

US Biathlon Association
ATHLETE SELECTION PROCEDURES
Vancouver Olympic Winter Games 2010
December 22, 2008

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 and eligible to compete for the United States as defined by the International Biathlon Union, www.biathlonworld.com, at the time of nomination and hold a valid passport that will not expire for six months after the conclusion of the Games.

2. Minimum International Federation (IF) standards for participation (if any):

As per International Biathlon Union (IBU) Rule 1.4.4 Qualification Criteria¹:

“To gain the right to participate at OWG (Olympic Winter Games), WCH (World Championships) and WC (World Cup) events, the competitor must have attained a competition time not more than 20% in the Sprint or in the Individual behind the average of the top three placings at EC (European Cups) events (including European Championships) or a top-half placing at the Junior World Championships (not including Youth World Championships) during the current or the previous season.

All members of Relay teams must also have met this individual qualification requirement.

The following standards must be met in a WC competition for competitors to remain qualified for the following WC season:

¹ This is a quote from the IBU Rules which are being rewritten and will be voted on at the IBU Congress in Sept 2008. Any changes to this rule will be reflected in these procedures as soon as possible.

<i>Class</i>	<i>Sprint</i>	<i>Individual</i>
<i>Men</i>	20% or	20%
<i>Women</i>	20% or	25%

For participation at WC and WCH, this requirement must be reached 1 time during the current or previous season. For participation at OWG, this requirement must be reached 2 times in the current and/or in the last season before the event.

Upon a request of a National Federation (NF), the Executive Board shall be entitled to grant an exception from this rule, if need be in an individual case for reasons such as pregnancy, injury etc.

The NFs and the Athletes must qualify for participation in the OWG."

3. Other requirements (if any):

Athletes must be members in good standing of the US Biathlon Association.

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.

Phase One:

2008-2009 World Cups (see Attachment A for a schedule of events)*

2009 World Championships (see Attachment A for a schedule of events)*

Phase Two:

Part One - December 2009 World Cups (see Attachment A for a schedule of events)*

Part Two - 2009/2010 IBU Cups (see Attachment A for a schedule of events)*

*The exact competition dates, locations and competition types, if applicable, will be published when the IBU completes their calendar for the period in approximately

the summer of 2008 and 2009 and will be published by USBA at usbiathlon.org when known.

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).

Phase Two:

Part Two - 2009/2010 North American competition, (see Attachment A for a schedule of events)* The 2009/2010 North American competitions are qualifying events for the 2009/2010 IBU Cups.

*The exact competition dates, locations and competition types, if applicable, will be published when the IBU completes their calendar for the period in approximately the summer of 2009 and will be published by USBA at usbiathlon.org when known.

To participate in Phase Two, Part Two, North American competitions, an athlete need only be a member in good standing of the US Biathlon Assoc.

- 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).

Team Size: The US Biathlon Team will nominate the maximum number of athletes allowed to the 2010 Olympic Winter Games. The IOC and IBU have agreed on the following system for determining team size based on Nations Cup ranking from the two World Championships prior to the Olympic Winter Games (2008 and 2009):

Nation Rank MEN	Team Size	Max Start
Place 1-5	max. 6	4
Place 6-20	max. 5	4
Place 21-28	max. 1	1
Place 29+	max. 1	1
Nation Rank WOMEN	Team Size	Max Start
Place 1-5	max. 6	4
Place 6-15	max. 5	4
Place 16-20	max. 4	4
Place 21-27	max. 1	1
Place 28+	max.1	1

Phase One - Early Nomination from the 2008/2009 Season: An athlete may qualify for early nomination to the 2010 Olympic Team by finishing within the 2008/2009 World Cup and 2009 World Championships standards listed below and by meeting the additional requirements listed below.

Standards: Top 30 placement in the overall World Cup Final Ranking of the 2008-2009 season, or two Top 15 finishes in World Cup or World Championships of the 2008-2009 season.

