

US Biathlon Association ATHLETE SELECTION PROCEDURES

2021-22 World Cup (WC) & IBU Cup Teams

July, 2021

Overview

The following criteria specify how athletes qualify for competition teams in the 2021-22 Season. The competitions covered in this document are The Olympic Winter Games (OWG), World Cups (WC's), Open European Championships (OECH), IBU Cups, and associated training camps leading up to these competitions. Team selections are proposed by the US Biathlon High Performance Staff and approved by International Competition Committee (ICC) through the following process (Also, see Appendix, Section 7):

- 1. US Biathlon High Performance Staff proposes team selections and justifications for any discretionary selections*
- 2. The ICC holds a committee meeting to discuss these proposals and to make any necessary revisions per the committee's input*
- 3. At the conclusion of the committee meeting, the ICC members vote on the final proposal and team selections are deemed final only when a majority of ICC members have voted in favor.*

Pre-qualification of athletes: Two athletes achieved the Phase 1 pre-qualifications for the OWG Team as described in Appendix B and are therefore prequalified for the on-snow preparation camp in Europe in November and WC's 1-2. These athletes are; **Susan Dunklee, Clare Egan**. One athlete achieved a personal top-25 result on the WC tour or World Championships (WCH) in the 2020-21 season, and is therefore prequalified for the on-snow preparation camp in Europe in November and WC's 1-2. This athlete is **Jake Brown**. The standard of one (1) personal top-25 WC or WCH result will be used to determine prequalification status for the initial World Cup trip in the 2022-23 season.

For non-prequalified athletes: The qualifying process begins with two sets of roller ski competitions held in Jericho, Vermont and Soldier Hollow, Utah. Results from these races in August and October will be used to select additional athletes for the WC's 1-2 and IBU Cups 1-2.

Olympic Winter Games (OWG):

The selection process for the OWG Team is governed by the "2022 Olympic Winter Games Athlete Selection Procedures" and was ratified on April 5, 2021. This document can be found in Appendix B, as well as at www.usbiathlon.org

Trials Event Information

Rollerski Trials:

Roller ski races will be held in Jericho, Vermont at the Ethan Allen Firing Range on August 7th and 8th and in Soldier Hollow, Utah on October 23rd, 24th, and 26th. Point lists will be calculated off of the best 3 of 5 results for each athlete using the USBA percent-back system. Only one race from Jericho can be brought into account. The point base will include only American athletes, and exclude athletes prequalified for the early season World Cups. Athletes must notify the USBA of their intent to participate two weeks prior to the races by filling out the online enrollment at www.usbiathlon.com/rollerski. Athletes participating in the roller ski races for trials purposes must note that they agree to ski on matched roller skis, which will be provided by US Biathlon prior to the race.

Formats and dates for trials races:

August Selection Races:

- *Location: Jericho, VT*
- *Formats: Sprint then Mass Start*
- *Dates: Occurring Aug. 7 & 8, 2021*

October Selection Races:

- *Location: Soldier Hollow, UT*
- *Formats: 3 races with at least 2 Sprints*
- *Dates: Occurring Oct. 23, 24, and 26th, 2021*

U.S. On-Snow Trials:

All athletes not qualified for World Cup 3 (Hochfilzen) and who satisfy the U.S. Biathlon Association competition eligibility requirements, may qualify for the European-based Olympic Selection Races by competing at the U.S. On-Snow Trials, to take place at a venue TBD in the Northeast United States. The race series will consist of three races spanning the five-day period between Dec. 15-19, 2021; with the best two of three results counting. The results of those trials will determine the remaining quota of athletes who qualify to compete at European-based Olympic Selection Races.

Formats and dates of races:

- *Location: TBD venue in Northeastern United States*
- *Formats: 3 races with at least 2 Sprints*
- *Dates: Occurring between Dec. 15-19, 2021*

European-Based Olympic Selection Races:

Four competitions will be held to determine the selection of final remaining spots for the 2022 OWG Team and the roster for World Cups 5-7. This selection series is also described in Phase 3 of the Olympic Selection Criteria in Appendix B. At the time of writing, the following race schedule is foreseen. The ICC will approve and announce any necessary changes as early as possible:

Formats and dates of races:

- 2 time trials, conducted by USBA staff, Central Europe – Jan. 1-4, 2022.
- IBU Cup 4: Duszniki Zdroj, POL - (Sprint format races on Jan. 8 & 9, 2022).

Selection Criteria

Note: If any athlete declines their position on any team the ICC reserves the option to name a replacement athlete by discretion (see Point 3 of Appendix A - **USBA Principles of Discretionary Selection**).

