REFERENCES & TERMINOLOGY
1. Throughout this document “2013” shall refer to the following dates/seasons:
2. Throughout this document “2014” shall refer to the following dates/seasons:
3. “DAS” – Direct Athlete Support
4. “EAHI” – Elite Athlete Health Insurance
5. “IF” – International Federation
   a. ATH – IPC
   b. CYC – UCI
   c. SKA – IPC
   d. SKN – IPC
   e. SWI – IPC
6. “NGB” – National Governing Body (for Paralympic ATH, CYC, SKA, SKN, SWI = USOC, Sport Performance/Paralympic Division)

PROGRAM GOALS
The primary focus in 2013 is to;
1. Provide competition and training activities to optimally prepare, and field Team USA athletes for medal winning performances at the 2013 UCI Para-Cycling Road World Championships in Baie-Comeau CAN.
2. Provide Talent Identification and development activities to new Para Cycling athletes with a single goal of identifying Rio 2016 medalists.

Specific activities in pursuit of these program goals will include:

- January 5-13 National A & B Team Training Camp
- January 27-February Hand Cycling National Team Camp, Cler
- February 14-20 Talent ID Camp #1, CVOTC
- February 27-March 3 Pilot Camp, CVOTC
- February - August Domestic Racing TBD

U.S. Paralympics 2012 CYC Athlete & Sport Program Plan
Edited 1/3/2013
Page 1 of 19

2013 National A Team Qualifying
- Athletes who won one or more medals at the 2012 Para-Cycling Track World Championships or the 2012 London Paralympic Games will be nominated to the 2013 National A Team.

2013 National A Team Qualifying during 2013
- Athletes who win one or more medals in individual events at the 2013 UCI Para-Cycling Road World Championships - provided the finish was both among the top 50% of the athletes who started the event and within 7.5% of the winners result - will be nominated to the 2013 National A Team.

2013 National “B” Team
U.S. Paralympics will nominate a National “B” Team for 2013, based on athlete performances at the 2012 UCI Para-Cycling Track World Championships or 2012 London Paralympic Games, 2012 U.S. Paralympics Cycling National Championships or a 2012 UCI sanctioned event.

2013 National “B” Team Qualifying
- Athletes with one or more 4th through 8th place finishes at the 2012 UCI Para-Cycling Track World Championships or 2012 Paralympic Games - provided the finish was both among the top 50% of the athletes who started the event and within 10% of the winners result - will be nominated to the 2013 National B Team.
- Athletes who met the National Team performance standard for their respective sport class at a 2012 UCI sanctioned event or the 2012 U.S. Paralympics Cycling Road National Championships or the 2012 U.S. Paralympics Cycling Track National Championships will be nominated to the 2013 National “B” Team.

2013 National B Team Qualifying during 2013
- Athletes with one or more 4th through 8th place finishes in individual events at the 2013 Para-Cycling Road World Championships - provided the finish was both among the top 50% of the athletes who started the event and within 10% of the winners result - will be nominated to the 2013 National B Team.

2013 NATIONAL “A” TEAM
U.S. Paralympics will nominate a National A Team for 2013, based on athlete performances at the 2012 Para-Cycling Track World Championships and 2012 London Paralympic Games.

2013 National A Team Qualifying
- Athletes who won one or more medals at the 2012 Para-Cycling Track World Championships or the 2012 London Paralympic Games will be nominated to the 2013 National A Team.

2013 National A Team Qualifying during 2013
- Athletes who win one or more medals in individual events at the 2013 UCI Para-Cycling Road World Championships - provided the finish was both among the top 50% of the athletes who started the event and within 7.5% of the winners result - will be nominated to the 2013 National A Team.
- Athletes who place top 3 in a 2013 UCI Road World Cup Road Race or Time Trial – provided the finish was both among the top 50% of the athletes who started the event and within 5% of the winners result - will be nominated to the 2013 National B Team.
- Athletes who meet the National Team performance standard for their respective sport class at a 2013 UCI sanctioned event or the 2013 U.S. Paralympics Cycling Road or Track National Championships will be nominated to the 2013 National B Team.

