

**USA CYCLING / USAC
ATHLETE SELECTION PROCEDURES
2016 OLYMPIC GAMES
WOMEN'S MTB
MARCH 13, 2015**

AMENDED November 13, 2015

1. SELECTION SYSTEM

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

1.1.1. Nationality/Passport requirements:

Athlete must be a national of the United States at the time of nomination.

Athlete must hold a valid U.S. passport that will not expire for six months after the conclusion of the Games.

1.1.2. Minimum International Olympic Committee (IOC), International Paralympic Committee (IPC) and/or Pan American Sport Organization (PASO) (PAG and PPAG only) standards for participation:

Any competitor in the Olympic, Paralympic, Pan American or Parapan American Games must be a national of the country of the National Olympic Committee (NOC) or National Paralympic Committee (NPC) which is entering such competitor. For additional information regarding an athlete who is a national of two or more countries, has changed his or her nationality or acquired a new nationality, refer to the IOC Charter (Rule 42), the IPC Handbook (Section 2, Chapter 3.1), or the PASO Statutes (Article XXII, Sections 4 and 5).

1.1.3. Minimum International Federation (IF) and/or Continental Federation (CF) (PAG and PPAG only) standards for participation (if any):

1.1.3.1. All athletes must hold an International License issued by their National Federation.

1.1.3.2. Nominees must be at least 19 years old or reach this age in the year of the 2016 Olympic Games.

1.1.3.3. Athletes will only be allowed to use equipment that meets UCI equipment standards during any 2016 Olympic Games competitions. Information on UCI equipment standards is available on the UCI website (www.uci.ch).

1.1.4. Other requirements (if any):

1.1.4.1. Only those athletes who qualify for the 2016 Olympic Games via these procedures can be nominated by USA Cycling (“USAC”) to represent the United States in the cycling events at the 2016 Olympic Games.

1.1.4.2. All nominees must have a valid USAC International Racing License and meet all eligibility requirements of USA Cycling, the Union Cycliste Internationale (UCI) and the United States Olympic Committee (USOC) at the time of nomination.

1.1.4.3. All athletes must be in good standing with USAC, USOC, UCI, and the United States Anti-Doping Agency (USADA) at the time of nomination.

1.1.4.4. In all cases, athletes must use only equipment that meets UCI equipment standards in the process of qualifying for the 2016 Olympic Games Team. Information on UCI equipment standards is available on the UCI website (www.uci.ch).

1.2. Tryout Events:

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

a. **2015 UCI World MTB Championships**

Listed within these Selection Procedures are situations whereby athletes can gain automatic nomination or consideration for the ~~Long~~**2016 Long** Team based on their results and/or performance at the 2015 UCI World MTB Championships. Criteria for athletes to qualify to participate in the 2015 UCI World MTB Championships to be held in Valnord, Andorra can be found on the USA Cycling website at:

<http://www.usacycling.org/team-selection-documents.htm>

b. UCI Calendar International events

Please refer to the UCI event calendar for information on dates and location of events.

<http://www.uci.ch/mountain-bike/calendar/>

c. USA Cycling US Cup Pro Series presented by Sho-Air Cycling

Listed within these Selection Procedures are situations whereby athletes can gain automatic nomination or consideration for the ~~Long~~2016 Long Team based on their results and/or performance at the 2015 USA Cycling US Cup Pro Series presented by Sho-Air Cycling. Please refer to the following link for information related to the USA Cycling US Cup Pro Series presented by Sho-Air Cycling calendar of events:

<http://www.usacycling.org/uscup/>

d. USA Cycling Pro XCT

Listed within these Selection Procedures are situations whereby athletes can gain automatic nomination or consideration for the ~~Long~~2016 Long Team based on their results and/or performance at the 2015 USA Cycling Pro XCT Series. Please refer to the following link for information related to the USA Cycling Pro XCT calendar of events:

<http://www.usacycling.org/proxct/>

1.2.2. Provide event names, dates, locations and description of how athletes qualify for the trials, events and camps listed above in 1.2.1. (if any).

a. 2015 UCI World MTB Championships

Listed within these Selection Procedures are situations whereby athletes can gain automatic nomination or consideration for the 2016 Olympic Games Team based on their results and/or performance at the 2015 UCI World MTB Championships.

Criteria for athletes to qualify to participate in the 2015 UCI World MTB Championships to be held in Valnord, Andorra can be found on the USA Cycling website at:

<http://www.usacycling.org/team-selection-documents.htm>

b. 2016 UCI Cross-Country World Cups

Listed within these Selection Procedures are situations whereby athletes can gain automatic nomination or consideration for the 2016 Olympic Games Team based on their results and rankings on the 2016 UCI Cross-Country World Cup events between January 01, 2016 and June 20, 2016. Please refer to the following link for information related to the UCI World Cup calendar of events:

<http://www.uci.ch/mountain-bike/calendar/>

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

Women's MTB Cross-Country Team Criteria

Long Team Qual. Period	January 1, 2015- December 01, 2015
Long Team Size	Maximum of ten (10) athletes
Long Team Nominated	December 1, 2015
Final Team Qual. Period	January 1, 2016 -June 20, 2016
Final Team Size	Maximum of up to three (3) athletes
Final Team Nominated	June 24, 2016

Eligible Participants: USAC International License Holders; Age 19 years old and older (born on or before December 31, 1997).