Note: In the event that a trials event is postponed or cancelled due to weather conditions or other issues, the ICC will follow the contingency planning process outlined in Point 4 of the Appendix – **Contingency Procedures for Trials Events**.

NOTE: IBU Event names, numbers and dates are those available as of the publication of this document. Any changes made by IBU could result in changes to these procedures as determined by the US Biathlon ICC.

On-snow WC Preparation Camp & World Cups 1-2:

European Preparation Camp, TBD location in Europe: Nov. 10-24, 2021

World Cup 1 in Oestersund, SWE: Nov. 24-28, 2021

World Cup 2 in Oestersund, SWE: Nov. 29-Dec. 5, 2021

Women & Men

Start Spots: 4 per gender

Team Size: 4 or 5 per gender for Pre-Camp. 4 per gender for WC 1-2.

- All athletes already prequalified for the OWG Team
- All athlete(s) with a personal top-25 result on the World Cup during the 2020/21 Season.
- The remaining spots will be filled by rank order (excluding pre-qualified athletes) on the roller ski trials points list until a team size of 3 per gender is reached.
- 1 additional athlete will be named by the ICC in consultation with US Biathlon High Performance Staff, in accordance with the USBA Principles of Discretionary Selection.
- 1 additional athlete may be named by the ICC in consultation with US Biathlon High Performance Staff, in accordance with the USBA Principles of Discretionary Selection. If this spot is filled, the final team roster for WC 1-2 will be decided by the National Team Coaches after an assessment of athletic performance of all non-pre-qualified athletes at the European WC Preparation Camp. The athlete that is not chosen for the World Cup, would proceed to the IBU Cups 1-2.

IBU Cups 1 and 2:

IBU Cup 1 in Idre, SWE: Nov. 23-28, 2021

IBU Cup 2 in Sjusjoen, NOR: Nov. 29 to Dec. 4, 2021

Men & Women

Start Spots: 4 per gender

Team Size: 3 or 4 per gender

- **If the European WC Preparation Camp team roster is (5) athletes:**
 - 1 athlete from the European WC Preparation Camp team roster, will be named.
 - The 2 athletes ranked highest on the roller ski trials points list (excluding those that qualify for European WC Preparation Camp) will be named.
 - 1 additional athlete may be named by the ICC in consultation with US Biathlon High Performance Staff, in accordance with the USBA Principles of Discretionary Selection
- **If the European WC Preparation Camp team roster is 4 athletes:**
 - The 3 athletes ranked highest on the roller ski trials points list (excluding those that qualify for European WC Preparation Camp) will be named.
 - 1 additional athlete may be named by the ICC in consultation with US Biathlon High Performance Staff, in accordance with the USBA Principles of Discretionary Selection

World Cups 3-4

World Cup 3 in Hochfilzen, AUT: Dec. 6-12, 2021

World Cup 4 in Annecy, FRA: Dec. 13-19, 2021

Women & Men

Start Spots: 4 per gender

Team Size: 4 per gender

- All athletes already prequalified for the OWG Team
- Up to 3 athletes per gender (including any athletes pre-qualified for the OWG Team) can qualify by two (2) top-40 performances at WC 1-2. If 4 athletes meet these criteria, the athletes who are pre-qualified for the Olympic team along with other athletes who have the highest cumulative WC points will qualify until a team size of 3 is reached. If a tie exists the athletes will be ranked by their best single result looking first at placing and if still tied at best percent back from the winner.
- If fewer than 3 athletes meet the above criteria, the remaining start spots will be filled by discretion until a team size of 3 per gender is reached.
- The fourth start position will be filled by discretion, upon a review of athletes' performances at World Cups 1 and 2, and at IBU Cups 1 and 2.

European-based Olympic Selection Races - USBA Timed Trials and IBU Cup 4:

** Four competitions will be held to determine the final spots of the OWG Team. At the time of writing, the following race schedule is foreseen. The ICC will approve and announce any necessary changes as early as possible.*

USBA Timed Trials, TBD location in Central Europe: Jan. 1-3, 2022

IBU Cup 4 in Duszniki Zdroj, Poland: Jan. 5-9, 2022

Women & Men

Start spots at Timed Trials: up to 5 per gender

Start spots at IBU Cup 4: 4 per gender

Team Size: 4-5 per gender

The roster will be filled in the following order:

- International Performance: Any athletes from the World Cup 3-4 team who have not been named to the OWG Team.
- U.S. On-Snow Trials: 2 spots per gender will be filled in rank order by athletes from the US Trials Points list with the best 2 of 3 trials races counting.
- Discretion: 1 athlete per gender will be named by the ICC in consultation with US Biathlon staff, in accordance with the USBA Principles of Discretionary Selection.
- In the event that the team size is still 5 at the conclusion of the USBA Timed Trials, and the third spot on the OWG team has not been named (See Appendix B, Sect. “3a.” of “Athlete Selection Procedures: 2022 Olympic Winter Games”); the 5th-ranked athlete by total percent-back at the conclusion of the second USBA Timed Trials event will be named an alternate for IBU Cup 4, but will be qualified to race IBU Cup 5.