**National Team Status**

Athletes who have met the National A or B Team standard during the 2012 or 2013 season become eligible for National Team benefits. National Team status and benefits are only conferred upon athletes who accept, sign and remain current with the U.S. Paralympics National Team Athlete Agreement.

Athletes will be nominated to the team on the first day of the month following achievement of their National Team qualifying performance and will retain their Team status for 13 months from the date of achievement.

National A Team athletes failing to qualify to the 2013 Road World Championship Team or if qualified through results in track events, the 2014 Track World Championship Team, will defer to National B Team status beginning the first day of the month following the failure to qualify.

National B Team athletes failing to repeat the Team standard within the 13 month time period will defer to Talent Pool status.

Athletes nominated to the 2013 National Team will be added to the USADA Out of Competition Testing Pool and will be responsible for remaining compliant with all forms, updates and tutorials as required by USADA. More information regarding USADA can be found in Attachment E.

Athletes nominated to the National Team must be internationally classified by the UCI and hold a current season international license for Cycling.

**2013 Team Standards**

2013 Road standards (Attachment A) are based on results from the most recent Paralympic Games and World Championships (and only in events anticipated to be on the program of the upcoming Paralympic Games).

2013 Track standards (Attachment A) are based on results from the most recent Paralympic Games and World Championships (and only in events anticipated to be on the program of the upcoming Paralympic Games).

**2014 NATIONAL TEAM**

U.S. Paralympics will nominate a Cycling National Team for 2014, based on athlete performance during 2013 at a Para-Cycling UCI World Championship, World Cup or P1 event, or a U.S. Paralympics Cycling National Championships.

**DISCRETIONARY NOMINATION**

Discretionary selection may be used if an athlete who has demonstrated international competitiveness during the qualification period for the 2013 National Team was ill, injured, or...
otherwise unable to compete or perform at a level to qualify him/her for the team; but it is expected that the athlete will return to internationally competitive form during 2013.

The Director, Paralympic Cycling High Performance in consultation with the Team Leader will make discretionary selections. All athletes nominated to the 2013 National Team through discretionary selection must have been on a previous National Team during the preceding two years/seasons (2011 – 2012).

NATIONAL TEAM BENEFITS

National Team athletes are eligible for the following benefits:

1. USOC Direct Athlete Support (Attachment B)
2. Cycling Additional Athlete Support Programs (Attachment C)
3. USOC Elite Athlete Health Insurance program (Attachment D)
4. Air transportation (or ground equivalent), lodging, ground transportation, meal per diem, and coaching support at designated U.S. Paralympics training and competition activities.
5. Hilton Hotel Discount: Hilton Hotel offers a discount for athletes staying at their properties. Rooms can be booked by going to www.hhonors.com/teamusastays.
6. Merchandise discounts: Athletes that stay at the Olympic Training Center will be given a discount of 15% off of all merchandise. Simply present the OTC ID to receive this discount.
7. Airline Discount: United Airlines now offers a “friends and family” discount code for online booking for personal travel. Visit: www.united.com and enter ZME3327017 into the promotion code box and it will take 5% off the price of online flight bookings.
8. USOC Athlete Career Program (Attachment F).
9. USOC/DeVry Academic Performance Partnership (contact respective National Teams Manager for details and information).
10. USOC Tuition Grants (contact respective National Teams Manager for details and information).
11. Use of the designation of National team member in non-commercial situations.
12. U.S. Paralympics National Team uniform.
   - National A Team athletes will receive both U.S. Paralympics Team competition and casual uniforms.
   - National B Team athletes will receive U.S. Paralympics casual and competition clothing when the athlete is named to the roster of an official U.S. Paralympics Team competition.