Women's MTB Cross-Country Long Team Criteria

Maximum Long Team Size: Up to ten (10) athletes

Athletes may receive nominations to the ~~Long~~^{2016 Long} Team based on the following prioritized criteria:

1. Any U.S. eligible athletes placing in the top-ten (10) of the 2015 UCI Elite Women's MTB Cross-Country World Championships, Valnord,

Andorra, August 31-September 6, 2015 will be nominated to the Long2016 Long Team.

2. Any U.S. eligible athlete who finishes in the top-ten (10) of a 2015 UCI Elite World Cup Cross-Country event between January 1, 2015 and December 01, 2015 willmay be nominated to the Long2016 Long Team. If more athletes meet this criterion than positions are available nominations willmay be filled in order of priority by the athletes with the highest overall 2015 UCI Individual World Cup Ranking as of December 1, 2015.
3. All U.S. eligible athletes who are ranked in the top-three (3) of the 2015 USA Cycling US CUP presented by SHO-Air Cycling rankings list as of May 01, 2015 willmay be nominated to the Long2016 Long Team.
4. The highest ranked U.S. eligible athlete on the 2015 USA Cycling Pro XCT rankings between January 1, 2015 and August 1, 2015, willmay be nominated to the Long2016 Long Team, provided that athlete is ranked in the top-three (3) overall. In the event more than one athlete has the same ranking, the highest ranked athlete on the 2015 UCI Individual ranking list as of December 1, 2015 will earn the nomination.
5. The winner of the 2015 USA Cycling Pro Elite MTB National Championships, Mammoth Mountain, CA, July 15-19, 2015, provided that race is held in its entirety and run under UCI regulations willmay be nominated to the Long2016 Long Team.
6. All U.S. eligible athletes ranked in the top 25 of the UCI Individual World Rankings as of December 1, 2015 willmay be nominated to the Long2016 Long Team. If more athletes meet this criterion than positions are available nominations willmay be filled in order of priority by the athletes with the highest overall 2015 UCI Individual World Cup Ranking as of December 1, 2015.
7. If Positions remain after considering the ~~proceeding criterion~~preceding criteria, then athletes may be nominated to the Long2016 Long Team by the USA Cycling Selection Committee, following USA Cycling's

Principles of Athlete Selection (Section 2) and subject to review and approval of the USA Cycling Selection Committee (Section 11).

Women's MTB Cross-Country Final Team Criteria

Maximum Olympic Team Size: Up to three (3) athletes

Athletes may receive automatic nominations to the team based on the following prioritized criteria:

1. All final nominees for the 2016 Olympic Games Team will come from the previously nominated ~~Long~~2016 Long Team.
2. Any U.S. eligible athletes placing in the top-five (5) of the 2015 UCI Elite Women's MTB Cross-Country World Championships, Valnord, Andorra, August 31-September 6, 2015 will be nominated ~~to the may be nominated~~ to the 2016 Olympic Games Team. In order to maintain the athletes' position on the team, the eligible athlete must continue to demonstrate the ability to perform at a similar level based on results from major international competitions. If more than one athlete meets this criterion, then the highest placed athlete will earn the nomination.
3. Any U.S. eligible athlete that wins a 2016 UCI Elite World Cup Cross-Country event between January 1, 2016 and June 20, 2016, ~~will may be nominated to the may~~ be nominated to the 2016 Olympic Games Team. If more than one athlete meets this criterion, then the athlete with the highest 2016 UCI Individual World Cup Ranking as of June 20, 2016 ~~will may~~ earn the nomination.
4. Any athlete that places top-three (3) in a 2016 UCI Elite European World Cup Cross-Country event between January 1, 2016 and June 20, 2016, ~~may be nominated to the may~~ will be nominated to the 2016 Olympic Games Team. If more than one athlete meets this criterion, then the highest placed athlete ~~will may~~ earn the nomination. If athletes remain tied, then the athlete with the highest 2016 UCI Individual World Cup Ranking as of June 20, 2016 ~~will may~~ earn the nomination.
5. The highest ranked U.S. eligible athlete on the UCI Individual World Cup Ranking as of June 20, 2016, provided that athlete is ranked in the

top-ten (10) overall in the UCI Individual World Cup Ranking, ~~may~~will be nominated to the 2016 Olympic Games Team.

6. If Positions remain after considering the ~~proceeding criterion~~preceding criteria, then athletes may be nominated to the 2016 Olympic Games Team by the USA Cycling Selection Committee, following USA Cycling's Principles of Athlete Selection (Section 2) and subject to review and approval of the USA Cycling Selection Committee (Section 11).

