

International Team Selection Procedures for the 2008-2009 Season

I. Athletes Code of Conduct

In order to be eligible for selection to a Junior or Senior International Competition team, an athlete must read and sign the US Biathlon Code of Conduct and be a member in good standing of the US Biathlon Association (see addendum for text of US Biathlon Association Code of Conduct)

II. Qualification for World Cup and Senior World Championship Teams

1. Senior World Championship Team Size

Up to Five women and five men will be named to the World Championship Team. Each nation is allowed to start four athletes in each competition.

If a junior athlete places in the Top 10 at JWCHs she/ he will be named additionally to the team.

Athletes attending December '08 World Cups will be given the opportunity to pre-qualify for the World Championship Team if they achieve significant results at those events.

2. Prequalification Criteria for Senior World Championships

One top-35 or two top-50 results (excluding relays) during the December '08 WC's will pre-qualify an athlete to BWCH team. In order to maintain prequalification status, an athlete will need to follow a training and competition plan that has been approved by the Senior National Team coaching staff.

If no athletes achieve the prequalification criteria, then the best three male and the best female US athletes by IBU points after the December '08 WC #1, #2, #3 will stay on to compete in the January WC's and will be qualified for BWCHs. The importance of the IBU points for maintaining WC starts makes it necessary to keep a minimum number of athletes (3 men and 1 woman) at all WC events.

If all 5 men and all 4 women starting in December WC's pre-qualify through results there, then the last US woman and last US man in IBU point list must compete at EC Altenberg with the other athletes who qualify for Altenberg EC through December NorAm competitions.

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

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.

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Based on the IBU Congress of September 2008, the maximum number of starters for the U.S. 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 December WC team will be 5 men and 4 women. The ICC reserves the right to add additional athletes based on USBA principles of Discretion.

December World Cup Team Nominations:

Based on the 2007/2008 IBU World Cup rankings, 2008 WCH results and ICC review of coaching staff recommendation, the following athletes are named to the December World Cup Team.

Men:

1. Tim Burke – 2007/2008 WC ranking
2. Jay Hakkinen- 2007/2008 WC ranking
3. Lowell Bailey- 2007/2008 WC ranking
4. Russell Currier- ICC nomination
5. Jeremy Teela- ICC nomination

Women:

1. Lanny Barnes- WCH result
2. Haley Johnson- WCH results

To aid in the ICC selection of the remaining vacancies on the December WC Team, a series of three races will be held at Soldier Hollow on October 16, 18, 19. Formats will be Sprint, Sprint, Mass Start. The best two of three races will be scored using the percent back system. Only US athletes will be in the scoring base. The ICC reserves the right to nominate additional athletes to the December WC based on the USBA Principles of Discretion. Athletes planning to race in the October rollerski races must contact Piotr Bednarski, mbiathlon@aol.com, at USBA by October 10, 2008.

Due to resource limitations, the third and fourth women selected for WC # 1-3 may not be invited to the national team November on-snow camp in Europe.

4. Movement between IBU Cup (also known as: European Cup / EC) and World Cup

The national team coaching staff may use the following guidelines to recommend to the ICC that athletes from the IBU Cup start in the World Cup, as well as taking athletes from World Cup down to the IBU Cup.

1. In case of excellent performance on the NorAm Circuit (eg, podium finishes) and a simultaneous need for additional athletes on the World Cup, an athlete can be moved up

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to the World Cup.

2. Athletes not placing in the top 60 on the World Cup can be brought down to the IBU Cup at any time or can be sent home.
3. Athletes who have been injured or sick for lengthy periods of time can be brought down to the IBU Cup, or can be sent home.

In addition, IBU cup athletes will be considered to fill World Cup relay teams when there are not enough World Cup athletes to fill the team and the logistics of getting an athlete to the event can be managed without excessive costs and coaching staff sees need and benefit for that.

(We foresee this may be the case as for the men's relay in Oberhof at WC 4, if only 3 men are prequalified through WC 1-3).

5. Qualification for BWCH Team

Qualification for BWCH will be a several step process for those not prequalifying through December '08 World Cup results. The ICC will meet and name the team on January 19th, 2008.

Step #1:

December North America Cups #2 and #3- qualifying for IBU Cups in Altenberg/GER and Nove Mesto/CZE

Three women and two men will be selected to compete at IBU Cups Altenberg and Nove Mesto based on the ranking list from North American Cups #2 in West Yellowstone & #3 in Mt. Itasca.