TALENT POOL ATHLETES

Athletes (military and non-military) who have met the Talent Pool standard in 2012 or during 2013, at a UCI sanctioned event, the U.S. Paralympics Cycling Road or Track National Championships, or a USA Cycling sanctioned event may be invited to participate in selected U.S. Paralympics Cycling Program activities as outlined below. Invitation is at the discretion of the Director, Paralympic Cycling High Performance. 2013 Talent Pool Road and Track standards (Attachment A) are calculated using 105% of the National Standards.

Athletes nominated to the Talent Pool Team must be internationally classified by the UCI OR nationally classified by U.S. Paralympics Cycling and hold a current season license for Cycling.

EMERGING ATHLETES

Athletes (military and non-military) who have met the Emerging standard in 2012, or during 2013, at a UCI sanctioned event, the U.S. Paralympics Cycling Road or Track National
Championships, or a USA Cycling sanctioned event may be invited to participate in selected U.S. Paralympics Cycling Program activities as outlined below. Invitation is at the discretion of the Director, Paralympic Cycling High Performance. 2013 Emerging standards (Attachment A) are based on 115% of the National Standards.

Athletes nominated to the Emerging Team must be internationally classified by the UCI OR nationally classified by U.S. Paralympics Cycling and hold a current season license for Cycling.

MILITARY ATHLETES
Military and Veteran athletes who meet the Military standard in 2012, or during 2013, at UCI sanctioned event, the U.S. Paralympics Cycling Road or Track National Championships, or a USA Cycling sanctioned event may be invited to participate in selected U.S. Paralympics Cycling Program activities as outlined below. Invitation is at the discretion of the Director, Paralympic Cycling High Performance.

Active-duty and veteran military athletes may also be eligible for U.S. Paralympics Military Program activities and events that are not included as part of the U.S. Paralympics Cycling 2012 Athlete and Sport Program Plan. 2013 Military standards (Attachment A) are based on 120% of the National Standards.

2013 PROGRAM ACTIVITIES
The 2013 National Team activities are outlined below. U.S. Paralympics may invite athletes to Team activities indicated below. Athletes are required to attend all 2013 activities included in their personal performance plan which will be developed in conjunction with the Director, Paralympic Cycling High Performance, athlete and their coach.

Each athlete is responsible for individual arrangements (including expenses) to attend these activities (i.e. travel, lodging, accommodation, entries) unless otherwise indicated in the activity listing.

National Team athletes are required to obtain a 2013 IF License.
National Team athletes are required to be registered members of their respective U.S. NGB.

IF Approved/Sanctioned events are noted in the 2013 Program Activities listed below.

Camps
Consideration for 2013 camps will be determined by the Director, Paralympic Cycling High Performance in consultation with the U.S. Paralympics VA Cycling Coach. Selection will be based on Program resources, Program Goals and in the following order of priority.

1. London 2012 Paralympic Games and 2012 UCI Para-Cycling Track World Championship Medalists
2. Potential medalists at future World Championships or 2016 Paralympic Games.
3. Current World Champions
4. National B Team athletes (prioritized by benefits of participation – physiological, psychological, skill acquisition, tactics)
5. Athletes in consideration for World Championships or 2016 Paralympic Games Team Relay or Team Sprint positions
6. Highest UCI ranked athlete in the respective sport class
Competition
For UCI competitions prior to the 2013 USA Cycling National Championships July 3rd – 7th, athletes will earn Team nominations based on performances at the Greenville, SC Para-cycling Open, April 20-22, 2013. Winners of the individual Time Trial in each sport class will be nominated to the trip rosters, provided that the National standard for their respective class is met in the Time Trial.

Athletes nominated to the 2013 World Championship Team will receive automatic selection to the UCI World Cup, Matane CAN.

UCI Approved/Sanctioned events are noted in the 2013 Program Activities listed below.