Additional Requirements for Early Nomination: Agreement to fulfill a training contract signed between the United States Biathlon Association (USBA) and athlete and the athlete's continued performance in training and competition at levels consistent with the qualifying performance standards listed above. The training contract for each athlete is developed by the USBA International

Competition Committee (ICC) and the National Team / Olympic Team coaching staff, in consultation with the athlete, within one week (or another period mutually agreed to) after the athlete's nomination to the Olympic Team. Each contract is individual and specific to each athlete and will be designed to enable the athlete to best prepare for his/her training and participation in the Olympic Games, with the focus of the program on peak performance. Each training contract must be submitted to and approved by the ICC prior to execution of the contract. The ICC will be responsible for creating the training contract and evaluating performance throughout the training period. The ICC will notify the athlete of any concerns regarding performance in writing within two weeks of the occasion from which the concern arose. Should a second notice of concern be sent to the athlete, the athlete will be on probation and required to fulfill specific training and performance standards to remain nominated to the Olympic Team. Failure to perform the training and/or performance standards may result in the ICC removing the athlete from the early nominated list at which time the athlete would need to follow the remaining selection procedures to be nominated to the Olympic Team.

Up to 50% of the maximum allowed team size (by IBU/IOC rules) may qualify through this mechanism (rounding down for all fractions). *Example: If the men's team is allowed a maximum of five athletes, then up to two men could qualify by meeting the standards.*

If more than 50% of the team size meets the criteria, the athletes with the single best 2008-2009 World Cup/World Championship placing qualify. If there is a tie, the athlete with the most 2008-2009 IBU World Cup Points will qualify. If there is still a tie, the athlete with the best percent-back finish in a 2008-2009 World Cup/World Championship race will qualify. Percent back calculations will include foreign athletes in the points base.

Team Selection for the December and early January World Cups for the 2008/2009 season.

Based on the IBU Congress of September 2008, the maximum number of starters for the U.S. Team at the World Cup for the 2008-2009 season is 5 men (6 can be registered) and 4 women (5 can be registered). With the national team coaches' recommendation, the ICC has determined that the anticipated team size for the WC team will be 5 men and 4 women. The December and early January World Cup Teams (before the selection of the 2009 World Championship Team) for 2008/2009 will be selected in rank order as follows: First, athletes will be selected via the 2007/2008 IBU World Cup ranking, second, if the team is not filled athletes will be selected via their best single finish in the 2008 World Championships. If there is a tie for

the last place on the team, the tied athlete with the best percent back finish in the 2008 World Championships shall be selected. Percent back calculations will include foreign athletes in the points base. IBU registration quotas will determine the maximum team size with a minimum selection of three men and two women. The ICC reserves the right to name additional athletes to the team based on the USBA Principles of Discretion as listed herein (see Section II. B.).

Team Selection for the 2009 World Championships and 2009 World Cup Team

Qualification to compete in the World Cup and World Championship events in 2009 will be through World Team selection procedures. Selection to the 2009 World Cup Team and 2009 World Championships Team will be posted at www.usbiathlon.org by September 17, 2008 once the IBU has finalized their rules and competition calendar for the 2008/2009 season. Once the 2009 World Championship Team is selected that team shall participate in all remaining 2009 World Cups in addition to the 2009 World Championships as budget allows for participation. If the 2009 World Cup team is reduced in size due to budget restrictions, selection will be based in rank order as follows: First, athletes will be selected via the current IBU World Cup ranking, second, athletes will be selected via their best single finish in the 2009 World Championships. If there is still a tie for the last place on the team the athlete with the best percent back finish in the 2009 World Championships shall be selected. Percent back calculations will include foreign athletes in the points base. If necessary, qualified athletes may participate on a self-pay basis.

Phase Two - Nominations from the 2009/2010 Season

Part One - Nomination from the December World Cups for the 2009/2010 season.

