

USAT Board of Directors

Teleconference Meeting

Monday, May 3, 2010

In attendance:

Brian Harrington, President

Eric Averill, Vice President

Bob Wendling, Treasurer

Candy Cheatham, Secretary

Celeste Callahan

Jim Donaldson

Victor Plata

Dave Kuendig

Steve Sexton

Vince O'Brien

Rob Kasper

Jim Ryun

Skip Gilbert, Executive Director

Melissa Merson

Ken Waugh – Waugh & Goodwin, LLP

Scott Schnitzspahn - Sport Performance Director

Brian Harrington called the meeting to order at 6:00 p.m. Mountain Daylight Time.

Audit Update

Ken Waugh with Waugh & Goodwin, LLP gave an overview of the 2009 Audit.

Athlete Selection Procedures 2011 Pan American Games Resolution

Scott Schnitzspahn presented the Board with the following resolution:

**USA TRIATHLON (USAT)
ATHLETE SELECTION PROCEDURES
2011 PAN AMERICAN GAMES**

APRIL 22, 2010

I. SELECTION SYSTEM

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

1. Citizenship:

Athletes must be a citizen of the United States at the time of nomination and hold a valid U.S. passport that will not expire for six months after the conclusion of the Games.

2. Minimum International Federation (IF) and/or Continental Federation standards for participation (if any):

N/A

3. Other requirements (if any):

USA Triathlon registered elite triathlete, with valid USA Triathlon elite license.

B. Tryout Events:

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

The selection event will be the International Triathlon Union (ITU) Des Moines Elite Cup in Des Moines, Iowa to be conducted in June of 2011.

2. Provide event names, dates, locations and description of how athletes qualify for any "preliminary or qualifying" events or procedures that are prerequisites to attend any of the trials, events or camps listed above in B. 1 (if any).

Entry to the ITU Des Moines Elite Cup selection event will be made according to the 2011 USAT World Cup Selection Criteria. All athletes who enter through the 2011 USAT World Cup Selection Criteria will be eligible for selection to the 2011 Pan American Games Team ("Team").

USAT World Cup Selection Criteria can be found on the USAT website at: <http://www.usatriathlon.org/pages/1257>.

Additional American athletes may be added to the event by invitation of the event organizers. USAT has no jurisdiction over invitees of the event organizers.

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

The maximum team size for the Team is 3 athletes per gender.

Automatic Selection:

Only athletes who enter the selection event through the 2011 USAT World Cup Selection Criteria or have previously been on an ITU Olympic Distance Elite World Championship team prior to 2009 or the 2009 or 2010 World Championship finale team are eligible for automatic selection.

USAT World Championship Series Selection Criteria can be found on the USAT website at: <http://www.usatriathlon.org/pages/1257>.

The highest placing eligible American athlete in the selection event will automatically qualify for the Team provided they finish in 15th place or better within their gender. The second highest placing eligible American athlete will also qualify for the Team provided both the highest and second highest placing eligible American athletes finish in 10th place or better within their gender. If an athlete who qualifies for Automatic Selection declines their spot on the Team, there will be no “roll downs” of Automatic Selection to the Team. The vacated spot will be filled according to Section IV. Replacement of Athletes.

If there are spots on the Team remaining following the selection event, the highest ranked American athlete on the ITU Olympic Points Ranking immediately following the selection event, who has not qualified for selection based on their finish at the selection event will automatically qualify for the Team provided they are ranked in 50th place or higher on the ITU Olympic Points Ranking.

Discretionary Selection: Any remaining spots on the Team following the Automatic Selection process will be filled by discretionary selection (see Section II below).

- D. Provide the names of all committees/groups who oversee the selection process, including the names and titles of the current members.

Name

Title

Brian Harrington	USAT National Board President
Skip Gilbert	USAT Executive Director
Katie Baker	USAT National Teams Program Manager
Scott Schnitzspahn	USAT Sport Performance Director

II. DISCRETIONARY SELECTION (if applicable)

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

By meeting the automatic selection standards set by the USA Triathlon Pan American Games Committee, athletes will have demonstrated their ability to win a medal and potentially secure a start spot for the USA at the 2012 Olympic Games by winning the gold medal at the 2011 Pan American Games. If the team is not filled with medal potential athletes because the maximum number of US athletes have not met the standards, then USA Triathlon must fill the team with 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 assist the medal potential athletes through specific team tactics during the Pan American Games.