2. DISCRETIONARY SELECTION (if applicable)

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

The purpose of discretionary athlete nomination is to allow USA Cycling the ability to nominate to the USOC the best physically, psychologically and technically prepared team.

Discretionary Nomination will be based solely on USA Cycling's Principles of Athlete Selection (Section II) and subject to review and approval of the USA Cycling Selection Committee (Section II).

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

See Attachment B

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

Discretionary Selection Review Committee

Recommendations for discretionary nominations will be made by the USA Cycling National coaching staff. However, the USA Cycling Selection Committee will review and approve ALL athlete nominations. Please see below Section 11 for committee members

- 2.3.1. Specify the process that will be used to identify and handle any potential conflicts of interest involving a member of the committee.

Any member of the selection committee that has a possible conflict of interest must disclose it. If such conflict exists, the selection committee member must recuse him/herself from committee discussions and voting. Further, the committee member should not otherwise influence other members of the committee in the nomination process. However, a committee member who recused him/herself, but who has relevant and necessary information with respect to athlete performance, for example a national team coach or high performance director, may, if requested by the selection committee, provide such information to the committee so long as such information is provided in a fair and unbiased manner and the committee member who declared the conflict of interest does not vote toward the final decision.

3. REMOVAL OF ATHLETES

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

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

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the USA Cycling CEO/Executive Director.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by USA Cycling. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Cycling, his/her injury will be assumed to be disabling and he/she may be removed.
- 3.1.3. Violation of USA Cycling's Code of Conduct (Attachment A).

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per USA Cycling's Bylaws (Policy IV - Eligibility, Discipline and Hearings) and the USOC's Bylaws, Section 9.

- 3.2. Once an athlete nomination is accepted by the USOC, the USOC has jurisdiction over the Team, at which time, in addition to any applicable NGB/HPMO Code of Conduct, the USOC's Code of Conduct and Grievance Procedures apply. The USOC's Code of Conduct and Grievance Procedures can be found at:

<http://www.teamusa.org/For-Athletes/Athlete-Ombudsman/Games-Information.aspx>

- 3.3. An athlete may be removed as a nominee to the Team or from the Team for an adjudicated violation of IOC, PASO, IPC, WADA, IF, USADA and/or USOC anti-doping protocol, policies and procedures, as applicable.

4. REPLACEMENT OF ATHLETES

- 4.1. Describe the selection and approval process for determining replacement athlete(s) should a vacancy occur:

- 4.1.1. prior to submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

If an athlete is removed from the team for the reasons described in Section III above, the athlete may be physically replaced by an athlete in ~~the replacement pool~~ ~~from the long~~ ~~2016 Long Team~~ who is nominated by the USA Cycling National Coaching Staff and approved by the USA Cycling Selection Committee, or that athlete's start position may be filled by another athlete who has already been nominated to the 2015 Pan Am Team for a different start position in any cycling discipline (for example, a pursuit rider to the sprint discipline). All replacement athletes will be chosen based on USA Cycling Principles of Discretion (Section II). Any replacement of athletes must comply with these selection procedures, IOC, USOC, and UCI regulations and entry deadlines

- 4.1.2. after submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

See above, Section 4.1.1

5. SUPPORTING DOCUMENTS

USA Cycling 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 Ceremony of the Games.

6. REQUIRED DOCUMENTS

In addition to the USOC Code of Conduct, the following documents are required to be signed by an athlete as a condition of nomination to the Olympic, Paralympic, Pan American or Parapan American Games and are included as attachments:

USA Cycling Code of Conduct (Attachment A)

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOC approved Selection Procedures (complete and unaltered) will be posted/published by the NGB/HPMO in the following locations:

7.1. NGB/HPMO Web site: www.usacycling.org

These procedures will be posted as soon as possible, but not more than five business days following notice of approval by the USOC.

7.2. Other:

USAC Press Release

8. DATE OF NOMINATION

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

June 24, 2016

9. MANDATORY TRAINING AND/OR COMPETITION

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

In order to be considered for Final Olympic Team Selection, athletes are required to participate in all Team USA Training Camps and Race Programs from January 1, 2016-August 15, 2016 as prescribed by the USA Cycling Coaching staff, unless given written permission from the VP of Athletics. For mandatory training or racing programs, affected athletes will be notified by email and by way of USA Cycling website 15 days prior to the commencement of such training or racing.

10. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IOC, IPC, 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, IPC, PASO, WADA, IF, USADA and USOC Rules, as applicable.