WORLD CUP

The December World Cup Teams for 2009/2010 will be selected in rank order as follows: First, athletes will be selected via the 2008/2009 IBU World Cup ranking, second, if the team is not filled athletes will then be selected via their best single finish in the 2009 World Championships. If there is a tie for last place on the team, the athlete with the best percent back finish in the 2009 World Championships shall be selected. Percent back calculations will include foreign athletes in the points base. IBU registration quotas will determine the team size with a minimum selection of three men and two women. The ICC reserves the right to name additional athletes to the team based on the USBA Principles of Discretion as listed herein (see Section II. B.).

OLYMPIC TEAM

Athletes who have not already achieved early nomination to the Olympic Team may qualify for the Olympic Team by having at least one top 30 finish in the December 2009 World Cups, however, only up to a maximum of three men and up to a maximum of two women including any early nominated athletes in the count can qualify through early nomination and this mechanism. If more than the maximum number of athletes achieves this performance standard, then the athletes with the most 2009/2010 IBU World Cup points will be selected. If a tie exists, the athlete with the best single percent back from the December 2009 World Cup competitions result will be selected. Percent back calculations will include foreign athletes in the points base. Athletes who have not achieved nomination to the Olympic team in the December 2009 World Cups have the option to attend the designated IBU Cup competitions for the final team selection, see Part Two below.

Part Two - Nomination from 2010 IBU Cup Competitions:

Athletes qualify for 2010 IBU Cup competitions based on results from the late November 2009 and/or early December 2009 North American competitions. The North American competitions will consist of four or five competitions taking place before the end of December 2009, except as noted below under the Contingencies section. From these competitions up to four men and four women will qualify for the 2010 IBU Cup competitions. Also, athletes who attended the December 2009 World Cups and were not nominated for the 2010 Olympic Team are eligible to compete in the 2010 IBU Cup competitions. Final Olympic team selection will be based on percent back performance in best two of three IBU Cup/Time Trial competitions as determined by scheduling. Percent back calculations will include only American athletes in the points base.

For the athlete competing in the North American competition to be selected for the IBU Cup competitions, they must have an average percent back of 98% in their scored races for the North American competitions. The ICC reserves the right to nominate additional athletes for the IBU Cup competitions according to the USBA Principles of Discretion (see Section II.B.). The exact competition dates, locations and competition types for the North American and IBU Cup competitions will be published when the IBU completes their calendar for the period in the summer of 2009 and will be published by USBA on our website when known, www.usbiathlon.org. The USBA will try to use the North American Cup for the North American competitions and the IBU Cup or other international competitions for the European competitions, if the schedule allows. Based on current scheduling information, the qualifying

European races would include one time trial and the two IBU cup races at Altenberg, GER, Jan 7, 9, 10, 2010.

Scoring, Ranking, Nomination and Contingencies for Part One and Part Two of Phase Two:

1. **Scoring:** Selection for both Part One and Part Two shall be made in rank order based on scoring using the following formula:

Athlete %-back = $2 - (\text{athlete time} / (\text{average of the best three Americans' time}))$

2. **Ranking and Nomination:** The best three of four or five percent back results from the North American competitions held in the series and the best two of three percent back results from the IBU Cup/time trial races will be totaled for each athlete to establish the ranking. Nominations for the IBU Cup Team or Olympic Team, respectively, will be filled in rank order following the already nominated athletes up to one less than the maximum allowable team size for each gender. The final athlete nominated to the team, per gender, will be chosen based on the USBA Principles of Discretion (see Section II.B.)
3. **Contingencies:** In the event one or more of the competitions in a series are cancelled the following will apply as appropriate to the situation:
 - a. If four races are held the best three of four will be scored.
 - b. If three races are held, the best two of three races will be scored.
 - c. If less than three races are held; the top American in each race, not already nominated to the respective team, will be nominated to the IBU Cup team or the Olympic team, respectively, and the ICC in accordance with the USBA Principles of Discretion (see Section II.B.), will determine the remaining nominations.

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 may be revised if necessary, pursuant to their resubmission to the USOC.