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

For discretionary selection of a potential medalist, the following three criteria shall be used. Criteria are listed in no particular order.

- (a) ITU Olympic Point Ranking immediately following the selection event.
- (b) Finish place in the selection event.
- (c) Finish place in 2011 ITU World Championship Series events prior to the selection event.

For selection of an athlete who can assist the medal-potential athletes through specific team tactics, the following four criteria shall be used. Criteria are listed in no particular order.

(a) Athletes who have the ability to enhance the USA's chances of a medal winning performance through specific team tactics. This ability may be demonstrated by:

1. A record of consistent first-pack swimming results in the following events (listed in order of importance):

i. World Championship Series;

ii. World Cups;

iii. Continental Cups, and other international events such as the Lifetime Fitness Series events, Ironman 70.3, and others; and

2. A record of superior cycling time-trial ability in non-drafting events, or draft-legal events; and

3. Demonstrated knowledge of cycling team tactics.

(b) ITU Olympic Points Ranking immediately following the selection event (if any)

(c) Finish place in the selection event (if any)

(d) Finish place in 2011 ITU World Championship Series events prior to the selection event (if any).

C. Discretionary Selection Committee

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

Discretionary Selection Committee	Scott Schnitzspahn	USAT Sport Performance Director
Discretionary Selection	Nick Radkewich	Athlete Representative

Committee		
Discretionary Selection Committee	Jim Miller	USA Cycling VP of Athletics
Discretionary Selection Committee	Susan Williams	Athlete Representative

III. REMOVAL OF ATHLETES

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

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

USA Triathlon:

- Voluntary withdrawal. Athlete must submit a written letter to the USA Triathlon Executive Director.
- 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.
- Violation of the USA Triathlon Code of Conduct (Attachment A).

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.

- B. After acceptance of nominations by the USOC, the USOC has jurisdiction over the Team under the USOC Code of Conduct and Grievance Procedures. This occurs no earlier than 45 days and no later than 30 days prior to the Opening Ceremonies of the Games (unless expressly waived by the USOC).

A Team member who is accepted by the USOC is subject to the USOC Code of Conduct and Grievance Procedures.

- C. An athlete may be removed as a nominee to the Team or from the Team at any time for violation of IOC, PASO, WADA, IF, USADA and/or USOC anti-doping protocol, policies and procedures, as applicable. In

such instances, the adjudication process will be managed through the United States Anti-Doping Agency.

IV. REPLACEMENT OF ATHLETES

- A. Describe the process by which the replacement pool of athletes will be identified:

The replacement pool of athletes will consist of athletes on the ITU Points List immediately following the selection event.

- B. Describe how the replacement athlete(s) will be selected, should a vacancy occur:

i. prior to acceptance of nominations by the USOC:
By discretionary selection. See section II.

ii. after acceptance of nominations by the USOC:
By discretionary selection. See section II.

- C. Identify the group or committee that will be responsible for making athlete replacement determinations:

i. Group or committee who determines the replacement pool: N/A

ii. Group or committee who determines a replacement to the Team:

a. prior to acceptance of nominations by the USOC:

See section II.C.

b. after acceptance of nominations by the USOC:

See section II.C.

V. SUPPORTING DOCUMENTS

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

VI. REQUIRED DOCUMENTS

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

USAT Elite Athlete Code of Conduct (Attachment A)

VII. PUBLICITY/DISTRIBUTION OF PROCEDURES

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

- A. NGB Web site: www.usatriathlon.org
These procedures will be posted as soon as possible, but not more than five business days following notice of approval by the USOC.

- B. NGB Official Publication: USA Triathlon "Triathlon Life" Magazine

- C. Other: USA Triathlon Elite update e-mail

VIII. DATE OF NOMINATION

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

No later than June 30, 2011.

IX. MANDATORY TRAINING AND/OR COMPETITION

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

Athletes may be required to attend a pre-Games Camp to be held at a venue to be announced. 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.

X. ANTI-DOPING REQUIREMENTS

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

XI. DEVELOPMENT OF SELECTION PROCEDURES

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

USAT Pan American Games Criteria Committee.