The best three of five competitions will be scored using the standard percent back system and including only Americans in the calculations. For the scoring of the pursuit competition "split times" (finish time minus start time) will be used to calculate the percent back.

A 4th woman/ 3rd man may be selected by coaching staff and with ICC approval to start at the IBU Cups Altenberg and Nove Mesto. The remaining start positions at IBU Cups Altenberg and Nove Mesto will be filled by athletes from the Dec WC team who were unable to pre-qualify.

Step #2

Prequalification for BWCH at IBU Cup Altenberg Jan 9-11, 2009

Athletes can prequalify for the remaining spots on the BWCH team not filled from WC at IBU Cup Altenberg provided they meet the following criteria:

-1 top 6 finish or 2 top 10 finishes

If an athlete achieves the criteria, she/he is prequalified for BWCHs right away and will compete in WCs in Ruhpolding and Antholz.

If no athlete meets these criteria, then the top ranked US woman and top ranked US man will qualify for WC Ruhpolding, WC Antholz and BWCHs. If at the end of the Altenberg IBU Cup only two women have qualified for BWCH, then the next ranked woman will also be named WC Ruhpolding, WC Antholz and BWCH team. Ranking

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will be based on best 2 of 2 races at IBU Cup Altenberg. Percent back scoring will be used with only US athletes in the points base.

Athletes not selected by the above criteria will compete at IBU Cup Nove Mesto to select the remaining members of the BWCH team.

Step #3

Qualification for the BWCH by Junior athletes through JWCHs:

Juniors can qualify for the BWCH by their results from JWCHs:

One top 10 performance at JWCHs will qualify a junior for BWCHs.

If two juniors meet the criteria, the best single placing counts. If they are still tied, the athletes with the best percent back performance will be selected. Only one male and female junior can qualify through Step # 3.

Junior qualifiers would be 6th athlete on the women's or men's team.

Step #4

Qualification through IBU cups Altenberg and Nove Mesto

Athletes will compete for all remaining spots on the BWCH team not filled by prequalification from Dec WC's or IBU Cup Altenberg.

The best 3 of 4 races from IBU cups Altenberg and Nove Mesto will be scored using standard percent back method with only US athletes in the points base.

6. Qualification for WC 7:

USBA will send at least 5 men and 4 women to WC 7 in Vancouver. 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. The ICC reserves the right to add additional athletes based on USBA principles of Discretion. The ICC will meet on February 19, 2008.

7. Qualification for WC 8 and 9:

For WC 8 in Trondheim and WC 9 in Khanty Mansiysk- USBA will name the best woman and best two men in overall WC points after BWCHs. 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. The ICC reserves the right to add additional athletes based on USBA principles of Discretion.

III. Junior/Youth Criteria for Junior World Championship 2009

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This season we have a very small Junior fields for both men and women. Because of this, we will have the Juniors and Youth racing the same distances (junior distances). Juniors will have a points scoring list that will include the Youth athletes in the points base. The Youth points list will not include Juniors in the points base.

Junior men (born 1988, 1989)

Team size: up to 4 athletes

Based on the results from last season, Wynn Roberts and Leif Nordgren will be pre-qualified for JWCH 2009. They will need to show a high level of performance during summer and fall training, and at December IBU Cup races. Junior National team staff reserves the right to rescind pre qualification status based on poor training and performance. Provided they maintain their pre-qualified status, Roberts and Nordgren will be fully funded to WJCH.

The best 2 of 3 races from the Trials will be scored using the Percent Back method. The Junior points list will include Youth athletes in the points base.

The top 2 junior men will be selected to WJCH provided they achieve a 99% two race average in the trials composite points list. Note: if Nordgren and Roberts compete at the Junior Trials, they will not be counted in the scoring.

Funding: First ranked athlete from the trials: 50% Funding

Second ranked athlete from trials: Self-pay

If the fourth placing Youth man finishes in front of the second junior athlete on the final composite points list, then only one junior will be selected to the JWCH team from the Trials. If the team size is not met, a Junior athlete may be added to the Junior team with junior national team staff recommendation and ICC approval on a self-pay basis.

Youth men (born 1990 and later)

Team size: up to 4 athletes

The best 2 of 3 races from the Trials will be scored using the Percent Back method.