Competition (funded)

2013 USAC Domestic Road Races (TBD)
February-August, 2013

Trip #1
UCI Ronde van Belgie (tandems)
May 9-12, 2013
BEL

Trip #2
2013 UCI World Cup #1
June 7-9, 2013
Merano/Marlengo ITA

Trip #3
2013 UCI World Cup #2
June 14-16, 2013
Segovia, ESP
Trip #4
2013 UCI World Cup
August 23-26, 2013
Matane, CAN

2013 UCI Para Cycling World Road Championships
August 28 – September 2, 2013
Baie-Comeau, CAN

Competitions (non funded)

2013 Greenville SC Para-cycling Open
April 20-22, 2013
Greenville, SC

2013 U.S. Paralympics Road Cycling National Championships/Worl ds Team Selection
July 3-7, 2013
Madison, WI

2013 U.S. Paralympics Track Cycling National Championships
October (to be finalized)
Carson, CA

Camps (funded)

2013 U.S. Paralympics National Team Camp
January 5-13, 2013
Chula Vista OTC, CA

2013 U.S. Paralympics National Team Handcycling Camp
January 27 – February 3, 2013
St. Petersburg, FL

2013 U.S. Paralympics Cycling National Team Camp
March 31 – April 8, 2013
Chula Vista OTC, CA

2013 U.S. Paralympics Cycling Worlds Team Camp
August 2-11, 2013
Colorado Springs OTC, CO

2014 U.S. Paralympics Cycling Track Worlds Team Camp
December 2 – February 14th, 2014
Chula Vista OTC, CA

2013 OPERATION GOLD
U.S. Paralympics will award Operation Gold funds in Cycling based off of the results at the 2013 UCI Para-Cycling Road World Championships as outlined below.

<table>
<thead>
<tr>
<th>Place</th>
<th>World Championships 1st year in quad</th>
<th>World Championships 2nd year in quad</th>
<th>World Championships 3rd year in quad</th>
<th>Paralympic Year*</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>$3,000</td>
<td>$3,000</td>
<td>$3,000</td>
<td>$5,000</td>
</tr>
<tr>
<td>2nd</td>
<td>$2,500</td>
<td>$2,500</td>
<td>$2,500</td>
<td>$3,500</td>
</tr>
<tr>
<td>3rd</td>
<td>$2,000</td>
<td>$2,000</td>
<td>$2,000</td>
<td>$2,500</td>
</tr>
<tr>
<td>4th</td>
<td>$1,500</td>
<td>$1,500</td>
<td>$1,500</td>
<td></td>
</tr>
<tr>
<td>5th</td>
<td>$1,000</td>
<td>$1,000</td>
<td>$1,000</td>
<td></td>
</tr>
<tr>
<td>6th</td>
<td>$500</td>
<td>$500</td>
<td>$500</td>
<td></td>
</tr>
</tbody>
</table>

* = In the Paralympic year, athletes are eligible for multiple medals won.

In the Olympic/Paralympic year, multiple Operation Gold Awards will be paid to qualifying athletes. In non-Olympic/Paralympic years, Operation Gold Awards are limited to one award per athlete in a program year. Athletes who qualify in multiple events during a non-Olympic/Paralympic year will only receive the highest award amount for which he/she qualified at the specified competition.

For Paralympic sports in non-Paralympic years, individuals must finish in one of the top six (6) places and among the top 50% of the athletes who started the event to qualify for Operation Gold Awards. Teams must finish in one of the top four (4) places to qualify for Operation Gold Awards.

Paralympic & Sport Performance Divisions
United States Olympic Committee
1 Olympic Plaza
Colorado Springs, CO 80909
719-866-2030
719-866-2029 fax
www.usparalympics.org
## 2013 U.S. Paralympics Cycling Standards