11. DEVELOPMENT OF SELECTION PROCEDURES

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

USA Cycling Selection Committee

Name	Title
Mr. Dylan Casey	2000 Olympic Games Team member; past professional athlete
Ms. Jeanne Golay	1992 & 1996 Olympic Games Team member; 1992 World Champion (Team Time Trial)
Mr. Jeff Pierce	Tour de France stage winner; past professional athlete
Ms. Alison Dunlap	1996 & 2000 Olympic Games Team member; 2001 World Champion (Cross Country); past professional athlete
Mr. Mike McCarthy	1988 & 1996 Olympic Games Team member; 1992 World Champion (Individual Pursuit); past professional athlete
Mr. Timothy Duggan	2012 Olympic Games Team member; 2012 US Pro Road Race Champion; past professional athlete, athlete rep
Mr. Jame Carney	1992, 2000 Olympic Team Member; 2x World Cup Track Champion; 22x National Champion; USOC ACC Rep
Mr. Eric Rupe	Nine time BMX World Champion; 17 time BMX National champion

These procedures were developed by the USA Cycling National coaching staff and approved by the USA Cycling Selection Committee (listed above). In addition, the following individuals assisted in the development of these procedures:

Name	Title
Steve Johnson	CEO, USA Cycling
Jim Miller	Vice President of Athletics

12. NGB/HPMO BYLAWS AND GRIEVANCE PROCEDURES

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

The USA Cycling Bylaws and Grievance Procedures can be found in the USA Cycling Governance Policy Manual (Policy IV – Eligibility, Discipline and Hearings.) on the USA Cycling website: www.usacycling.org.

13. INTERNATIONAL DISCLAIMER

These procedures are based on IOC, IPC, PASO, as applicable, and/or UCI rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC, IPC, PASO, as applicable, and/or UCI rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USA Cycling. 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.




14. ATHLETE OMBUDSMAN

Athletes who have questions regarding their opportunity to compete that are not answered by USA Cycling may contact the USOC Athlete Ombudsman by:

- Telephone at (719) 866-5000
- Email at athlete.ombudsman@usoc.org
- <http://www.teamusa.org/For-Athletes/Athlete-Ombudsman.aspx>

15. NGB/HPMO SIGNATURES

I certify that I have read and understand the standards/criteria set by our IF and/or CF (PAG/PPAG only) and incorporated those standards/criteria into our Selection Procedures. I further certify that the information provided herein regarding Athlete Selection Procedures represents the method approved by USA Cycling.

Position	Print Name	Signature	Date
NGB/HPMO President or CEO/Executive Director	Derek Bouchard Hall		11/20/15
Nat. Team Coach, Head Coach, or Nat. Program Director	Jim Miller		12/15/15
USOC Athletes' Advisory Council Representative*	Jame Carney		12/21/15

* If the 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 Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Athlete Selection Procedures being submitted by the NGB/HPMO, he/she may submit those reasons in writing to his/her Sport Performance Team.

* If, for some reason, a sport does not have an elected USOC AAC Representative, the NGB/HPMO must designate an athlete from that sport to review and sign the Selection Procedures.

Attachment A



USA Cycling Code of Conduct Agreement

For

U.S.A. Cycling Team Athletes, Olympic Games Team Members, Coaches and Support Staff

USA Cycling Code of Conduct

The standards set forth in the USA Cycling Code of Conduct (Code) and the [Athlete Protection Policies](#) (APP) are mandatory and must be followed by all Athletes, Coaches, Clubs, Committee Members, Independent Contractors, Local Associations, Mechanics, Officials, Program Managers and Directors, Race Directors, Soigneurs, Team Managers and Directors, USA Cycling Board of Directors Members, USA Cycling Employees, Volunteers, and all other USA Cycling Licensees and Participants (collectively, “any participant held accountable by this Code”). The Code and APP are intended to be comprehensive and easily understood, but they are not intended to be exhaustive or complete.

In some instances, the Code and APP deal fully with the subject covered. In other cases, however, when the subject addressed is more complex, the SafeSport Committee will provide additional guidance in making interpretations, determinations, and adjudications. Our Code and APP operate in tandem with the policies and procedures of our organization, our staff and with all applicable U.S. and foreign laws and regulations. Where differences exist, because of local customs, norms, laws and regulations, we require the use of the highest standard of behavior or the most restrictive requirement which applies.

Section 1. USA Cycling grants membership to individuals and groups. The membership may, therefore, be withdrawn or denied after appropriate due process by USA Cycling at any time where USA Cycling determines a member or prospective member's conduct is inconsistent with the mission of the organization or the best interest of the sport and those who participate in it. In order to assist all members to better serve the interests of those who participate in cycling, USA Cycling has adopted this Code of Conduct.

Section 2. Any member or prospective member of USA Cycling may be sanctioned under the racing rules, fined, suspended, denied membership, censured, placed on probation, or expelled from USA Cycling after being afforded the right to a hearing under the USA Cycling [Administrative Grievance Policy](#), if such member violates the provisions of the USA Cycling Code of Conduct, set forth in Section 3 below, or aids, abets or encourages another person to violate any of the provisions of the USA Cycling Code of Conduct.