World Cup 5-7

World Cup 5 in Oberhof, GER: Jan. 3-9, 2022

World Cup 6 in Ruhpolding, GER: Jan. 10-16, 2022

World Cup 7 in Antholz, ITA: Jan. 17-23, 2022

Women & Men

Team Size: up to 4 per gender

Start Spots: 4 per gender

- Any athletes qualified through Phase 1, 2, and 3 of the 2022 OWG Selection Procedures will qualify. (See Appendix B).

IBU Cup 5

Held in Osrblie, SVK: Jan 10-16, 2022

Women & Men

Start Spots: 4 per gender

Team Size: 3 or 4 per gender

- All athletes from the IBU Cup 4 roster, excluding those that qualify for OWG Team, will qualify.
- One additional athlete from each gender may be named by the ICC in consultation with US Biathlon High Performance Staff, in accordance with the USBA Principles of Discretionary Selection.

Open European Championships

Held in Arber, GER: Jan. 24-30, 2022

Women & Men

Start Spots: 6 per gender

Team Size: 4-6 per gender

- Any athletes qualified from IBU Cup 5
- If only 3 athletes have qualified via the above bullet point, then a fourth athlete will be named based off of athlete ranking on the U.S. On-Snow Trials points list.

- Additional start spots up to a maximum team size of 6 in either gender may be named by the ICC in consultation with US Biathlon High Performance Staff, in accordance with the USBA Principles of Discretionary Selection.

IBU Cup 6-8

Held in:

IBU Cup 6, Nove Mesto, CZE: Jan. 31-Feb.5, 2022

IBU Cup 7, Lenzerheide, SUI: Feb 28- Mar. 6, 2022

IBU Cup 8, Ridnaun, ITA: Mar. 7-13, 2022

Women & Men

Start Spots: 4 per gender

Team Size: 4 per gender

- 3 athletes per gender will be named in rank order by single best result from Open European Championships (excluding all relay competitions).
- 1 athlete per gender will be named by the ICC in consultation with US Biathlon High Performance Staff, in accordance with the USBA Principles of Discretionary Selection.
- Athletes who have not achieved a top-40 result at the conclusion of IBU Cup 6 or at the conclusion of IBU Cup 7 may be released and discretionarily replaced.

Pre-Olympic Training Camp and Olympic Winter Games:

Training camp held in Central Europe: Approx. Jan. 24 to Feb. 3, 2022

Olympics held in Beijing, CHN: Approx.. Feb. 3-21, 2022

Women & Men

Start Spots: 4 per gender

Team Size: 4 per gender

- Athletes will be selected based on the 2022 Olympic Winter Games Athlete Selection Procedures (See Appendix B).

World Cup 8-10

WC 8 in Kontiolahti, FIN: Feb. 28 – Mar. 6, 2022

WC 9 in Otepaa, EST: Mar. 7-13, 2022

WC 10 in Oslo, NOR: Mar. 14-20, 2022

Women & Men

Start Spots: 4 per gender

Team Size: 4 per gender

- All athletes who are ranked in the top-50 overall World Cup following the Olympics will be named in rank order until a team size of 3 per gender is reached.
- Additional athletes will be named by the ICC in consultation with US Biathlon High Performance Staff, in accordance with the USBA Principles of Discretionary Selection, until a team size of 4 per gender is reached.

- The discretionarily selected athlete(s) could change between World Cups based on an assessment of performance.

Appendix A: Policies & Rules

1. USBA Percent-Back System

An athlete's percent-back in a race is calculated using the following formula:

$$\text{Athlete's Percent-Back} = 2 - (\text{Athlete's time} / \text{Average time of the top three finishers scored})$$

If there are only two finishers that can be scored, the average of their times shall be used as the denominator in the formula above. If only one finisher can be scored, that athletes shall receive a percent-back of 100%.

2. Movement between World Cup & IBU Cup

The National Team coaching staff may use the following guidelines to recommend to the ICC that athletes from the IBU Cup move to the World Cup, and vice versa:

1. Athletes achieving top results on the IBU Cup may be moved up to the World Cup provided there are open start positions.
2. Athletes placing outside the top-40 in individual starts on the World Cup may be brought down to the IBU Cup at any time or released from the World Cup Team.
3. Athletes who have been injured or sick for lengthy periods of time may be released from the team or brought to a different competition level.