### ROAD (time per kilometer)

<table>
<thead>
<tr>
<th>ROAD TIME TRIAL</th>
<th>CLASS</th>
<th>2013 National Team Standards</th>
<th>2013 Talent Pool Standards (105%)</th>
<th>2013 Emerging Standards (115%)</th>
<th>2013 Military Standards (120%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Handcycle TT Women</td>
<td>H1</td>
<td>2:32.2</td>
<td>2:39.8</td>
<td>2:55.0</td>
<td>3:02.6</td>
</tr>
<tr>
<td>Handcycle TT Women</td>
<td>H2</td>
<td>1:56.4</td>
<td>2:02.2</td>
<td>2:13.9</td>
<td>2:19.7</td>
</tr>
<tr>
<td>Handcycle TT Women</td>
<td>H3</td>
<td>1:55.7</td>
<td>2:01.5</td>
<td>2:13.1</td>
<td>2:18.8</td>
</tr>
<tr>
<td>Handcycle TT Women</td>
<td>H4</td>
<td>1:51.6</td>
<td>1:57.4</td>
<td>2:08.6</td>
<td>2:14.2</td>
</tr>
<tr>
<td>Bicycle TT Women</td>
<td>C1</td>
<td>1:53.8</td>
<td>1:59.5</td>
<td>2:10.9</td>
<td>2:16.6</td>
</tr>
<tr>
<td>Bicycle TT Women</td>
<td>C2</td>
<td>1:46.8</td>
<td>1:52.1</td>
<td>2:02.8</td>
<td>2:08.2</td>
</tr>
<tr>
<td>Bicycle TT Women</td>
<td>C3</td>
<td>1:42.8</td>
<td>1:47.9</td>
<td>1:58.2</td>
<td>2:03.4</td>
</tr>
<tr>
<td>Bicycle TT Women</td>
<td>C4</td>
<td>1:36.7</td>
<td>1:41.5</td>
<td>1:51.2</td>
<td>1:56.0</td>
</tr>
<tr>
<td>Bicycle TT Women</td>
<td>C5</td>
<td>1:35.6</td>
<td>1:40.4</td>
<td>1:49.9</td>
<td>1:54.7</td>
</tr>
<tr>
<td>Tricycle TT Women</td>
<td>T1</td>
<td>2:37.7</td>
<td>2:45.6</td>
<td>3:01.4</td>
<td>3:09.2</td>
</tr>
<tr>
<td>Tricycle TT Women</td>
<td>T2</td>
<td>2:09.9</td>
<td>2:15.4</td>
<td>2:28.4</td>
<td>2:34.8</td>
</tr>
<tr>
<td>Tandem TT Women</td>
<td>B/VI</td>
<td>1:29.7</td>
<td>1:34.2</td>
<td>1:43.2</td>
<td>1:47.6</td>
</tr>
<tr>
<td>Handcycle TT Men</td>
<td>H1</td>
<td>2:11.9</td>
<td>2:18.5</td>
<td>2:31.7</td>
<td>2:38.3</td>
</tr>
<tr>
<td>Handcycle TT Men</td>
<td>H2</td>
<td>1:40.9</td>
<td>1:45.9</td>
<td>1:56.0</td>
<td>2:01.1</td>
</tr>
<tr>
<td>Handcycle TT Men</td>
<td>H3</td>
<td>1:40.3</td>
<td>1:45.3</td>
<td>1:55.3</td>
<td>2:00.4</td>
</tr>
<tr>
<td>Handcycle TT Men</td>
<td>H4</td>
<td>1:36.9</td>
<td>1:41.7</td>
<td>1:51.4</td>
<td>1:56.3</td>
</tr>
<tr>
<td>Tricycle TT Men</td>
<td>T1</td>
<td>2:16.7</td>
<td>2:23.5</td>
<td>2:37.2</td>
<td>2:44.0</td>
</tr>
<tr>
<td>Tricycle TT Men</td>
<td>T2</td>
<td>1:51.8</td>
<td>1:57.4</td>
<td>2:08.6</td>
<td>2:14.2</td>
</tr>
<tr>
<td>Bicycle TT Men</td>
<td>C1</td>
<td>1:38.6</td>
<td>1:43.5</td>
<td>1:53.4</td>
<td>1:58.3</td>
</tr>
<tr>
<td>Bicycle TT Men</td>
<td>C2</td>
<td>1:32.6</td>
<td>1:37.2</td>
<td>1:46.5</td>
<td>1:51.1</td>
</tr>
<tr>
<td>Bicycle TT Men</td>
<td>C3</td>
<td>1:29.1</td>
<td>1:33.6</td>
<td>1:42.5</td>
<td>1:46.9</td>
</tr>
<tr>
<td>Bicycle TT Men</td>
<td>C4</td>
<td>1:23.8</td>
<td>1:28.0</td>
<td>1:36.4</td>
<td>1:40.6</td>
</tr>
<tr>
<td>Bicycle TT Men</td>
<td>C5</td>
<td>1:22.9</td>
<td>1:27.0</td>
<td>1:35.3</td>
<td>1:39.5</td>
</tr>
<tr>
<td>Tandem TT Men</td>
<td>B/VI</td>
<td>1:17.7</td>
<td>1:21.6</td>
<td>1:29.4</td>
<td>1:33.2</td>
</tr>
</tbody>
</table>
## TRACK