Section 3. The following shall be considered violations of the USA Cycling Code of Conduct:

- (a) Violation of anti-doping provisions as established by [UCI](#), [WADA](#), [USADA](#) or the [USOC](#).
- (b) The illegal possession, transportation or distribution of drugs or the possession, transportation or distribution of any substances listed on the recognized list of banned substances from WADA or USADA.
- (c) Violation of the UCI's Cycling Regulations '[Ban on Injections](#)'.
- (d) Any violation of the USA Cycling [APP](#).
- (e) Conviction of, imposition of a deferred sentence for, or any plea of guilty or no contest at any time, past or present for (i) any felony, (ii) any offense involving use, possession, distribution or intent to distribute illegal drugs or substances, or (iii) any crime involving sexual misconduct.
- (f) Discrimination in violation of USAC Bylaw D or Section 220522(a)(8) of the Ted Stevens Olympic and Amateur Sports Act, which requires USA Cycling provide an equal opportunity to amateur athletes, coaches, trainers, managers, mechanics, administrators, and officials to participate in amateur athletic competition, without discrimination on the basis of race, color, religion, age, gender, sexual orientation, gender identification, or national origin.
- (g) Any non-consensual sexual contact or advance or other inappropriate sexually oriented behavior or action directed towards any member.
- (h) The use of illegal drugs or illegal performance enhancing techniques.
- (i) Providing alcohol or tobacco or other substances to any participant under 21 years of age by any participant held accountable by this Code.
- (j) The abuse of alcohol in the presence of an athlete under the age of eighteen (18), by an athlete, coach, official, trainer, soigneur, or a person who, in the context of cycling, is in a position of authority over that athlete.
- (k) Consumption of alcohol by an athlete under 21 years of age regardless of the legal drinking age established by the current state or country of tenancy.
- (l) Excessive alcoholic consumption while on USA Cycling business or drinking of alcohol and then driving while on USA Cycling business.
- (m) Physical, sexual, or emotional abuse, as referenced in the APP, of an athlete by any party held accountable by this Code and the APP.
- (n) Any act of fraud, deception, or dishonesty in connection with any USA Cycling-related activity.
- (o) Any non-consensual physical contact, obscene language or gesture, or other threatening language or conduct directed towards any person in connection with any USA Cycling-related activity.
- (p) Any intentional damage to private or public property while at a cycling event, race venue, or damage to USA Cycling property.
- (q) Failure of any member who is a party to or witnesses any violation(s) contained in the above stated USA Cycling Code of Conduct to report the specific violation to USA Cycling immediately.

Section 4. Alleged violations of the USA Cycling Code of Conduct must be reported to USA Cycling's [Risk Protection Manager](#).

Attachment B

PRINCIPLES OF ATHLETE SELECTION

(Updated January, 2015)

Any championship event that is accessible only to International Federation National Teams will be considered “protected,” e.g. World Championships, Olympic Games, Pan Am Games and Continental Championships. Events which are open to access through other avenues, e.g. individual or team registration (amateur or professional) will not be considered “protected.” Please note that open or invitational events for which USA Cycling receives an invitation for participation by the National Team are NOT considered protected events. In these instances, USA Cycling may elect to select and send a team or may simply make the opportunity available on its website (www.usacycling.org) to any other domestic team on a first come, first serve basis. Please also note that USA Cycling does NOT participate in the World University Games.

USA Cycling will be responsible for the nomination and selection of athletes to participate in all protected events. In fulfilling this obligation, USA Cycling will use the principles described in this document. At all times, within the context of the event, USA Cycling will strive to send the best and most prepared team to compete in protected events.

USA Cycling Selection Committee

USA Cycling will maintain a Selection Committee for the purpose of reviewing and approving the final nominations of individual athletes to specific protected events, e.g. World Championships, Pan Am and Olympic Games. The Selection Committee provides oversight on the nomination process of athletes to protected events and is the de facto body responsible for the final nomination of athletes to respective teams. This obligation includes review and approval of the process by which athletes receive automatic nominations to teams, as well as the review and final approval of athletes nominated by USA Cycling coaching staff according to the USA Cycling Principles of Selection.

This committee will be composed of six to eight volunteers recommended by the USA Cycling Vice President of Athletics, and appointed by the USA Cycling President. Additionally, the USA Cycling representative to the USOC Athletes Advisory Council (AAC) will serve on the committee.

All of the appointed members shall have the following attributes: characteristics:

1. Member must have participated in an Olympic Games or been employed as a professional in one of the Olympic cycling disciplines;
2. Member must not be currently employed as a team director;
3. Member must not be currently coaching U.S. Olympic eligible athletes. Note, in this case, Olympic eligible refers to athletes who are actively competing at the elite international level.
4. Member must agree to support the USA Cycling Principles of Athlete Selection;

5. Member must agree to declare any potential conflicts of interest in the selection process and will recuse themselves from discussion and or voting if necessary. The Selection Committee will work within the context of the USA Cycling Selection Philosophy as described in this section, to ensure that selected athletes meet the stated objectives of these Principles as well as the event specific selection criteria.