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

USBA International Competition Committee (ICC)

Chair: USBA Director of Athlete Development: Piotr Bednarski

AAC Athlete Rep: Chad Salmela
USBA High Performance Director: Bernd Eisenbichler
National Guard Biathlon Coach: Sarah Lehto
USBA National Team Coach: Per Nilsson

Ex-officio: Executive Director: Max Cobb

II. DISCRETIONARY SELECTION

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

Up to one less of maximum allowable team size for each gender will be chosen through objective selection as described in Section I.C. The final athlete nominated to the team, per gender, will be chosen via discretionary selection by the ICC based on the USBA Principles of Discretion (see Section II.B.).

B. List the discretionary criteria and explain how they will be used:

USBA Principles of Discretion

The purpose of a discretionary choice is to ensure selection of the most competitive team. Creating watertight, finite criteria for discretionary choices is impossible, since by their very nature they are meant to account for the unanticipated circumstances, which inevitably elude the principles of objective criteria. Based on the context of the situation, the ICC will select the athlete(s) that has the best chance of producing the best result based on the following factors:

- History of performance in an event over the previous 2 competitive seasons
- Recent improvements in results (both in training and racing)
- Recent positive direction or trend of competition results indicating a potential for Olympic success. This includes indication of medal potential in future Olympic or World Championship competition that would be materially enhanced by selection to the Team.
- Recent decline in results (both in training and competition)
- Illness or injury as certified by a USBA

Ability to effectively contribute to a relay

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:

USBA International Competition Committee (ICC)

Chair: USBA Director of Athlete Development Piotr Bednarski

AAC Athlete Rep: Chad Salmela

USBA High Performance Director: Bernd Eisenbichler

National Guard Biathlon Coach: Sarah Lehto

USBA National Team Coach: Per Nilsson

Ex-officio: Executive Director: Max Cobb

III. REMOVAL OF ATHLETES

A. Prior to acceptance of nominations by the USOC, the US Biathlon Association has jurisdiction over potential nominees.

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

- Voluntary withdrawal. Athlete must submit a written letter to the US Biathlon Association Executive Director.
- Injury or illness as certified by an approved US Biathlon Association physician (or medical staff). If an athlete refuses verification of his/her illness or injury by an approved US Biathlon Association physician (or medical staff), his/her injury will be assumed to be disabling and he/she may be removed.
- Violation of the US Biathlon Association Code of Conduct or training agreement. (Attachment C)
- Failure to meet the International Biathlon Union minimum qualification standards to be allowed to start in the Olympic Winter Games as described in this document or in effect at the time required for participation in the Olympic Games.

An athlete who is removed from the Team pursuant to this

provision has the right to a hearing per the USBA Bylaws (USBA By-laws, Chapters 28, 29, 30, 31 and 32) or the USOC's Bylaws, Article 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, WADA, IBU, 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 athletes will come from the ranking list as detailed in Section I. C. Phase Two, Part Two as described above.

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

- i. prior to acceptance of nominations by the USOC:
See Section IV. A above.

- ii. after acceptance of nominations by the USOC:
Section IV. A above

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

- i. Group or committee who determines the replacement pool:
US Biathlon Association's International Competition Committee

- ii. Group or committee who determines a replacement to the Team:
 - a. prior to acceptance of nominations by the USOC:
US Biathlon Association's International Competition Committee
 - b. after acceptance of nominations by the USOC:
US Biathlon Association's International Competition Committee

V. SUPPORTING DOCUMENTS

US Biathlon Association will retain the approved Selection Procedures and all supporting documents, including 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 Olympic Games and are included as attachments:

- USBA Training Contract for early nominated athletes as described in Section I.D., Phase One (Attachment B)
- USBA Code of Conduct (Attachment C)

VII. PUBLICITY/DISTRIBUTION OF PROCEDURES

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

- A. US Biathlon Association's Web site: www.usbiathlon.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. US Biathlon Association's Official Publication: the URL for the webpage containing the Olympic Team Selection information will be published in our electronic news letter: Biathlon Bulletin
- C. Other: A printed copy of the team selection procedures as approved by the USOC will be mailed to the top 20 athletes on the national ranking list (men and women) as well as the 10 junior athletes (men and women) when the procedures are posted online.