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, the logistics of getting an athlete to the event can be managed without excessive costs, and the coaching staff sees the need and/or benefit of having a relay team compete.

3. USBA Principles of Discretionary Selection

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. Note: This list is not in any order of priority:

- History of performance in a specific competition type (e.g., Relay or Individual) over the current and previous two competitive seasons
- Recent improvements in results or performance parameters such as ski speed and shooting performance (both in training and competition)
- Recent positive trend of competition results or performance parameters, such as ski speed and shooting, 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.

- Performance/participation in the qualification process effected by illness or injury as confirmed by USBA
- Ability to effectively contribute to a relay

If an athlete declines or is unable to attend the competition(s) for which (s)he has qualified, the ICC will rely upon the above Principles of Discretionary Selection to fill the spot. The ICC also reserves the right to not fill the vacated spot.

4. Contingency Procedures for Trials Events

In the event that weather conditions or other issues prevent a trials series from being held at the planned time and place, the ICC reserves the right to change the location, date, and/or format of the trials series. In the event that one or more events are canceled, cannot be held, or are in the view of the ICC held under grossly unfair conditions and not rescheduled by the ICC, the following contingencies may be applied by the ICC:

1. If more than three races are used in the selection process the following may be applied by the ICC:
 - 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 will be scored.
2. If only two races of a three race series are held and at least two athletes are being selected the following may be used:
 - a) If one race of a three race series is canceled or in the view of the ICC held under grossly unfair conditions and not rescheduled, the winners of each of the races held shall be named to the team and any additional athletes may be named discretionarily by the ICC using the USBA Principles of Discretionary Selection.
 - b) If one or no races are held the ICC reserves the right to name the team by discretion and/or to create a new trials process for team selection.
3. If only one athlete is being selected from a three race series and one or more of the races are canceled or in the view of the ICC held under grossly unfair conditions and not rescheduled by the ICC, the ICC may name the athlete at its discretion using the USBA Principles of Discretionary Selection.

5. Non-Endorsed Participation in International Events

If any athlete desires to race at an International IBU event which has not been officially represented in the criteria, the athlete must petition the ICC and gain approval before allowed to compete there.

6. IBU Performance Standards for Starting at the World Championships and World Cup

Quoted from the current IBU Event & Competition Rules at time of approval:

1.5.3.2 World Championships (WCH)As the minimum qualification requirement to compete in WCH events a competitor must have 180 IBU qualifying points or less at the end of the last trimester before the WCH, or fulfill one of the following criteria during the current or previous season:

- a. Compete in at least one competition earning 150 IBU qualifying points or less at an IBU Cup, OECH, WC or OWG in the Sprint or Individual, or
- b. One finish in the top half at the JWCH (not Youth).

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

1.5.3.3 World Cup (WC)The World Cup season consists of three trimesters generally made up of three WC events each, usually WC 1-3, WC 4-6 and WC 7-9. As the minimum qualification requirement to compete in WC events, a competitor must have 150 IBU qualifying points or less at the end of the last trimester, or fulfil one of the following criteria:

- a. Compete in at least one competition earning 125 IBU qualifying points or less at an IBU Cup, OECH, WCH or OWG in the Sprint or Individual during the current or preceding trimester; or
- b. One finish in the top half at the most recent JWCH (not Youth).

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

7. Athlete Co-Pay Policy

US Biathlon will cover joint expenses of events as well as the individual travel expenses of athletes except as noted in the selection criteria above or stated in other documents provided to athlete contending for the team. For athletes who are selected to teams on a co-pay basis, US Biathlon has the following policies depending upon the nature of the event:

- For athletes who are bearing their own individual travel expenses, athletes may be billed for their prorated share of lodging, food, and transportation. Where possible, athletes may pay their shares directly to the vendor, in which case athletes should keep copies of all receipts. In many cases, athletes may be expected to book and pay upfront for their own air transportation. Participation grant money from the IBU for competitions where athletes only bear their own expenses will be used by US Biathlon to pay for joint expenses and organizational overhead, and not paid or shared with athletes.
- For athletes who are also required to share in the joint costs of staffing the event, the travel expenses, material costs, and any prorated contract labor payments of coaching and service support will be aggregated as the total joint cost, and then divided equally among athletes attending to pay. For such trips, participation grant money from the IBU will be split evenly among athletes to help them offset these joint costs.
- A separate scholarship fund, the Need-Based Athlete Support Fund, will be available to athletes that incur co-pay expenses for USBA trips. Scholarship funds will be disbursed to athletes to help defer some or all travel and co-pay costs. ICC will review scholarship applications and funds will be dispersed according to the ICC's recommendation. In order to qualify, each athlete will be required to apply for specific funding periods and satisfy a set of specific criteria.