Importance of Professional and International Competition

At the elite level (age 19 and over), cycling is a professional sport in which the highest level of competition is represented by top-tier professional athletes racing on the UCI International race calendar. Some disciplines and categories of the sport have a more developed professional component than others and, in those cases where professional opportunities are limited (e.g. U23 and Track); USAC programs may play an adjunctive role to the professional teams. However, even for these groups and athletes under the age of 18, results in high-level International competition should be the benchmark for selection. Therefore, whenever possible in the nomination of any athlete to a protected event, performances in top-level, professional and/or international competition will take precedence over performances in domestic competition.

USA Cycling Athlete Selection Criteria and Philosophy

Olympic Games, World Championships and Continental Championships. USA Cycling shall select athletes according to the following priorities. These priorities apply to both automatic and discretionary selections.

1. The **FIRST** priority is the selection of athletes who have demonstrated that they are medal capable.
2. The **SECOND** priority is the selection of those athletes who have demonstrated that their presence on the team will have a positive impact on the overall team performance and create a **MEDAL CAPABLE** team environment.
3. The **THIRD** priority is the selection of those athletes who have demonstrated the capacity to advance to the level of medal capability in the near future.

If it is necessary for USA Cycling to prioritize or distinguish between championship events due to team size restrictions, budgets, funding decisions, discussions on enhancing team performance, future medal capability, or any other reasons the following shall be the prioritized order of importance for the events.

1. Olympic Games.
2. Olympic events in a World Championship.
3. Non-Olympic events in a World Championship.
4. Olympic events in a Continental Championships.
5. Non-Olympic events in a Continental Championships.

Continental Championships

Attendance and selection for these events can prove to be problematic, even though they have protected status, since medal-winning performances in these events may have little intrinsic value. However, in the context of the UCI international point system, these events can be of tremendous importance in qualifying nation start positions for USA Cycling athletes at World Championships and Olympic Games. For this reason, it is of utmost importance to send our top UCI ranked athletes, or those athletes that we expect to be our top-ranked athletes, to these events so they have the opportunity to earn additional International points that impact our UCI Nations Ranking and ultimately our qualification of start positions for World Championships and/or Olympic Games. Another important consideration is that the winner of some Continental Championship events may receive an automatic entry (by name) to the next World Championships; this entry is in addition to the normal quota. This aspect is very important for qualifying additional USA Cycling Athletes to World Championship events that have typically small quotas. For these reasons in certain Continental Championship events USA Cycling may choose to select athletes via automatic or discretionary criteria with the following as the 1st and 2nd priority:

1. Those athletes who are expected to be top-ranked Americans on the individual UCI Ranking list for the event in question at the end of the year or other specific time period, such that their performance will have a positive impact on the qualification of World Championship and/or Olympic Games start positions (see section on Olympic and World Championship events for specific events).
2. Those athletes capable of a winning (first place) performance in an event that also serves as an additional automatic qualifier to the upcoming World Championships.

Definitions and Criteria

1. **Medal Capable.** A medal capable athlete is one who has demonstrated the ability to produce a medal winning result by:
 - medal finish(es) at the most recent World Championships or Olympic Games ; with demonstration of continued ability to perform at that level or higher based on performances in recent top-level international competition; and/or
 - producing medal capable times under certified conditions within the past 12 months; and/or
 - consistently beating the World's best in recent (past 12 months) international competition with top-quality fields; and/or
 - other historical performances in International competition that would indicate the athlete is capable of a medal winning performance.

In all cases, the athlete in question must demonstrate that they have the capacity for a medal capable performance at the time of selection and the time of the event to which the athlete has been selected.

2. **Enhancing Team Performance.** An athlete who can enhance team performance is one who, based on their international experience and current level of international performance, is expected to contribute substantially to the overall team performance or to the performance of a medal capable team. In the case of USA Cycling selection philosophy, this is deemed to be particularly important in the case where a medal capable individual has been selected to the team and an athlete's contribution may assist that medal capable athlete in a medal-winning performance. This effect also is of primary importance when nominating athletes for team-based events (Men's Road Race, Women's Road Race, Team Pursuit, Team Sprint, and Madison) where the synergy of the team members and/or the ability to play a strong support role is critical to the success of the team. For example, even though the Road Race event is scored individually, athletes who "sacrifice themselves" to execute a team strategy for the designated team leaders can have a profound impact on the ability of the medal capable team leaders to achieve a medal winning performance.
3. **Future Medal Capability.** A future medal capable athlete is one who:
 - demonstrates a trend of improving performance in international competition that, when extended a reasonable distance into the future, intersects the current international performance standard for the event under consideration (see discussion and examples below); and/or
 - despite being "new" to the sport or competing a relatively short time in the sport, is within a reasonable percentage, of the international performance standard (see discussion and example below); and/or
 - despite being biologically immature, is within a reasonable percentage, of the international performance standard (see discussion and example below).
4. **UCI top-ranked athletes.** The UCI maintains an individual classification for most cycling events. An athlete can typically be considered as top-ranked if he/she is among the top-five (depending upon the event) USA Cycling Athletes at the end of the calendar year or at the end of a specified time period, and meets the criteria also of being ranked in the top positions of the list such as the top 50 or 100 overall.