VIII. DATE OF NOMINATION

The Nomination of Athletes form, including replacements, will be announced to all athletes and submitted to the USOC on: 11 January 2010.

IX. MANDATORY TRAINING AND/OR COMPETITION

Specify the location, schedule and duration of mandatory training and/or competition: The athletes nominated to the Olympic team will be required to attend World Cup competitions and a training camp from Jan 4, 2010 (or the date when they are nominated to the team whichever comes later) through February 12, 2010 in preparation for the Olympic Winter Games. Reasonable requests for personal time will be negotiated on a case-by-case basis with the staff and approved by the USBA International Competition Committee. The following World Cup competition calendar is currently available from the IBU: Oberhof, Germany 4-10 Jan '10; Ruhpolding, Germany 11-17 Jan '10; Antholz, Italy 18-24 Jan '10. Locations of the training camps has not yet been determined but will be published on the USBA website at least 30 days prior to the start of the camp.

X. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IOC, WADA, IBU, USADA and USOC anti-doping protocols, policies and procedures, as applicable. This includes participation in out of competition testing as required by the IOC, WADA, IBU, 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:

US Biathlon Association International Competition Committee

Chair: Piotr Bednarski

AAC Athlete Rep: Chad Salmela

USBA High Performance Director: Bernd Eisenbichler

National Guard Biathlon Coach: Sarah Lehto

USBA National Team Coach: Per Nilsson

Ex-officio: Executive Director: Max Cobb

XII. NGB BYLAWS AND GRIEVANCE PROCEDURES

The US Biathlon Association Bylaws and Grievance Procedures can be found: www.usbiathlon.org/bylaws.pdf

XIII. INTERNATIONAL DISCLAIMER

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


XIV. ATHLETE OMBUDSMAN

Athletes who have questions regarding their opportunity to compete that are not answered by the US Biathlon Association 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 SIGNATURES

I certify that I have read, understand and incorporated our IF, if applicable, standards/criteria into our Selection Procedures and that the information provided herein regarding Athlete Selection Procedures represents the method approved by the US Biathlon Association.

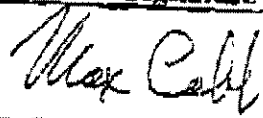


Position	Print Name	Signature	Date
NGB/PSO President or Executive Director	Max Cobb		7-22-08
Nat. Team Coach, Head Coach, or Nat. Program Director	Bernd Eisenbichler		
USOC Athletes' Advisory Council Representative*	Chad Salmela		

*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.

XV. NGB SIGNATURES

I certify that I have read, understand and incorporated our IF, if applicable, standards/criteria into our Selection Procedures and that the information provided herein regarding Athlete Selection Procedures represents the method approved by the US Biathlon Association.

Position	Print Name	Signature	Date
NGB/PSO President or Executive Director	Max Cobb		9-25-08
Nat Team Coach, Head Coach, or Nat. Program Director	Bernd Eisenbichler		9-25-08
USOC Athletes' Advisory Council Representative*	Chad Salmela		9-25-08

*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.

