



2008 ATHLETE SUPPORT CRITERIA

February 21, 2008

Athlete support in 2008 will be available to those athletes who earned a qualification place for the USA at the 2007 Pan American Games and/or to those athletes ranked on the Individual Pentathlon Points System (IPPS) Rolling Ranking list. Athletes may receive full athlete support if they sign the 2008 Athlete Support Agreement. If they choose not to sign the 2008 Athlete Support Agreement, they have the opportunity to receive minimal athlete funding support as detailed in the Athlete Services Worksheet in Exhibit A. The following is a detailed explanation of the full 2008 Athlete Support Criteria.

Once the Olympic qualification places (maximum 2 men and 2 women) have been filled and athletes are nominated to the U.S. Olympic Committee, the entire athlete pool will be reduced to the Olympic athletes and a specific number of training partners. The number of training partners will be determined by the Manager of High Performance and Olympic Coach with selection made through the Discretionary Selection Committee which is detailed in the criteria. All remaining athletes that did not qualify for the 2008 Beijing Olympic Games will be released from the resident training program and will no longer receive athlete support. The only exception is for Elite Athlete Health Insurance (EAHI), which lasts for one entire year from inception.

The following is defined athlete support and the 2008 Athlete Support Criteria:

- Competition & Camp Expenses (airline – United VIK, room/board & accreditation fees)
- Monthly Stipends
- Performance Incentives
- OTC Resident Program
- Elite Athlete Health Insurance (EAHI)
- NIKE Apparel

COMPETITION & CAMP EXPENSES

In 2008, USA Pentathlon/USOC will provide funding for competition and camp expenses for the following:

- International Competitions – 2008 World Cups #1, #2, #3, #4, #5, 2008 World Championships, *two domestic fencing competitions & 2008 Beijing Olympic Games.

- **Camps – Official Riding Camps as scheduled**, Pre-Olympic Games Camp in California & Asia in August.
- Pending 2008 budget approval

Competition & camp expenses can be defined as: airline travel - United VIK, room/board & accreditation fees.

In 2008, two athletes have already qualified places for the 2008 Beijing Olympic Games. Therefore, these athletes will have their competition expenses (airline travel – United VIK, room/board and accreditation fees) for World Cups #1-5, World Championships and **official riding camps** covered and arranged by USA Pentathlon/USOC.

Additionally, the top male and female athlete as per the IPPS Rolling Ranking List will have their competition expenses (airline travel – United VIK, room/board and accreditation fees) for World Cups #1-5, World Championships and **official riding camps** covered and arranged by USA Pentathlon/USOC.

If the Olympic qualified athlete(s) is also the highest ranked athlete on the IPPS Rolling Ranking List, the next highest ranked athlete on the IPPS Rolling Ranking List will have their competition expenses (airline travel – United VIK, room/board and accreditation fees) for World Cups #1-5, World Championships and **official riding camps** covered and arranged by USA Pentathlon/USOC.

30-Day Notification – Competition & Camp Expenses (Airline Flights)

Understanding the challenges with airline travel, athletes will have the option to arrange their own flights and still have their competition expenses such as room/board and accreditation fees covered and arranged by USA Pentathlon/USOC.

Therefore, no later than **30-days** prior to the scheduled international competition, the eligible athlete must declare if he/she wishes to have their full competition expenses arranged and covered by USA Pentathlon/USOC as set forth in the next paragraph. Full competition expenses include airline travel – United VIK, room/board & accreditation fees. This must be submitted to the Manager of High Performance in writing (email). Airline travel – United VIK, room/board & accreditation fees need to be identified as being accepted or not.

If the athlete declines to have their airline travel arranged and covered by USA Pentathlon/USOC, they must provide such notification in writing at **least 30-days** in advance of the start of competition to the Manager of High Performance. Such athlete **will have the option to purchase their own flights and as set forth in the following paragraph, be reimbursed with United VIK. The cost of the United VIK reimbursement will be determined by comparing the following fares: (1) The route and fares from an already purchased United flight, (2) The cost of an already purchased flight through a different airline with a receipt, or (3) From www.ual.com fares. The lowest of fare as determined by the Manager of High Performance will be applied to the United VIK reimbursement.**

The reimbursement will be through United VIK and must be used in that calendar year and is transferable. There is a two week administrative processing time to gain access to United VIK. Lastly, United VIK reimbursement will only be available until the USOC runs out of its United VIK at which time the USOC will be forced to purchase cash tickets. In such an event team members eligible for travel support will be required to accept or decline the United cash tickets provided by USA Pentathlon as United VIK reimbursement will no longer be an option. If the cash ticket is not accepted, the team member will be fully responsible for any airline travel costs.