<table>
<thead>
<tr>
<th>Track Events</th>
<th>Class</th>
<th>Current World Record or UCI Minimum Standard</th>
<th>2013 National Team Standards</th>
<th>2013 Talent Pool Standards (105%)</th>
<th>2013 Emerging Standards (115%)</th>
<th>2013 Military Standards (120%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>3km Pursuit Women</td>
<td>C5</td>
<td>3:32.170</td>
<td>3:56.35</td>
<td>4:08.16</td>
<td>4:31.80</td>
<td>4:43.62</td>
</tr>
<tr>
<td>3km Pursuit Women</td>
<td>C4</td>
<td>4:03.306</td>
<td>4:14.32</td>
<td>4:27.03</td>
<td>4:52.46</td>
<td>5:05.18</td>
</tr>
<tr>
<td>3km Pursuit Women</td>
<td>C3</td>
<td>4:16.176</td>
<td>*4:28.98</td>
<td>4:42.43</td>
<td>5:09.33</td>
<td>5:22.78</td>
</tr>
<tr>
<td>3km Pursuit Women</td>
<td>C1</td>
<td>4:40.123</td>
<td>4:54.12</td>
<td>5:08.82</td>
<td>5:38.23</td>
<td>5:52.94</td>
</tr>
<tr>
<td>Tandem 3km Pursuit W</td>
<td>B/VI</td>
<td>3:31.530</td>
<td>3:39.08</td>
<td>3:50.03</td>
<td>4:11.94</td>
<td>4:22.89</td>
</tr>
<tr>
<td>Tandem 4km Pursuit M</td>
<td>B/VI</td>
<td>4:17.756</td>
<td>4:25.22</td>
<td>4:38.48</td>
<td>5:05.00</td>
<td>5:18.26</td>
</tr>
<tr>
<td>4km Individual Pursuit</td>
<td>C5</td>
<td>4:30.012</td>
<td>4:41.50</td>
<td>4:55.57</td>
<td>5:23.72</td>
<td>5:37.80</td>
</tr>
<tr>
<td>4km Individual Pursuit</td>
<td>C4</td>
<td>4:40.315</td>
<td>4:45.60</td>
<td>4:59.88</td>
<td>5:28.44</td>
<td>5:42.72</td>
</tr>
<tr>
<td>3km Individual Pursuit</td>
<td>C3</td>
<td>3:35.257</td>
<td>3:43.82</td>
<td>3:55.01</td>
<td>4:17.39</td>
<td>4:28.58</td>
</tr>
<tr>
<td>3km Individual Pursuit</td>
<td>C1</td>
<td>3:53.881</td>
<td>4:11.86</td>
<td>4:24.45</td>
<td>4:49.63</td>
<td>5:02.23</td>
</tr>
<tr>
<td>500m Time Trial Women</td>