Attachment A
Synopsis of IBU Events for 2008/2009

From	To	Event Name	Location	Nationality
11-28-08	11-30-08	IBU Cup Biathlon 1	Idre	Sweden
12-2-08	12-7-08	E.ON Ruhrgas World Cup 1	Oestersund	Sweden
12-11-08	12-14-08	E.ON Ruhrgas World Cup 2	Hochfilzen	Austria
12-12-08	12-14-08	IBU Cup Biathlon 2	Obertilliach	Austria
12-17-08	12-21-08	E.ON Ruhrgas World Cup 3	Hochfilzen	Austria
12-18-08	12-20-08	IBU Cup Biathlon 3	Martell-Val Martello	Italy
1-6-09	1-11-09	E.ON Ruhrgas World Cup 4	Oberhof	Germany
1-9-09	1-11-09	IBU Cup Biathlon 4	Altenberg	Germany
1-13-09	1-18-09	E.ON Ruhrgas World Cup 5	Ruhpolding	Germany
1-15-09	1-17-09	IBU Cup Biathlon 5	Nove Mesto	Czech Republic
1-21-09	1-25-09	E.ON Ruhrgas World Cup 6	Antholz-Anterselva	Italy
2-1-09	2-3-09	Junior/Youth World Championships	Canmore	Canada
2-6-09	2-8-09	IBU Cup Biathlon 6	Brezno-Osrblie	Slovakia
2-12-09	2-14-09	IBU Cup Biathlon 7	Bansko	Bulgaria
2-13-09	2-22-09	Biathlon World Championships	Pyeong Chang	Rep. of Korea
2-27-09	3-4-09	Biathlon Open European Championship U26	Ufa	Russian Federation
3-10-09	3-14-09	IBU Cup Biathlon 8	Ridnaun-Val Ridanna	Italy
3-10-09	3-15-09	E.ON Ruhrgas World Cup 7	Vancouver	Canada
3-18-09	3-22-09	E.ON Ruhrgas World Cup 8	Trondheim	Norway
3-25-09	3-29-09	E.ON Ruhrgas World Cup 9	Khanty-Mansiysk	Russian Federation

This attachment will be updated approximately by September 2009 when the IBU completes their calendar for the 2009/2010 season.

Attachment B

USBA Training Contract for Early Nominated Athletes

US Biathlon Association, Inc. Training / Competition Agreement

ATHLETE PLEDGE

I pledge to uphold the spirit of the US Biathlon Association Training / Competition Agreement (“Training Agreement”), which offers a guide to my participation as a member of the US National Biathlon Team (the “Team”). I understand 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 Training Agreement.

I have familiarized myself with the Training Agreement and understand that acceptance of its provisions is a condition of my selection to the Team.

Participation in Training Camps and Competitions

If I am participating as an athlete on a National Team of USBA or selected to a competition team by USBA or by the US Olympic Committee (USOC), I will comply with all training requirements established by the coach, team leader and/or the USBA High Performance Director (HPD). This includes, but is not limited to, requirements that I:

- i. Participate in all National Team training camps as agreed to with the HPD and International Competition Committee. A second training agreement will be provided in writing and signed by all parties when the training and camp schedule is finalized. This can include agreements to train independently from the Team for extended periods with required regular reporting and testing;
- ii. Attend all practices, camps and competitions, follow established procedures and present proper documentation if, under extenuating circumstances, I am unable to attend;
- iii. Adhere to training schedules and regimens; if I am training under a program prepared by a person other than the USBA Staff at the camp or event, I will present the training program to the USBA Staff in advance and coordinate my training activities with the USBA Staff in a professional and cooperative manner, with the understanding that the USBA Staff may or may not be able to assist with my training activities;
- iv. Participate in all required physical testing unless excused by agreement with the HPD;
- v. Maintain myself in training/competition-ready physical condition, including that I will:
 1. Condition myself properly and complete all physical therapy necessary to

- maximize my performance;
 2. Have verification of physical conditioning at any time, in the form of training logs, test results, dry-land competition results, etc; and
 3. Communicate my need for training alterations due to injury or illness to the Coach and the HPD prior to any required training or competitive activity.
- vi. Use my best efforts to keep myself in good health, and will:
- 1) Practice a safe and proactive approach to prevent illness and injury;
 - 2) Promptly report any illness and/or injury to my coach and the HPD; and
 - 3) Maintain appropriate and healthy nutrition habits to sustain my ability to train and compete at the high intensity levels required for elite athletes.

Reimbursement of the US Biathlon Association

I understand and agree that any premature departure by me from the expected activities of the National Team shall be deemed to be a voluntary withdrawal, except a departure necessitated by my injury or illness certified by a USOC or USBA physician, or an extreme personal or family emergency. In case of a dispute, I agree that the US Biathlon Association By-law procedures for a hearing outlined under Complaints and Grievances shall be followed to determine whether the withdrawal is voluntary.