If an athlete declines the travel support this will be passed down to the next eligible athlete. However, they will still have the option to have their room/board & accreditation fees covered. In all cases, athletes will be roomed two to a room in two double beds. If the athlete declines the support for either airline travel/United VIK reimbursement or room/board the next highest ranked athlete on the IPPS Rolling Ranking list will become eligible to have their airline travel and/or room/board covered.

After the 30-day deadline, the athlete that has accepted to have their competition expenses covered by USA Pentathlon/USOC will have their flight arrangements made and provided to the eligible athlete. After the 30-day deadline and after flight arrangements have been confirmed, there will be **no changes made**.

If after the 30-day deadline, if the eligible athlete accepts the offer to have their competition expenses arranged and covered by USA Pentathlon/USOC and changes their mind, they will be required to either fulfill the flights or reimburse USA Pentathlon/USOC for those flight expenses. Then the next highest ranked athlete on the IPPS Rolling Ranking list will become eligible to have their airline expenses covered.

Athletes that may be in the third and fourth position on the IPPS Rolling Ranking list may receive athlete support if the first and/or second place athlete declines support. When not receiving support, the third and fourth ranked athlete will need to pay for and arrange their own travel and pay for their room/board expenses at the competition. This will need to be paid in cash to local organizing committee. The USA Head of Delegation can assist with the process of transferring the funds and gaining receipts.

Lastly, due to the priority of the 2008 Beijing Olympic Games and limited funding available there will be no funding for the 2008 Youth "A" World Championships, 2008 Junior World Championships or the 2008 World Cup Final.

MONTHLY STIPEND SUPPORT

Athletes currently receiving a monthly stipend will continue to receive a monthly stipend for January & February 2008 as long as they sign an Athlete Agreement extension. Then on February 29, 2008 the athlete agreement will expire and the athlete will become eligible to meet new 2008 requirements for the 2008 Athlete Support Agreement that will take effect March 1, 2008.

Athletes that are in the top three (3), per gender in the IPPS Rolling Ranking list and compete in the designated international competitions (World Cups and Senior World Championships) are eligible for a monthly stipend. If available, the 4th place athlete, per gender will also be eligible for a monthly stipend. The monthly stipend and amount is established by the athlete's performance at the designated competitions. Below are the break downs of performances required, amounts per month and the longevity of the stipend.

- In 2008, if an athlete places in the Top 12 of the final ranking of 2008 World Cup(s) 1-5 and/or 2008 Senior World Championships (non-NORCECA) they will be eligible for a monthly stipend of **\$500** per month, starting the month from which they placed in the Top 12 until **May 31, 2008**.
- In 2008, if an athlete places in the Top 6 of the final ranking of 2008 World Cup(s) 1-5 and/or 2008 Senior World Championships (non-NORCECA) they will be eligible for a monthly stipend of **\$1,000** per month, starting the month from which they placed in the Top 6 until **May 31, 2008**.
- In 2008, if an athlete places in the Top 3 of the final ranking of 2008 World Cup(s) 1-5 and/or 2008 Senior World Championships (non-NORCECA) they will be eligible for a monthly stipend of **\$2,000** per month, starting the month they placed in the Top 3 until **May 31, 2008**.
- If an athlete earns a qualification place for the USA for the 2008 Beijing Olympic Games, they automatically become eligible for a monthly stipend of **\$2,000** per month, starting the month from which they qualified until **May 31, 2008**.
- If the Olympic qualified athlete is nominated by the U.S. Olympic Committee to the 2008 Beijing Olympic Games, as per the 2008 Athlete Olympic Selection Procedures, the nominated athlete will continue to receive a monthly stipend of **\$2,000** per month until **August 31, 2008**.