USA Cycling Principles of Discretion

Discretionary Nominations and Selections

Discretionary nominations may be employed in the event that positions are available after the application of any automatic criteria. Discretion may also be used when nominating athletes for the team-based events (Men's Road Race, Women's Road Race, Team Pursuit, Team Sprint, and Madison) where the ability to play a strong support role is absolutely critical to the success of the team.

The primary purpose of discretionary athlete nomination is to ensure that:

- a. USA Cycling has the ability to nominate the best physically, psychologically and technically prepared athlete in order to produce medal-winning performances.
- b. USA Cycling has the ability to nominate the athlete most likely to be among the UCI ranked athletes at the end of the calendar year or specified time period that will be used to determine our Nations Ranking in cases where the primary importance of the event is subsequent qualification of start positions for World Championships or Olympic Games through the UCI Nations Ranking system.
- c. USA Cycling has the ability to nominate the physically, psychologically and technically prepared athlete in order to produce a winning or qualifying performance in those cases where the primary importance of the event is to qualify additional riders to USA Cycling quota for the Olympic Games or World Championships.

Data to Support Discretionary Nominations and Selections

Data to be considered in making discretionary nominations may include any or all of the following in no specific order of priority. The inclusion and order of priority for any data set may be different from event to event as determined by the USA Cycling Coaching staff and USA Cycling Selection Committee.

1. Race results in top international competition;
2. Race results in top domestic competition;
3. Head to head competition results between multiple athletes in consideration for a discretionary position;
4. Athlete's ability to enhance team performance;
5. Athlete's future medal capability;
6. Technological data on athlete and or event. By way of example this could include but is not limited to: times on similar courses or events, athlete power data, aerodynamic drag data (if relevant) or event demand data.

Discussion of Future Medal Capability

In most situations, athletes who perform consistently at the medal capable level are easily identified. One of the greatest challenges, however, in the talent identification and selection process is discriminating among athletes currently performing below the level of medal capability. Ideally, one would like to identify those athletes which represent an

“investment” in future medal performances over those that do not. In an effort to make such discrimination possible, USA Cycling has designated “performance trends” as a key component in the talent identification and selection process. Performance trends are determined by plotting a historical record of an athlete’s performance on a graph where the x-axis is time (weeks, months, years); and the y-axis is event specific performances (times, placing, etc.). These graphs can then be used to identify trends in an athlete’s performance in order to predict future performance potential. For example, an athlete whose performance is trending up (positive slope) is suggestive of the potential for future improvements in performance. On the other hand, an athlete with a decreasing performance trend (negative slope) or stable trend (zero slope) over time indicates little or no potential for future improvements. The following graphs illustrate the differences in the performance trends of medal capable and non-medal capable athletes:

