, will automatically qualify for the Team provided he/she finishes in 15th place or better and within 5% of the winner's time. Athletes will qualify by order of finish.
- **c. Discretionary Selection:** any remaining slots on the Team following the Automatic Selection process will be filled by discretionary selection.

Selection Event Table:

2011 USAT Junior PATCO Championships Selection Criteria

PRIORITY/EVENT	LOCATION	<u>DATE</u>	UP TO	Qualifying Criteria
2010 Rankings	www.usatriathlon.org	N/A	4 MEN	The highest ranking Junior USA athletes provided they are ranked 10 th place or
			4	better. Athletes qualify by order of rank,
			WOMEN	and must demonstrate fitness in 2011
2011 PATCO	Clermont, FL	March 5, 2011	4 MEN	Qualifying athlete must finish top 15
Junior North				overall and within 5% of winner's time
American			4	
Championship			WOMEN	

5. Discretionary Selection

- a. Rationale for utilizing discretionary selection: By meeting the automatic selection standards, athletes will have demonstrated their ability as the best USA athletes in this category. If the maximum number of USA athletes has not met the standards, then USA Triathlon may select athletes who, in the opinion of the Selection Committee, can win a medal despite not performing to the standard at the selection event, or who can contribute to winning a medal through specific team tactics during the event.
- b. Discretionary Process: Any athlete who meets the minimum eligibility requirements in Section 2 may be considered for nomination. The Selection Committee shall rank athletes for nomination to the ITU. Athletes must fully understand and agree to their individual strategic roles within the team before being nominated to the Team by discretionary selection. USAT will submit all approved entries for the competition to ITU 35 days prior to the 2011 ITU Junior PATCO Championships. Athletes will be notified of their selection on or before that date.

c. Discretionary criteria:

- i. The following criteria shall be used for discretionary selection. The criteria are listed in no particular order:
 - 1. Finish place in the Selection Events;
 - 2. USAT Junior Elite Ranking (if any);
 - 3. a record of competitive swimming results <u>and</u> a record of competitive cycling results <u>and</u> demonstrated knowledge of cycling team tactics; <u>or</u> official swimming and running marks established in 2011.
 - a. For an athlete judged by swimming and running marks, the athlete must meet the "A" standard in the swim or run and the "B" standard of the other discipline from the Swim and Run

Benchmarks below. Results submitted on or before March 31st will be considered in the discretionary process.

Junior Swim and Run Bench marks				
		800y d SC	800 m SC	5k
Men	А	8:15	9:05	15:2 0
Men	В	8:39	9:32	16:0 0
Wom en	А	8:40	9:33	17:1 0
Wom en	В	9:23	10:32	18:1 5

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

6. Removal from the Team

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

7. Replacements to the Team

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

8. Additional Requirements for Selection

a. All athletes selected to the Team will be required to comply with all applicable rules and requirements of ITU, WADA, USADA, and USAT, including, but not limited to, the following:
 vi. Sign and abide by the USAT's Code of Conduct, any USAT or ITU

Wavier or Release, and conform to all USAT policies and protocol regarding Team preparation and participation.

vii. Agree not to race any event **longer** than the Olympic triathlon distance (1.5km/40km/10km) between the period beginning six (6) weeks prior to the date of the PATCO Championship.

viii. Agree to stay in lodging as a team for PATCO Championship. All accommodation arrangements will be coordinated by the High Performance staff.

9. Team Athlete Benefits

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

10. Preparation Training Camp

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

###

Brian Harrington motioned, Celeste Callahan seconded to accept 2011-2012 World Cup Event Selection, 2011-2012 World Championship Series, 2011-2012 National Team Qualification Criteria, 2011 Junior World Championship, 2011 U23 World Championship, 2011 Junior World Duathlon and 2011 Junior PATCO Championship.

Motion passed unanimously with no abstentions.

Elite License Information

Attached.

Elite Re-Qualification Criteria

Dave Kuendig presented:

Resolution for Board Action

Subject: Elite Athlete Re-Qualification Criteria

Background: Effective January 1, 2005 a minimum performance requirement was established for an elite license holder to retain their elite eligibility. An athlete must meet the minimum performance requirement by December 31st of the year two years following the last year of qualification. Previously, athletes were able to hold their elite licenses for life. The sole purpose of this resolution was to establish a minimum standard for an athlete to retain their elite license. A resolution created in November 2009 established an Injury, Illness, and Pregnancy Provision to the re-qualification criteria. This provision stated that, "In the event an elite athlete suffers a long term injury, illness, or becomes pregnant during the elite license eligibility period and, for strictly health-related reasons, has not met the eligibility criteria, he or she may make written appeal to the Athlete Advisory Council (AAC) to extend the elite eligibility period for one (1) additional year."