Progressions:

- If an athlete earns a higher stipend level resulting from a qualifying performance improvement, the difference in what has already been paid that month and the new amount will be paid in the next month's stipend. Example: Athlete already received \$500 month stipend, earns \$1,000 based upon their performance, next month they would receive \$1,000, plus \$500 as the difference from their performance and that month's stipend amount.
- If an athlete is in the Top 12 of 2008 World Cups #1-5 or 2008 World Championships and betters that performance in the same year, they will be increased to that new finish amount starting the month they placed until **May 31, 2008**.
- If an athlete meets their prior performance, they will continue to stay at that rate until the stated conclusion above.
- Once an athlete earns a qualification place for the USA for the Olympic Games, they will receive their monthly stipend until **May 31, 2008**. If the Olympic qualified athlete is nominated by the U.S. Olympic Committee to the 2008 Beijing Olympic Games, as per the 2008 Athlete Olympic Selection Procedures, the nominated athlete will receive their monthly stipend at the amount of **\$2,000** until **August 31, 2008**. If they are not nominated, they will no longer receive their monthly stipend.
- In the 2008 Beijing Olympic Games, if an athlete medals they will receive a USOC Operation Gold performance incentive.

The process and criteria for Athlete Support criteria in terms of monthly stipends for 2009 will not be known until a new NGB is appointed.

PERFORMANCE INCENTIVES

Any athlete may receive an incentive award when meeting the following criteria at designated international 2008 Senior UIPM Sanctioned Category A (priority) World Cups 1, 2, 3, 4, 5, and Senior World Championships (See Below). **Performance incentives or monthly stipends do not apply to NORCECA competitions or Category B competitions.**

2008 Performance Incentive Funding Matrix

Placement	*World Cup w/Semis	*World Cup w/o Semis	*World Championships
Gold Medal	\$3,300	\$3,000	\$3,300
Silver Medal	\$3,000	\$2,750	\$3,000
Bronze Medal	\$2,425	\$2,250	\$2,425
4 th – 6 th	\$1,650	\$1,400	\$1,650
7 th – 10 th	\$1,100	\$950	\$1,100
11 th – 15 th	\$850	\$750	\$850
16 th – 20 th	\$550	\$400	\$550
21 st – 25 th	\$350	\$250	\$350
26 th – 32 nd	\$200	\$0	\$200

**For 2008 World Cups 1, 2, 3, 4, 5 & 2008 World Championships*

2008 Beijing Olympic Games – (USOC Operation Gold for 1st- 3rd place finishes)

The USOC will reward performance incentives for the 2008 Beijing Olympic Games. Below is the performance funding matrix available.

Placement	2008 Beijing Olympic Games
Gold Medal	\$25,000
Silver Medal	\$15,000
Bronze Medal	\$10,000

FUNDING FOR OLYMPIC TRAINING CENTER (OTC) ACCESS

In January of 2008, the Beijing Olympic Games are eight months away and with limited resources available, everything needs to be done to ensure that those resources are maximized to their potential.

The Olympic Training Center Resident & Training Program is a privilege, not a right for athletes to train in world class conditions. The OTC Resident & Training Program has no affect with the IPPS ranking list and is only a training program and environment for athletes seeking to make a USA National Team or the Olympic Team. Therefore, an athlete can make a USA National Team and not be in the OTC Resident & Training Program.

In 2008, **up to** five (5) on-site and **up to** six (6) off-site athletes may be accepted into the OTC Resident & Training Program in Colorado Springs, Colorado.

To be eligible for the 2008 OTC Resident & Training Program, athletes must meet specific standards with acceptance being based around qualification into the 2008 Beijing Olympic Games.

Below are the specific details of eligibility, selection and acceptance in the OTC Resident & Training Program.

OTC Resident & Training Program Eligibility, Selection & Acceptance

To become eligible for the 2008 OTC Resident & Training Program and to train with resident athletes and coaches an athlete must meet the following eligibility criteria:

- a. Athlete has earned a qualification place for the USA for the 2008 Beijing Olympic Games.
- b. Athlete is ranked on the UIPM Olympic Qualification PWR Ranking List (<http://www.pentathlon.org/index.php?id=108>) and has a chance of qualifying for the 2008 Beijing Olympic Games.
- c. Athlete is ranked in the top four on the IPPS Rolling Ranking List.
- d. Athlete has met the Senior Division Run/Swim/Shoot standard.
- e. Athlete is invited to serve as a training partner as determined by the Discretionary Selection Committee, see below.