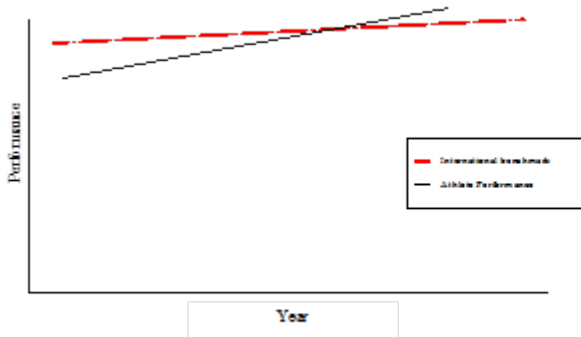


Figure 2 - Medal capable athlete

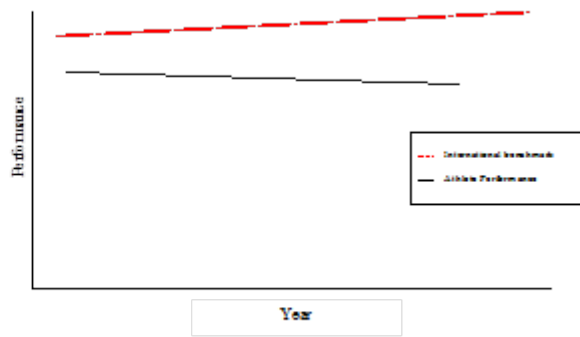


Figure 2 - Not medal capable; performance decreasing

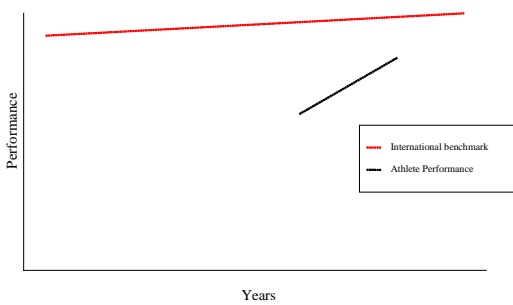


Figure 1 - Future medal capable athlete

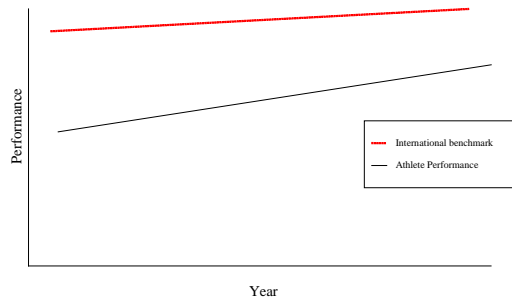


Figure 2 - Not medal capable; performance increasing

Obviously many factors need to be considered when evaluating athletes with this technique, e.g. length of time over which the trend has been developed, number of years in the sport, slope of the trend, and so forth. However, with regard to selection, as stated in the above criteria, USA Cycling believes that it is desirable to preferentially select athletes who demonstrate substantial future ability (positive slope) over those athletes who demonstrate stable or decreasing potential. This is particularly true when extrapolation of the current performance trend over a reasonable period of time (two to

four years) indicates the potential to achieve an international medal capable standard. The following graphs illustrate the differences between athletes without future medal capability versus athletes that demonstrate future medal potential:

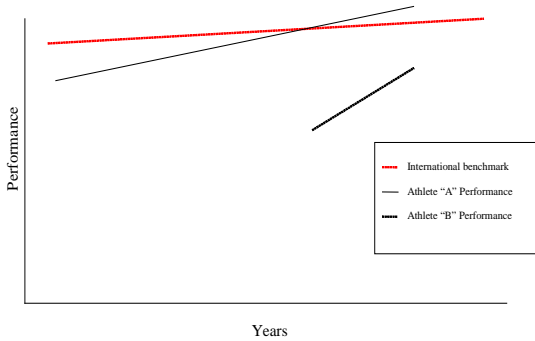


Figure 4 - Athlete A medal capable; Athlete B future medal capable: Select Athlete A

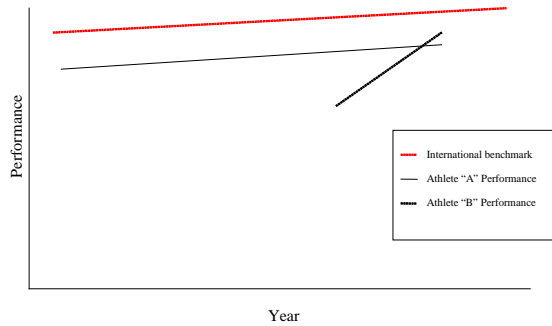


Figure 4 - Athlete A not medal capable; Athlete B future medal capable and outperforms A: Select Athlete B

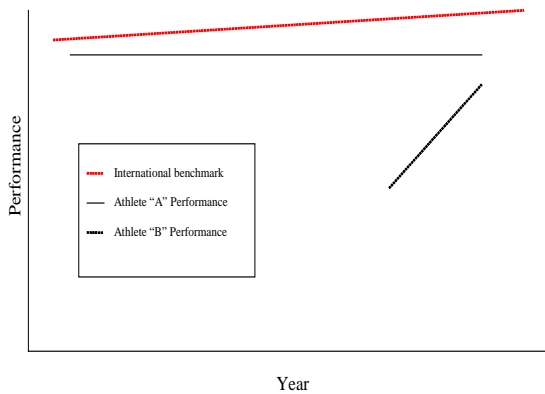


Figure 5 - Athlete A not medal capable; Athlete B future medal capable but does not outperform A: Select Athlete B.

As pointed out above, another important consideration in evaluating the future performance potential of an athlete is the relationship of their “time in the sport,” i.e., how long have they been competing; their stage of biological development and adaptation; and their current performance level. In the case of an athlete who is new to the sport, there are not enough data points to plot an accurate performance trend. However, if such an athlete is within a reasonable distance of the international benchmark such that when their anticipated physical development and/or their general adaptation response is

expected to put them at or over the international medal benchmark, then they may be considered to have future medal capability. Although the magnitude of the expected improvement in performance is dependent upon many factors, e.g., biological development, body type and etc., it is generally assumed that, without evidence to the contrary, a reasonable performance deficit may be overcome in a reasonable amount of time by an athlete that "new to the sport" with a greater deficit for an athlete that is biologically immature.

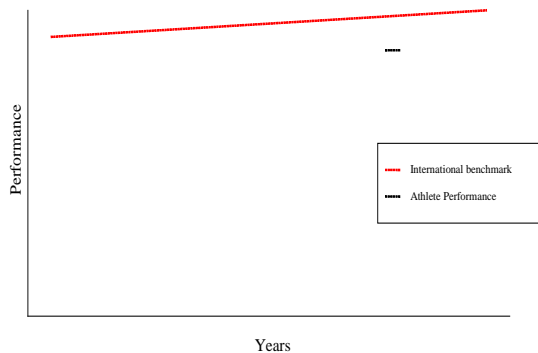


Figure 6 - "New" or young athlete; within 3-5% of international benchmark = future medal capability