US Biathlon will provide estimates of co-pay expenses in advance for the events described in this document to help athletes budget accordingly.

8. USBA International Competition Committee (ICC)

ICC Members are:

Chair: Jay T. Kearney

USOC Athletes' Advisory Council Athlete Rep: Kelly Kjorlien

US Biathlon High Performance Director: Lowell Bailey

National Guard Biathlon Coach: Drew Gelinis

US Biathlon National Team Head Coach Women: Armin Auchentaller (for WC/IBU Cup and
OWGs/WCHs/OECHs team naming)

US Biathlon Junior National Team Coach: Tim Burke (for Junior IBU Cup/YJWCHs team naming)

Appendix B:

US Biathlon Association

ATHLETE SELECTION PROCEDURES

2022 Olympic Winter Games

April 5, 2021

1. SELECTION SYSTEM

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

1.1.1. Nationality/Passport requirements:

Athlete must be a national of the United States and eligible to compete for the United States as defined by the International Biathlon Union (IBU), <http://www.biathlonworld.com>, 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) standards for participation:

Any competitor in the Olympic Games must be a national of the country of the National Olympic Committee (NOC) 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 Olympic Charter (Rule 41).

1.1.3. Minimum International Federation (IF) standards for participation:

Under the IBU Event and Competition Rules which may be downloaded from the IBU website (<http://www.biathlonworld.com/downloads/>) the following regulation should be noted concerning the minimum IBU standards for participation at the Olympic Winter Games:

1.5.3.1 Olympic Winter Games

Qualification Criteria Olympic Winter Games (OWG)

(ref: IBU Event & Competition Rules Art. 1.5.3.1 -

<http://res.cloudinary.com/deltatre-spa-ibu/image/upload/nk93tbz7syaoj02qmjod.pdf>)

As the minimum qualification requirement to compete in OWG events, a competitor must have 180 IBU qualifying points or less at the end of the last trimester before the OWG, or fulfill one of the following criteria during the current or previous season:

1. Compete in two competitions earning 150 IBU qualifying points or less at IBU Cups, Open European Championships (OECH), World Championships (WCH) and/or World Cups (WC) in the Sprint or Individual, or
2. Two finishes in the top half at the Junior World Championships (not Youth), or
3. One result from each of the criteria 1. and 2. above.

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

The complete IBU Qualification System for the 2022 Olympic Winter Games can be found here: <https://www.teamusa.org/us-biathlon/resources/team-selection-procedures>

1.1.4. Other requirements (if any):

- Athlete must be a member in good standing of the US Biathlon Association (USBA) at the time of nomination, taking into account the USBA Code of Conduct (<https://www.teamusa.org/us-biathlon/resources/usba-code-of-conduct2>).
- Athlete must successfully complete all Games Registration requirements by stated deadline.
- Any athlete age 18 or older will be required to undergo and successfully pass a background screen in accordance with the current USOPC Background Check Policy and Procedures, available at: www.teamusa.org/team-usa-athlete-services/safe-sport

- Any athlete age 18 or older as of the Closing Ceremony will be required to successfully complete the U.S. Center for SafeSport’s online training and education program.

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.

Phase 1: 2020-21 season World Cups and 2021 World Championships (see <http://biathlonresults.com> for a schedule of events)*

Phase 2:

November / December 2021 World Cups (see <http://biathlonresults.com/> for a schedule of events)*

Phase 3:

Four competitions will be held to determine the Phase 3 selection. At the time of writing, the following race schedule is foreseen. The ICC will approve and announce any necessary changes as early as possible.

- 2 time trials, conducted by USBA staff, Central Europe – Jan. 1-4, 2022.
- IBU Cup 4: Duszniki Zdroj, POL – Jan. 8-9, 2022*.

* The exact competition dates, locations and competition types, are subject to change by IBU and can be found at www.BiathlonWorld.com.

- 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).

Phase 1: Selection procedures for the 2020/21 World Cup and World Championships Team can be found on the US Biathlon Association web page at this URL:

<https://www.teamusa.org/US-Biathlon/Resources/Team-Selection-Procedures/International-Team-Selection-Criteria>

Phase 2: Selection procedures for the November / December 2021 World Cups will be published on the USBA web site after the Board of Directors approves the selection procedures, no later than the end of June 2021.