<td>C5</td>
<td>36.724</td>
<td>39.52</td>
<td>41.99</td>
<td>45.44</td>
<td>47.42</td>
</tr>
<tr>
<td>500m Time Trial Women</td>
<td>C4</td>
<td>38.425</td>
<td>42.45</td>
<td>44.57</td>
<td>48.81</td>
<td>50.94</td>
</tr>
<tr>
<td>500m Time Trial Women</td>
<td>C3</td>
<td>43.742</td>
<td>*45.29</td>
<td>47.55</td>
<td>52.08</td>
<td>54.34</td>
</tr>
<tr>
<td>500m Time Trial Women</td>
<td>C2</td>
<td>42.448</td>
<td>45.40</td>
<td>47.67</td>
<td>52.21</td>
<td>54.48</td>
</tr>
<tr>
<td>500m Time Trial Women</td>
<td>C1</td>
<td>45.449</td>
<td>*47.72</td>
<td>50.10</td>
<td>54.87</td>
<td>57.26</td>
</tr>
<tr>
<td>Tandem Kilo TT Women</td>
<td>B/VI</td>
<td>1:08.714</td>
<td>1:12.17</td>
<td>1:15.77</td>
<td>1:22.99</td>
<td>1:26.60</td>
</tr>
<tr>
<td>Tandem Sprint Women</td>
<td>B/VI</td>
<td>11.456</td>
<td>*12.03</td>
<td>12.63</td>
<td>13.83</td>
<td>14.43</td>
</tr>
<tr>
<td>Tandem Kilo TT Men</td>
<td>B/VI</td>
<td>1:01.351</td>
<td>1:03.90</td>
<td>1:07.09</td>
<td>1:13.48</td>
<td>1:16.68</td>
</tr>
<tr>
<td>Kilo Time Trial Men</td>
<td>C5</td>
<td>1:05.947</td>
<td>1:08.76</td>
<td>1:12.19</td>
<td>1:19.07</td>
<td>1:22.51</td>
</tr>
<tr>
<td>Kilo Time Trial Men</td>
<td>C4</td>
<td>1:05.144</td>
<td>1:09.97</td>
<td>1:13.46</td>
<td>1:20.46</td>
<td>1:23.96</td>
</tr>
<tr>
<td>Kilo Time Trial Men</td>
<td>C3</td>
<td>1:08.668</td>
<td>1:13.32</td>
<td>1:16.98</td>
<td>1:24.31</td>
<td>1:27.98</td>
</tr>
<tr>
<td>Kilo Time Trial Men</td>
<td>C1</td>
<td>1:13.009</td>
<td>1:22.16</td>
<td>1:26.26</td>
<td>1:34.48</td>
<td>1:38.59</td>
</tr>
<tr>
<td>Tandem Sprint Men</td>
<td>B/VI</td>
<td>10.050</td>
<td>10.54</td>
<td>11.07</td>
<td>12.12</td>
<td>12.65</td>
</tr>
</tbody>
</table>