I hereby acknowledge that if I voluntarily withdraw from the National Team, or from any National Team training camp or competition for which my participation is expected as a National Team member:

- I shall reimburse USBA for all costs incurred on my behalf for travel, lodging and all other expenses reasonably and customarily associated with the National Team for camps or events that I do not attend and for which the USBA cannot receive a refund.

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 Agreement
that are not answered by US Biathlon Association.

PARTICIPANTS' AFFIRMATION

I have read and accept this Training/Competition Agreement. 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

US Biathlon Association, Inc.

Biathlon

NGB Name

Sport

<p style="text-align: center;">PARENT/GUARDIAN CERTIFICATION (For Participants Under the Age of 18 as of Date of Signature)</p>

Signature

Date

Relationship (Parent or Guardian)

Attachment C

US Biathlon Code of Conduct

ATHLETE PLEDGE

I pledge to uphold the spirit of the US Biathlon Code of Conduct (the “Code”), which offers a guide to my conduct as a member of the USA National Biathlon Team (the “Team”). I understand 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 selection to the Team.

As a Member of the Team, I hereby promise and agree that I:

- will abide by all published rules related to the Team selection procedures as approved by US Biathlon;
- 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 complete / submit athlete location forms as required by the United States Anti-Doping Agency (USADA), and otherwise comply with the anti-doping rules / requirements of the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), USADA , the United States Olympic Committee (USOC) and the International Biathlon Union;
- am not currently serving a doping violation penalty and do not have a pending or unresolved doping charge;
- 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;
- will not participate or assist in any gambling or betting activities associated with any event related to my sport or my participation;
- am eligible to compete under the rules of International Biathlon Union;

- should I be chosen for an international team that requires a passport, I am in possession of a valid USA passport, that will not expire prior to six months following the conclusion of the international competition;
- will refrain from conduct detracting from my ability or that of my teammates to attain peak performance;
- will respect the property of others whether personal or public;
- will respect members of my Team, other teams, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
- will follow my Team's written rules, including by way of example, written rules regarding curfew, required attendance at team meetings and prohibitions on the release of confidential team information;
- US Biathlon Team Rules include the following in addition to any provided at a specific event or camp:
 - I will participate to the very best of my ability in every competition to which I am entered by the US Biathlon Team and will inform the team as soon as possible if I am unfit to compete at my best
 - I will honestly fill out and submit in a timely manner the team monthly report form each month that I am training with the US Biathlon team
 - If I am training under the guidance of the US Biathlon Team coaches and staff, I will follow the team training plan as mutually agreed to with the responsible team coach
 - If I am training under the guidance of the US Biathlon Team coaches and staff, I will submit training data as requested by the US Biathlon team coach assigned to me in a timely and regular manner – including but not limited to heart rate monitor files, training logs, shooting results, test results, etc.
- am aware that US Biathlon sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated US Biathlon apparel at all official Team functions and events;
- will not conceal or cover-up any US Biathlon sponsor, supplier or licensee brand or other identification appearing on my US Biathlon apparel;

- will not add any markings of any kind to the visible part of my US Biathlon uniform without first obtaining written permission to do so from the Executive Director of US Biathlon;
- will abide by the rules of the International Biathlon Union concerning allowable trademark identification on clothing and equipment worn or used in competition or on visible body tattoos.
- agree to be filmed and photographed by the official photographer(s) and network(s) authorized by US Biathlon under conditions authorized by US Biathlon and give event organizers and US Biathlon 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 of the team on which I compete; in no event may US Biathlon 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 US Biathlon apparel or equipment or the use of the US Biathlon logo for the purpose of trade, without the prior written consent of the US Biathlon;
- understand that if I require legal representation because of I am accused of a doping violation or am accused of criminal misconduct, or if for any other reasons I require the services of an attorney, I will be personally responsible for payment of such legal fees and expenses;
- will act in a way that will bring respect and honor to myself, my teammates, US Biathlon and the United States; and
- will remember that at all times I am an ambassador for my sport, my country and the Olympic Movement.

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 US Biathlon.

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

US Biathlon Association, Inc.

Biathlon

NGB Name

Sport

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

Signature

Date

Relationship (Parent or Guardian)