Committee	Name	Title
Pan Am Games Committee	Donna Peters	Athlete Rep
Pan Am Games Committee	Nick Radkewich	Athlete Rep
Pan Am Games Committee	Timothy O'Donnell	Athlete Rep

Pan Am Games Committee	Jennifer Gutierrez	Athlete Rep
Pan Am Games Committee	Susan Williams	Athlete Rep
Pan Am Games Committee	Robert Kasper	USAT Board Past- President
Pan Am Games Committee	Andy Schmitz	USAT Sport Performance Manager
Pan Am Games Committee	Skip Gilbert	USAT Executive Director
Pan Am Games Committee	Katie Baker	USAT National Teams Program Manager
Pan Am Games Committee	Scott Schnitzspahn	USAT Sport Performance Director

XII. NGB/PSO BYLAWS AND GRIEVANCE PROCEDURES

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

<http://www.usatriathlon.org/pages/812>

XIII. INTERNATIONAL DISCLAIMER

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

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

XIV. ATHLETE OMBUDSMAN

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

- Toll free telephone at (888) ATHLETE (1-888-284-5383)
- E-mail at john.ruger@usoc.org
- www.888athlete.org

XV. NGB/PSO SIGNATURES

I certify that I have read, understand and incorporated our IF and/or CF (PAG only), if applicable, standards/criteria into our Selection Procedures and that the information provided herein regarding Athlete Selection Procedures represents the method approved by USA Triathlon.

Position	Print Name	Signature	Date
USA Triathlon CEO/Executive Director	Skip Gilbert		
USA Triathlon Sport Performance Director	Scott Schnitzspahn		
USOC Athletes' Advisory Council Representative*	Victor Plata		

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

*Signature by the AAC Representative constitutes that he/she has read and understands the Selection Procedures and certifies that the Selection Procedures submitted represent the method approved by the NGB/PSO. If the AAC Representative reads and does not agree with the Athlete Selection Procedures being submitted by the NGB/PSO, he/she may submit those reasons in writing to his/her Sport Partnerships Team or U.S. Paralympics representative.

USA Triathlon Code of Conduct

ATHLETE PLEDGE

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

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

As an elite member of USAT, I hereby promise and agree that I:

- will abide by all rules related to USAT;
- have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- will maintain a level of fitness and competitive readiness that will permit my performance to be at the maximum of my abilities;
- will not commit a doping violation as defined by the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the United States Olympic Committee (USOC) or the International Triathlon Union (ITU) rules;
- am not currently serving a suspension because of an anti-doping rule violation and have no pending or unresolved anti-doping rule violation, except as I have informed USAT in writing, and I understand that such suspension, or pending or unresolved anti-doping rule violation may be cause for my not being selected to the Team;

- will not engage in any conduct that is criminal under any laws applicable to me, including, but not limited to laws governing the possession and use of drugs and alcohol and providing of drugs to any person and of alcohol to minors;
- am eligible to compete under the rules of the ITU;
- will refrain from conduct detracting from my ability or that of my fellow athletes to attain peak performance;
- will respect the property of others whether personal or public;
- will respect members of USAT, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
- am aware that USAT sponsors, suppliers and licensees provide critical support for USAT and, in recognition of this fact, I will wear designated USAT apparel when required as a member of an ITU World Championship Team;
- agree to be filmed and photographed by the official photographer(s) and network(s) of USAT under conditions authorized by USAT and give event organizers and USAT the right to use my name, picture, likeness, and biographical information before, during and after the period of my participation in these activities to promote the activity in which I participate or to promote the success USAT; in no event may USAT or the event organizers use or authorize the use of my name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without my written permission;
- will not use or authorize the use of photographs, films or videos of myself in my USAT apparel or equipment or the use of the USAT logo for the purpose of trade, without the prior written consent of the USAT (which consent shall not be unreasonably withheld);
- will act in a way that will bring respect and honor to myself, my fellow athletes, USA Triathlon and the United States; and
- will remember that at all times I am an ambassador for triathlon and the United States.

ATHLETE OMBUDSMAN

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

PARTICIPANTS' AFFIRMATION

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

Signature _____ Date _____

NGB Name _____ Sport _____

Board discussed the selection process for the 2011 Pan Am games. USAT expects 3 men and 3 women to qualify for this event.

Rob Kasper motioned, Celeste Callahan seconded to accept the USAT Athlete Selection Procedures 2011 Pan American Games.