<https://www.teamusa.org/us-biathlon/resources/team-selection-procedures>

Phase 3: Qualification of athletes for Phase 3 team selection races will be based on US competitions, referred to as the U.S. Trials Series, in December

2021, which are open events. In addition, athletes who participate in IBU World Cups 3 and/or 4, December 6-19, 2021 but are not named to the 2022 U.S. Olympic Team through Phase 1 and Phase 2 are qualified to compete in the Phase 3 team selection races.

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

Team Size: The US Biathlon Association will nominate the maximum number of athletes allowed to the 2022 Olympic Winter Games, based on the number of quotas earned through the Biathlon Qualification System.

Olympic Team size will be finalized and confirmed by the IBU in January 2022. In accordance with IBU's Qualification System for the 2022 Olympic Winter Games, the maximum number of quotas available to each NOC is 12 (six per gender)*.

* As of the date of publishing these procedures, the team has earned enough IBU Nations Cup points to secure a minimum of 4 quotas per gender.

Phase 1 - Early Qualification from the 2020/2021 Season:

Up to 50% of the team size, per gender, may qualify for the 2022 Olympic Team through Phase 1 Early qualification (rounding down for all fractions). Example: If the men's team is allowed either four or five athletes, then up to two men can qualify through Phase 1 by meeting the standards below.

Selections through USBA's process that are determined prior to knowing the final Olympic Team size for the U.S. are considered provisional until IBU confirms quotas (expected to be January 2022).

Standards, in priority order:

1 a: Athletes who place in the top 6 in any Sprint, Individual, or Pursuit race at 2021 World Championships will qualify. If more than two athletes per gender achieve top 6 performances, the following tie-breaking mechanisms will be employed in the order below:

- Single best 2021 World Championships result, excluding relay competitions
- Most overall WC points at the end of the 2020/21 World Cup Season.
- Best single percent back result from 2021 WCH's races. Percent back calculations will include foreign athletes in the points-base.

1 b: Top 30 in the overall World Cup Final Ranking of the 2020/21 season, or two Top 12 finishes in World Cup and/or World Championships competitions of the 2020/21 season, excluding relay competitions. If the team is already filled via 1 a. above to two athletes, then no athlete may qualify by this criterion. If multiple athletes achieve a Top 30 WC overall ranking or two Top 12 results, then the team will be filled based upon the athletes' best individual placing during the 2020/21 WC (including WCHs 2021) until 50% of the team size is reached.

Performance Requirements for Early Qualification:

Agreement to fulfill a training agreement 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 agreement for each athlete is developed by the USBA coaching staff and approved by the USBA International Competition Committee (ICC), in consultation with the athlete, within approximately one week (or another period mutually agreed upon) after the athlete's qualification for the Olympic Team. Each training agreement is individualized and specific to each athlete and is intended 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 agreement must be submitted to and approved by the ICC prior to execution of the agreement.

Removal from Early Qualification status: The ICC will notify the athlete of any concerns regarding performance in writing via email 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 qualified for the Olympic Team. Failure to perform the training and/or performance standards will serve as cause for removal from early qualification status with the right to a hearing pursuant to the USBA Bylaws and Grievance Procedures or Section 9 of USOPC Bylaws. If athlete's early qualification status is revoked, the athlete would need to follow the remaining selection procedures to qualify for the Olympic Team.

If an early-qualified athlete is removed and there is another athlete who met the performance standard for Phase 1, the ICC will fill the team based upon the athletes' best individual placing during the 2020/21 WC (including WCHs 2021) until 50% of the team size is reached.

Phase 2 – Qualification from the November/December 2021 World Cup races for the Olympic Team

If 50% of the team size in a gender is filled through Phase 1, then Phase 2 is not applicable for that gender. By the end of Phase 2, the team will be filled to 50% of the team size per gender, (rounding down for all fractions) through the following procedures:

2 a. Athletes who have not already achieved early qualification to the Olympic Team through Phase 1 may qualify for the Olympic Team by achieving the Phase 2 performance standard of having at least one top 20 finish in the November/December 2021 World Cups, excluding all relay format competitions.

2 b. If spots still remain open for Phase 2, then remaining positions will be filled by the following procedures:

The athlete(s) with the single best World Cup competition placing from November/December 2021 will qualify for nomination to the Olympic team in rank order, excluding all athletes already qualified. Tie-breaking, if needed, will follow the procedure listed below.