With this provision, an athlete can appeal to the AAC to extend their re-qualification period from two years to three years. However, collecting the medical documentation necessary can be a burden for the athlete and reviewing it can be an administrative and transparency burden for the AAC.

Establishing specifically '2' years as the number of years to re-qualify for an elite license was not the original intent of the resolution. The resolution was meant to establish a minimum, reasonable standard for re-qualifying. By extending the number of years between needing to re-qualify to '3' years, the Injury, Illness, and Pregnancy Provision can be removed.

Financial Impact: None

Relevant & Affected By-Laws and Procedures: Elite Athlete Re-Qualification Criteria and Injury, Illness, and Pregnancy Provision

Whereas the purpose of the Re-Qualification time period and criteria were to establish a minimum standard to maintain elite license eligibility; and

Whereas lengthening the re-qualification time period from two (2) years to three (3) years still maintains a reasonable minimum standard; and

Whereas the Injury, Illness and Pregnancy Provision was established because an injury, illness, or pregnancy could dramatically affect an athlete's ability to re-qualify in a two year window; and

Whereas the Injury, Illness and Pregnancy Provision, if used by an athlete, could extend their requalification period from two (2) years to three (3) years,

Now therefore let it be resolved that the Injury, Illness, and Pregnancy Provision of the Elite Athlete Re-qualification Criteria be removed and that by meeting the re-qualification performance criteria, an athlete then extends their eligibility expiration date for "three" (3) years from December 31st of the year in which he/she last qualified.

This resolution is effective as of January 1, 2011. All elite license holders as of December 31, 2010 shall have their eligibility extended by one (1) year.

Submitted By: Ryan Bickerstaff, AAC Chairman and Dave Kuendig, USAT Board Member; on

behalf of the Athletes' Advisory Council

Dave Kuendig provided background information and clarification for the Board.

Dave Kuendig motioned, John Lines seconded, to accept the Elite Re-Qualification Resolution.

Motion passed unanimously with no abstentions.

Youth Rules

Tim Yount provided recent communications regarding youth rules. Board discussion occurred about follow-up.

Action item: Tim Yount will contact Joyce Donaldson and work with her on the youth rules.

2011 Committees

Eric Averill stated there are four committees not populated from the January 2011 meeting: Age Group, Elite Athlete Selection, Race Director and Women's Committee.

Age Group Committee

Chuck Graziano Chair

Lee Zohlman

Jim Weaver

John Jones

Kat Donatello

Ken Modica

Whitney Despain

Kevin Smeltzer

Geoff Abdoo

Tom Manzi

Rob Vigorito

Steve Sutherland

Celeste Callahan BOD Liaison Tim Yount Staff Liaison

Elite Athlete Selection Committee

Victor Plata stated that the chair of the AAC is accepting nominations and Victor will update Eric Averill on the population.

Race Director Committee

TBD

Women's Committee

Awilda Harrington Chair

Marti Greer Barb Lindquist Kelle Burke

Candy Cheatham BOD Liaison Kathy Matejka Staff Liaison

Bob Wendling approved the population of the Age Group and Women's Committees. The Elite Athlete Selection and Race Director Committee will be approved at a later date.

2011 Board Schedule:

Tucson, April 30, Duathlon Nationals. Event day is on a Saturday (Date of Board meeting TBD)

Henderson NV - Worlds, 1/2 day 11/6th, whole day the 7th (Sunday – Monday). Event is listed as 11/5 (Saturday).

Calls: First Monday in the month 8 p.m. eastern time unless rescheduled due to holiday or scheduling conflict.

Jan 2

Feb 7

March 7

April 4

May 9 (rescheduled because of Tucson in-person meeting)

June 6

July 11 (rescheduled due to July 4th holiday)

August 1

Sept. 5

October 3

November 14 (rescheduled because of Henderson in-person meeting)

December 5

Meeting adjourned at 8:43 pm MST.