Record of votes:

- Eric Averill - yes
- Bob Wendling - yes
- Candy Cheatham - yes
- Celeste Callahan - yes
- Jim Donaldson - yes
- Victor Plata - abstain
- Dave Kuendig - yes
- Steve Sexton - no
- Vince O'Brien - yes
- Rob Kasper – yes
- Jim Ryun – yes

Motioned passed

Office Update

Skip Gilbert provided the Board with the following office report:

- Membership update
 - Youth membership is up 25%
 - Overall membership is up 2.5-3%
- National Championships
 - Skip asked the Board to think about whether or not foreign athletes should be allowed to be reigns as “National Champions” if they win at a USAT National Championship event
 - The Board will vote on this at the next meeting in June
- Liability Insurance in Arizona
 - Arizona is contemplating making it so any organization (any sport) that wants to do an event in their state, must purchase liability insurance for police officers, medics, and fire martial.
 - NGB’s wanting to host events in Arizona will have to pay thousands of dollars for insurance for one event
- Real Estate Lease
 - Skip asked permission from the Board to go through with looking into a lease. Board gave the go ahead.
 - Skip also addressed the future plans to create a NGB complex with USA Wrestling and USA Volleyball. This would not happen for at least 3 years.

USAT Board Committees

Eric Averill suggested assessing the committees current roles and possible merging some of the committees. Board agreed with this process.

Regions

Eric Averill recommended USAT go through with the recommendations made by Ken Waugh to: bring the accounting for the Regions in house at USAT and have a schedule of financial due dates and quarterly payments. The Board will vote on this in the next meeting in June

Bylaw Change

Eric Averill motioned for the Nominating Committee to change its name to Nominating Governance Committee:

As stated in Article XXI, Section 4 “Any such resolution to amend the bylaws by vote of the Board of Directors shall be posted on the USA Triathlon website with a prominent link from the home page for a period of not less than 30 days prior to being voted on.”

Background: In response to a resolution passed by the USA Triathlon Board of Directors, on July 25, 2009 "Enhancement of the Nominating Committee", the following changes are recommended to achieve consistency and compliance and will be voted on in the June Board of Directors meeting.

Recommended Changes:

P. 14 (c) recommended by the Nominating and Governance Committee shall be appointed by majority vote of General and Athlete Directors. This director will not be considered an "independent director" for purposes of this section if, at any time during the two years preceding commencement of or during his or her term or position as a director:

Independent Director. One (1) independent member ("independent director")

p.15 When the guidelines in this Section do not address a particular relationship, the determination of whether the relationship is material, and whether a director is independent, will be made by the Nominating and Governance Committee. The Nominating and Governance Committee may determine that, in its judgment, a director who does not meet these guidelines strictly nonetheless, under all the facts and circumstances, does not have a relationship with the corporation or any organization, entity, or individual associated with the corporation that would interfere with the perception or reality of the director's independent judgment, and that such a person may nevertheless be independent or an independent director under these Bylaws.

The Nominating and Governance Committee shall review at least annually the independence of Independent Directors.

p.27 ARTICLE XI Committees

Section 1. The Nominating and Governance Committee, the Finance and Audit Committee, the Compensation Committee, and the Athletes' Advisory Council shall exist as Standing Committees of USA Triathlon.

p.28 Section 2.

(a) With the exception of the Nominating and Governance Committee, the Finance and Audit Committee, the Compensation Committee, and the Athletes' Advisory Council, the number of members on all committees shall be determined by the Board of Directors.

p.29 Section 4. The duties of the Standing Committees shall be as follows:

(a) Nominating and Governance Committee. The Nominating and Governance Committee shall be responsible for:

Assurance of a fair election process which includes but not limited to the preparation and dissemination of a "Call for Nominations" document setting forth the process and timeline for a member becoming a candidate in the election, the election timeline, election rules, the ballot and each candidate's platform document in a planned timeline that creates visibility for all elements of the election process.

(2) Verification that all persons seeking to be nominated for a General Director position complied with all of the requirements for nomination, including, in the case of non-incumbents,

verifying that the case of non-incumbents, verifying that the candidates petition includes the requisite number of valid signatures.

(3). Examination, evaluation and recommendation to the Board of Directors of any changes in governance structure or function that would enhance the volunteer participation of members, or the efficiency of the Regional Councils or the Board of Directors.

(a) Identification and encouragement of qualified members to participate in volunteer governance at all levels.

(b) Creation and maintenance of programs to stimulate member participation in the election of governance volunteers.

(c) Reporting to the USA Triathlon Board of Directors current best practices of form and functioning of governance

The Board unanimously approved this, but at the end of the meeting there was a motion to reconsider based on Article XXI, Section 4 of the Bylaws, the Board voted to put the formal Bylaw change on the website for 30 days for the membership to view. The Board will reconvene in June to take a vote on this resolution.

Motioned passed.