If, through Phase 2, more than the maximum number of athletes within a gender achieve a given performance standard, then the following tie breaking mechanisms will be employed in the order below:

- Most overall WC points at the end of December World Cups.
- Best single percent back result from the November/December 2021 World Cup competitions will be selected. Percent back calculations will include foreign athletes in the points-base. If a tie still exists none of the tied athletes will be named and they will need to complete the remaining qualification procedures for team selection.

Phase 3 - Qualification by Discretionary Selection and from Phase 3 Team Selection Races (time trials and IBU Cup 4):

3 a. One athlete *will* be named by the ICC in consultation with US Biathlon staff, in accordance with the USBA Principles of Discretionary Selection (see Section 2.2.1.) *at any point following Phase 2.*

3 b. The top-ranked athlete in each gender will qualify through the Phase 3 trials races (schedule listed below) utilizing the USBA percent back scoring

method, scoring any Pursuit competitions based on net times. Rankings will be calculated in the following way:

- 4 races, with the best 2 races counted.

NOTE: In the event that an athlete is named to the team by discretion before the completion of the Phase 3 trials races (via 3 a.), they will be omitted from the final percent-back calculations used to determine 3 b. (top-ranked athlete).

If the Olympic Quota allows for the selection of a fifth or sixth athlete, the next ranked athlete(s) from Phase 3 b. rankings will be qualified. If a tie exists, the athlete with the best single percent back result will be selected.

If, during 3 b. of the selection process, a tie exists and tie-breaking procedures written here do not resolve the tie, the ICC will determine team qualification for those not already qualified using USBA Principles of Discretionary Selection (see Section 2.2.1.).

The Phase 3 Team Selection Race schedule will include the following;

Four competitions will be held to determine the Phase 3 selection. At the time of writing, the following race schedule is foreseen. The ICC will approve and announce any necessary changes as early as possible.

- 2 time trials, conducted by USBA staff, Central Europe – Jan. 1-4, 2022.
- IBU Cup 4: Duszniki Zdroj, POL – Jan. 8-9, 2022.

NOTE: Exact race formats and dates will be decided by the USBA High Performance staff *after* the IBU Cup 4 race schedule is released by the IBU. Exact race formats and dates are subject to change by IBU and will be published at <http://www.BiathlonWorld.com> when IBU releases the final event calendar for 2021/22 Season, expected in early summer 2021.

Scoring and Contingencies

1. Percent Back Scoring Method:

An athlete's percent-back in a race is calculated using the following formula:

Athlete's Percent-Back = 2 - (Athlete's time / Average time of the top three American finishers not already nominated to the team)

If there are only two finishers that can be scored, the average of their times shall be used as the denominator in the formula above. If only one finisher can be scored, that athlete shall receive a percent-back of 100%.

2. Contingencies:

In the event one or more of the competitions in either the Phase 3 Team Selection competitions are cancelled the following will apply as appropriate to the situation:

- a. If only three races are held, the best two of three races will be scored.
- b. If only two races are held, the single best result will be scored.

2. DISCRETIONARY SELECTION (if applicable)

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

The purpose of a discretionary selection is to ensure selection of the most competitive team. The selections are meant to account for the unanticipated circumstances, which inevitably elude the principles of objective criteria.

One athlete of each gender, will be discretionarily selected by the ICC based on the USBA Principles of Discretionary Selection (see Section 2.2.1.).

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

Note: This list is not in any order of priority:

2.2.1. USBA Principles of Discretionary Selection

- History of performance in a specific competition type (e.g., Relay or Individual) over the current and previous two competitive seasons
- Recent improvements in results or performance parameters such as ski speed and shooting performance (both in training and competition)
- Recent positive trend of competition results or performance parameters, such as ski speed and shooting, 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.
- Performance/participation in the qualification process effected by illness or injury as confirmed by USBA
- Ability to effectively contribute to a relay

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:

USBA International Competition Committee (ICC)

- Chair
- USBA AAC Athlete Rep(s)
- USBA High Performance Director
- National Guard Biathlon Coach
- (One) USBA National Team Head Coach

Note: If any individual is unable to serve on the committee for whatever reason they will be replaced by a similarly qualified individual named by the Chairman of the USBA Board of Directors.

- 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 selection 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 entry by name to the Local Organizing Committee by the USOPC, the US Biathlon Assoc. has jurisdiction over potential nominees.

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

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the US Biathlon Assoc. CEO.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by the US Biathlon Assoc. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by the US Biathlon Assoc., his/her injury will be assumed to be disabling and he/she may be removed.