By June 1, 2008 after the Olympic qualification process has concluded, the only athletes to remain in the OTC Resident Program are those athletes who have qualified and are nominated to the 2008 Beijing Olympic Games and selected training partners.

As noted above, if there is a need for Training Partners, the Discretionary Selection Committee will select suitable partners for training only on an invitation basis only. Selection is based upon meeting the needs of the qualified Olympic athletes for training purposes.

Discretionary Selection Committee consists of the following:

- Scott Novack, Manager of High Performance
- Janusz Peciak, Resident & Head Coach
- Skip Connors, USOC/AAC Representative
- Bob Gambardella, Director of Sport Partnerships

ELITE ATHLETE HEALTH INSURANCE (EAHI)

Up to two (2) male and up to two (2) female EAHI slots will be offered to athletes based on the established criteria posted on the modern pentathlon website at <http://www.usolympicteam.com/ModernPentathlonEAHICriteria08.pdf>

OTC RESIDENT ATHLETE HEALTH INSURANCE

OTC resident athletes are covered by the USOC's Excess Medical Accident Policy with a deductible of \$250. This policy is in EXCESS of any other health and medical insurance on which the athlete is named or may have coverage. In order to access coverage, any accident or injury must be reported to the USOC medical staff and a claim form must be completed prior to seeking treatment from non-USOC medical personnel.

NIKE APPAREL

Nike is the official sponsor of USA Pentathlon/USOC until December 31, 2008 and has provided competition, team and training apparel for eligible athletes.

The UIPM has specific competition rules as it pertains to clothing. This can be viewed in UIPM Competition Rules 1.22.2 http://www.pentathlon.org/fileadmin/download/Rules/1_General_Aspects_070117.doc. Therefore, USA Pentathlon will follow UIPM rules as designated in rule book in reference to team apparel at competitions.

The athlete support criteria was reviewed and approved by:

Scott Novack, Manager of High Performance
Janusz Peciak, Resident & Head Coach
Skip Connors, USOC/AAC Athlete Representative
Bob Gambardella, Director of Sport Partnerships
Matt Cramer, Manager of Sport Partnerships
Jill Baker, Coordinator of Sport Partnerships

EXHIBIT A

ATHLETE SERVICES WORKSHEET

In 2008, there are two athlete support funding packages available; the Full Funding Package and the Minimum Funding Package. Athletes are eligible for the Full Funding Package, granted they sign the 2008 Athlete Support Agreement. Below is the listing of services available.

If an athlete does not wish to sign the 2008 Athlete Support Agreement, they are still eligible for a Minimum Funding Package. This would come under a separate athlete agreement that states they would receive the services below only.

The following is the break down of the two packages.

Full Funding Package	Minimum Funding Package
<ol style="list-style-type: none">1. Monthly stipend as detailed in the criteria.2. Funding for 2008 World Cup #1, #2, #3, #4, #5 & 2008 World Championship competition & camp expenses (United VIK, room/board, accreditation expenses) as detailed in the criteria.3. Logistical support for arranging competition support in terms of airline travel, pre-competition registration, in country services such as facilitating competition payment, local transportation and competition support.4. Competition coaching support.5. Performance Incentives as detailed in the criteria.6. Access to OTC Resident Program as detailed in the criteria, which has a daily fee of \$40, per person.7. Elite Athlete Health Insurance (EAHI) as detailed in the criteria.8. NIKE Apparel as detailed in the criteria.	<ol style="list-style-type: none">1. Monthly stipend of \$250, as long as the athlete places in the Top 12, \$500 for a Top 6, or \$1,000 for a Top 3 finish or better in 2008 World Cup #1, #2, #3, #4, #5 or 2008 World Championships.2. Funding for competition expenses (United VIK, room/board, accreditation expenses) for the 2008 World Championships, if eligible as detailed in the criteria.3. Competition coaching support.4. Access to OTC Resident Program as detailed in the criteria, which has a daily fee of \$40, per person.5. Elite Athlete Health Insurance (EAHI) as detailed in the criteria.6. Performance Incentives as detailed in the criteria.7. Logistical support at competition registration.