International Relations Update

Melissa Merson presented the Board with an IR update.

- The ITU Age Group Committee is working to prevent further accidents at their upcoming races.
- Requesting solidarity funding from the USOC for Patco, but this money was instead used for athlete funding.
- Rules Summit
- Loreen Barnett, Secretary General of ITU, would like to make the ITU newsletter available to all USAT members.
- GE Sponsorship – British Triathlon – Marketing opportunity

Action item: Because solidarity funding is a complex issue Rob Kasper will send an email to the Board for further review.

Action item: Vince O'Brien is working with the Marketing Committee and will provide the Board a document with specific marketing opportunities and will provide an update in the June call or June meeting.

Hall of Fame Resolution

Resolution for Board Action

April 2010

Subject: Amendment to the Policy Creating the USA Triathlon Hall of Fame

Background:

The Board of Directors created the USA Triathlon Hall of Fame by resolution in October 2007. Since that time, two classes of inductees have been admitted to the Hall.

There are three committees that carry out responsibility with respect to the Hall of Fame; The Coordinating Committee, which works with staff on the organization of the Induction Banquet, travel arrangements for Inductees and all associated activities, the Selection Committee, which reviews nominations to insure compliance with the criteria for induction (and which may also nominate candidates itself) and the Voting Committee, which considers the nominees submitted by the Selection Committee and votes on Induction.

The members of the Voting Committee reviewed the policy and procedures to insure that the mission of the Hall of Fame was being carried out and that our standards continue to be at the highest level. Following this review, one issue was unanimously adopted by the Committee for submission to the Board of Directors for modification of the policy. That issue relates to the Committees (both Selection and Voting) considering contributions made to the sport by nominees in each category in addition to the nominees accomplishments in competition.

Financial Impact: There is no financial impact that will result from this amendment.

Relevant and Affected Bylaws, Rules, and Procedures

Bylaws

Article XI Committees

Rules

None

Procedures

Policy of October 2007 Creating Hall of Fame

Whereas the Board of Directors has created a USA Triathlon Hall of Fame in October 2007, and

Whereas, the Hall of Fame Voting Committee has reviewed the policy and procedures followed since the inception of the hall of fame, and

Whereas, The Voting Committee believes that an additional paragraph should be added to the existing criteria that emphasizes that contributions to the sport should be considered in addition to accomplishments on the competitive field,

Now therefore be it resolved **that the criteria for eligibility for induction into the Hall of Fame shall be modified by adding the following paragraph to the bottom of each category** :

Note: The qualification of a nominee may be enhanced by documented evidence of his or her significant contributions to moving multisports forward through community/public service at the local, regional, national or international level.

Submitted by: Chuck Graziano, Chair, Hall of Fame Voting Committee

Jim Donaldson motioned, Bob Wendling seconded to add an existing statement to broaden the scope for Age Group qualifications in the **Note:** portion of the resolution.

Motioned passed unanimously

Hall of Fame Resolution

Resolution for Board Action

March 1, 2010

Subject:

Provide all Hall of Fame inductees with a complimentary Lifetime Membership to USA Triathlon as an additional form of appreciation for their accomplishments.

Background:

In 2009, USA Triathlon inducted its inaugural class into the Hall of Fame. The Class of 2009 consisted of five members – one deceased, and four others. Of the four living members, only two were active members of USA Triathlon. In 2010, USA Triathlon inducted another class of five into the Hall of Fame. Of those five, only three were active members of USA Triathlon. The Hall of Fame members are being inducted because of their extraordinary accomplishments or contributions to the sport of Triathlon. These members should be rewarded with a Lifetime membership.

Financial Impact:

The Lifetime membership currently is sold for \$1,000 and is made available to only select individuals. If all inductees are active members, or not currently receiving a complimentary membership per selected criteria, USA Triathlon would stand to lose \$195 in revenue yearly for each class of inductees (\$39 x 5). This number will increase as the Hall of Fame increases and membership dues increase.

Relevant and Affected Bylaws, Rules, and Procedures

Bylaws

N/A

Rules

N/A

Procedures

Hall of Fame members will be provided a Lifetime membership. This will require a waiver to be signed annually to take advantage of the continued benefits.

Whereas Hall of Fame inductees have achieved extraordinary achievements in triathlon;

Whereas Hall of Fame inductees have made significant contributions to the sport of triathlon;

Now therefore be it resolved That Hall of Fame inductees receive a lifetime membership to USA Triathlon.