- 3.1.3. Failure to participate in Mandatory Training and/or Competition as defined in Section 9 of these procedures.
- 3.1.4. Violation of the US Biathlon Assoc.'s Team Code of Conduct, found at: <https://www.teamusa.org/US-Biathlon/Resources/Team-Selection-Procedures/USBA-Team-Code-of-Conduct>
- 3.1.5. Violation of the training agreement described in Phase 1 of the qualification procedures listed in this document

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the USBA's Bylaws (Chapters 28, 29, 30, 31 and 32) and the USOPC's Bylaws, Section 9.

- 3.2. Once athlete entries have been submitted to the Local Organizing Committee by the USOPC, the USOPC has jurisdiction over the Team, at which time, in addition to any applicable USBA Code of Conduct, the USOPC's Code of Conduct and Grievance Procedures apply. The USOPC's Code of Conduct is included in the Games Forms made available prior to the respective Games; the USOPC's Grievance Procedures can be found at:

<http://www.teamusa.org/Footer/Legal/Governance-Documents>

- 3.3. An athlete may be removed as a nominee to the Team or from the Team for an adjudicated violation of IOC, WADA, IBU, USADA and/or USOPC anti-doping protocol, policies and procedures, as well as the U.S. Center for SafeSport Code, the USOPC Athlete Safety Policy and the US Biathlon Assoc. SafeSport Policy, 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:

The replacement athletes will be determined based on the ranking list as described in section 3 b. of the Phase 3 qualification process above.

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

The same process outlined in Section 4.1.1. will be used provided USBA is still authorized to add a replacement athlete to the Team, in accordance with the IBU Qualification System, and any applicable IOC and/or LOC rules.

5. SUPPORTING DOCUMENTS

US Biathlon 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 USOPC Code of Conduct, the following documents are required to be signed by an athlete as a condition of nomination to the Olympic Games:

US Biathlon Team Code of Conduct – www.teamusa.org/US-Biathlon/Resources/Team-Selection-Procedures/USBA-Team-Code-of-Conduct

7. *PUBLICITY/DISTRIBUTION OF PROCEDURES*

The USOPC approved Selection Procedures (complete and unaltered) will be posted/published by the USBA in the following location(s):

USBA Web site: www.teamusa.org/US-Biathlon/Resources/Team-Selection-Procedures
These procedures will be posted as soon as possible, but not more than five business days following notice of approval by the USOPC.

8. *DATE OF NOMINATION*

Nomination of athletes, including replacements, will be announced to all athletes and submitted to the USOPC on or before: 16 January 2022.

9. *MANDATORY TRAINING AND/OR COMPETITION*

The athletes qualified for the Olympic Team will be required to attend World Cup competitions and a training camp from January 24, 2022 (or on the date when they are qualified to the team whichever comes later) through February 3, 2022 in preparation for the Olympic Winter Games. Reasonable requests for absence from the training camp will be reviewed on a case-by-case basis by the staff and approved by the USBA International Competition Committee.

Location of the training camps will be posted on the USBA website www.USBiathlon.org at least 30 days prior to the start of the camp.

10. *ANTI-DOPING REQUIREMENTS*

Athletes must adhere to all IOC, IBU, WADA, USADA and USOPC 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 USOPC rules, as applicable.

11. 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: Jay T. Kearney

AAC Athlete Rep: Haley Stewart

USBA High Performance Director: Lowell Bailey

National Guard Biathlon Coach: Andrew Gelinias

USBA National Team Head Coach WM: Armin Auchentaller

12. NGB/HPMO BYLAWS AND GRIEVANCE PROCEDURES

The USBA Bylaws and Grievance Procedures can be found at:

<http://www.teamusa.org/US-Biathlon/About-Us/Governance.aspx>

13. INTERNATIONAL DISCLAIMER

These procedures are based on IOC and IBU rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC or IBU rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USBA. 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 may be revised, pursuant to their resubmission to the USOPC.

14. ATHLETE OMBUDSMAN

The Athlete Ombudsman provides cost-free, independent and confidential advice regarding athlete rights, grievance procedures and any other related guidance pertaining to selection procedures and can assist in mediating disputes between athletes and their NGB.

To contact the Athlete Ombudsman Office:
 PHONE: (719) 866-5000
 EMAIL: ombudsman@usathlete.org
 WEBSITE: www.usathlete.org

15. NGB SIGNATURES

I certify that I have read and understand the standards/criteria set by our IF 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 USBA.

Position	Print Name	Signature	Date
US Biathlon President & CEO	Max Cobb		
US Biathlon High Performance Director	Lowell Bailey		
USOPC Athletes' Advisory Council Representative*	Haley Stewart		

* If the USOPC 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 USBA, 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 USOPC AAC Representative, the NGB must designate an athlete from that sport to review and sign the Selection Procedure.