The top 4 Youth men will be selected at the Trials provided they achieve a 96% two race average in the trials composite points list (only Youth athletes will be included in the points base).

If the team size is not met (athletes have not scored the 96% two race average), the Youth team may be filled by staff recommendation and ICC approval on a self-pay basis.

Funding: First ranked athlete 100% Funding

Second and third ranked athletes 50% Funding

Fourth ranked athlete Self-pay

Youth Women (born 1990 and later)

Team size: up to 4 athletes

The best 2 of 3 races from the Trials will scored using the Percent beck method.

The top 4 Youth women will be selected at the Trials provided they achieve a 96% two race average in the trials composite points list

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If the team size not met (athlete has not scored a 96% two race average), the youth team may filled national team staff recommendation and the ICC approval on a self-pay basis.

Funding: First ranked athlete	100% Funding
Second and third ranked athletes	50% Funding
Fourth ranked athlete	Self-pay

Junior women (born 1988, 1989)

Team size :up to 4 athletes

The best 2 of 3 races will be scored in combination with the Youth category from the Trials using the Percent back method.

The top 4 junior women from the trials will be selected at the Junior Trials provided they achieve a 98 % two race average in the composite point list (includes junior and youth).

If the fourth placing Youth woman finishes in front of the third and fourth junior athlete on the composite points list, then only 2 Junior athletes will be selected. If the fourth placing Youth woman finishes in front of the fourth junior woman on the composite points list, then only 3 junior women will be selected. If the team size is not met, athletes may be added to the Junior team by coaches recommendation and ICC approval on a self-pay basis.

Funding ranking for the Junior Women will be combined with the Youth Women. If a youth athlete is ranked higher than a junior athlete on the composite point list, the funding for junior will go down. For example, if the second ranked youth is ahead of the second ranked junior, the youth will receive 100% funding and the junior will receive 50% funding.

Funding:

Top 2 ranked athletes	100% Funding
Third ranked athlete	50% Funding
Fourth ranked athlete	Self-pay

There will be additional funding available for self-pay or partial pay athletes who finish in top 10 in an individual start race at JWCH.

IV. National Team Criteria for 2008-09:

1. Senior National Team A:

Men:

A 1 team: Two top 15 performances or top 50 overall World Cup or member of medal winning relay team

A 2 team: Two top 30 performances or member of top 8 relay team

A 3 team: Recommendation coaching staff with ICC approval

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Women:

A 1 team: Two top 20 performances or top 60 overall World Cup or member of medal winning relay team

A 2 team: Two top 40 performances or member of top 8 relay team

A 3 team: Recommendation coaching staff with ICC approval

2. Senior National Team B:

Men:

B 1 team: Member of Senior WCHs team

B 2 team: coaches proposal and ICC approval based on significant national and/or international results.

Women:

B 1 Team: Member of Senior WCHs team

B 2 Team: coaches proposal and ICC approval based on significant national and/or international results.

3. Juniors becoming Seniors:

A 1 team: Medal at World Jrs (except relay), or two top 6 results

A 2 team: Top 12 at World Jrs (except relay), or two top 15

A 3 team: Member of Medal winning relay team at World Jrs, or recommendation of coaching staff with ICC approval

B 1 team: Top 25 at World Jrs or two Top 30

B 2 team: recommendation coaching staff with ICC approval

4. Junior National Team:

A Team Criteria:

Top 15 at Biathlon Youth World Championships

Top 20 at Biathlon Junior World Championships

B Team Criteria:

Top 25 at Biathlon Youth World Championships

Top 30 at Biathlon Junior World Championships

Top 3 at U.S. Junior Olympics (J1 or OJ category)

C Team Criteria:

Top 40 at Biathlon Junior World Championships

Top 30 at Biathlon Youth World Championships

Top 10 at U.S. Nordic Junior Olympics (J1 or OJ category)

Top 5 at U.S. Nordic Junior Olympics (J2 category)

Junior Team staff recommendation with approval from ICC.

Junior National team will be limited up to 6 men and 6 women. Any athletes who do not make the quota but make the C team criteria will qualify for the National Development Team. Athletes will be ranked by their best single results.

Addendum:

USBA Principles of Discretion

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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

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;

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- 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;

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- 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

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

Signature

Date

Relationship (Parent or Guardian)