Submitted by: Vince O’Brien - USAT Board Member

Vince O’Brien motioned, Eric Averill seconded to accept the above resolution.

Motion passed unanimously.

USAT Competitive Rule Changes Resolution

Resolution for Board Action

May 3, 2010

Subject: USA Triathlon Competitive Rule – Youth Event Variable Time Penalty

Background: The original USA Triathlon Competitive Rules were compiled over 25 years ago and have had minor changes incorporated over the years. The Rules cater to a vast majority of age-group and professional athletes who are racing in adult events that span sprint triathlons that take around one to two hours for the average athlete to complete, to ultra-distance events that take around 12 to 14 hours to complete. Section 3.7.b. describes the application of age group variable time penalties that have been grouped to reflect the general distance and overall time of the event:

<u>Distance Category</u>	<u>1st Offense</u>	<u>2nd Offense</u>	<u>3rd Offense</u>
Short/Intermediate	2:00 minutes	4:00 minutes	Disqualification
Long	4:00 minutes	8:00 minutes	Disqualification
Ultra	6:00 minutes	12:00 minutes	Disqualification

A tremendous shift in the membership base of US Triathlon over the last two decades has occurred. Hundreds of Youth memberships have blossomed to 30,241 members as of March 31, 2010, representing almost one-fourth of total age-group memberships. And, the number of USAT-sanctioned Youth events has grown from a handful every year to 421 events in 2009, representing 13 percent of all USAT-sanctioned events.

All sanctioned Youth races are required to have the USAT Competitive Rules in effect. Race management is given the option of requesting USAT Officials or to self-officiate. Because of the cost of employing USAT Officials at events is expensive given the economics of Youth events, most races are self-officiated by volunteers, many times including parents of participants.

The current application of the age-group penalty at Youth races is completely out of proportion to the distance and time classification that USAT currently enforces in 3.7.b. A two-minute variable time penalty issued to a participant at a Youth event (which may last an average of 20 minutes) can be contrasted to a two-minute penalty issued to an adult completing an international-distance event in 3 hours. The penalty on the Youth represents a 10-percent time penalty and the penalty on the adult represents a 1-percent time penalty. The disparity is striking and represents a disregard for our youth members *whom we should be encouraging* to adopt and grow in the sport, *not discouraging* by punishing these minors relatively more than adult participants.

Certainly one goal of USA Triathlon is to strive for conformance of the rules between USAT and the International Federation, ITU. In this case, there are no current rules that govern ITU Youth events. Therefore, not only is there no guidance from the IF, but by possibly changing the rule, USAT will not be out of conformance.

In order to close the disparity in the penalty structure of the variable time penalty rule between the Youth participants and our adult participants, the variable time penalty for participants at USAT-sanctioned Youth Events should, at a minimum, be reduced to a 1:00-minute, 2:00-minute, Disqualification sequence that matches the current structure of 3.7.b.

Financial Impact: None.

Relevant & Affected By-Laws and Procedures: USA Triathlon Competitive Rule 3.7.b..

Whereas, the variable time penalty rules that apply to participants at Youth events is grossly out of proportion to the rules that apply to the adult age-group participants, and

Whereas, USAT Officials are trained to be flexible in the issuance of penalties based on the circumstances, but that most of the Youth events are self-officiated by, almost universally, untrained volunteers, and

Whereas, the punitive impact of the current variable time penalty is devastating to these minors and counter to the very goal of encouraging our youth to participate in the sport.

Now therefore let it be resolved that the following Youth Events line be added to the *Variable Time Penalties* table of Section 3.7.b.

<u>Distance Category</u>	<u>1st Offense</u>	<u>2nd Offense</u>	<u>3rd Offense</u>
Youth Events	1:00 minutes	2:00 minutes	Disqualification

Submitted by:
Bob Wendling

Bob Wendling motioned, Eric seconded the amendment that it be immediately placed in the rulebook.

Record of votes:

Eric Averill - yes
 Bob Wendling - yes
 Candy Cheatham - yes
 Jim Donaldson - yes
 Victor Plata - yes
 Dave Kuendig - yes
 Steve Sexton - no
 Vince O'Brien - yes
 Rob Kasper – no

Please note: Celeste Callahan and Jim Ryun dropped off the call at the time of this vote.

Motioned passed

The Board discussed putting out a youth specific rulebook in the future.

Eric Averill motioned, Jim Donaldson seconded to adjourn. The meeting was adjourned at 8:49 p.m.