*Reflects 105% of World Record or UCI Minimum Standard
Attachment B

2013 U.S. Paralympics Cycling Direct Athlete Support

1. DAS is processed monthly on the first Friday of each month.
2. Athletes are eligible for DAS at the beginning of the month following nomination to the National Team.
3. DAS is provided to athletes that are in compliance with 2013 Athlete Agreement obligations and personal performance plan obligations. If an athlete is not current with the agreement/plan obligations and/or USADA on the first day of the month in which the payment is being made, the athlete’s payment will be withheld until he/she is compliant.
4. DAS will only be paid once the Athlete Support Designee Form has been completed and submitted (annual basis).
5. Athlete support is paid directly to the athlete. National Team athletes are responsible for understanding and maintaining their own eligibility status with other organizations where applicable (i.e. NCAA, NFHS, etc.), and may choose to decline direct athlete support payments in order to retain high school or collegiate eligibility.

2013 Criteria for Cycling Direct Athlete Support (include dollar amounts):

<table>
<thead>
<tr>
<th>Qualifying Events</th>
<th>2013 Monthly Payment</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>National A Team:</strong> athletes placing top 3 at the 2012 Track World Championships or Paralympic Games</td>
<td>$800.00</td>
</tr>
<tr>
<td><strong>National B Team:</strong> athletes placing 4th and top 50% at the 2012 Track World Championships, 2012 Paralympic Games or current World Champions</td>
<td>$600.00</td>
</tr>
<tr>
<td><strong>National B Team:</strong> athletes placing top 8 and top 50% at the 2012 Track World Championships or Paralympic Games</td>
<td>$166.66</td>
</tr>
<tr>
<td><strong>National B Team:</strong> athletes attaining the National Standard in 2012</td>
<td>$166.66</td>
</tr>
</tbody>
</table>
Attachment C

2013 U.S. Paralympics Cycling Additional Athlete Support Programs

TRAVEL SUPPORT
U.S. Paralympics recognizes the importance of team unity/loyalty and the relationship between coach and athlete, particularly during elite level competition. For this reason, U.S. Paralympics encourages and supports 2013 National Team athletes to attend domestic competitions with their home club, coach and/or teammates.

To this end, U.S. Paralympics will provide 2013 Cycling National Team athletes with funding to compete in designated performance plan competitions to offset travel, accommodation, entry fees and other expenses associated with participating in the event.

2013 travel support will apply to attend the following competitions:

- UCI sanctioned events not attended by U.S. Paralympics
- European Handcycling events not attended by U.S Paralympics
- Training camps/activities approved by the Director, Paralympic Cycling High Performance
- Domestic competitions approved by the Director, Paralympic Cycling High Performance

U.S. Paralympics does not fund National Team athletes to attend Trials/National Championships/selection events; however, attendance the 2013 US Para-Cycling National Road Championships and/or the 2013 US Para-Cycling National Track Championships is required if qualified through the National Team in those disciplines.

Travel support will be offered up to a maximum amount of $2,500. A written request must be sent to the Director, Paralympic Cycling High Performance outlining in detail the following:

- Date(s) and location of event/activity
- Rationale for participation as it relates to athlete’s personal performance plan and goals

Upon receipt of this request the Director, Paralympic Cycling High Performance will determine if the activity will be funded and the amount to be funded. All receipts must be submitted to the Director, Paralympic Cycling High Performance at the conclusion of the event along with competition results. Travel support will be paid to the athlete within thirty (30) days of receiving all required information.

COACHING SUPPORT
Coaching Support for 2013 National Team athletes will only be paid directly to a coach approved by U.S. Paralympics. An approved coach must undergo a USOC background check, have attained USA Cycling Level 2 certification and provide a resume to the Director, Paralympic Cycling High Performance. A monthly allowance will be paid to coaches upon submission of a monthly training plan and a log of the previous month’s training. Athletes may not nominate themselves as their own coach and collect the Coaching Allowance. If an athlete does not have a coach or is unable to locate one, U.S. Paralympics will assist the athlete to find a coach appropriate for the athlete’s needs.
PERFORMANCE INCENTIVE SUPPORT
Additional performance incentives will be provided to athletes who attain results at the following 2013 UCI sanctioned events when competing as a member of an official U.S. Paralympics nominated Cycling Team.

<table>
<thead>
<tr>
<th>UCI P1 events (overall finish classification)</th>
<th>World Cups (per individual race)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st (and top 50% of field)</td>
<td>$500 $500</td>
</tr>
<tr>
<td>2nd (and top 50% of field)</td>
<td>$400 $350</td>
</tr>
<tr>
<td>3rd (and top 50% of field)</td>
<td>$300 $250</td>
</tr>
</tbody>
</table>

TRAINING PILOTS
Visually impaired athletes qualified to the National A Team can apply for assistance of up to $500 per month, to support the recruitment and retention of a training pilot. This individual must be willing to commit long term, to weekly training rides and activities, assisting the athlete in their training endeavors. Compensation will be determined by the Director, Paralympic Cycling High Performance and subject to time commitment, skill level and experience. Athletes must send their nomination in writing to the Director, Paralympic Cycling High Performance for approval. The individual may not be a family member.
Attachment D

2013 U.S. Paralympics Cycling Elite Athlete Health Insurance (EAHI)

The USOC agrees to provide up to 16 EAHI slots to athletes who meet the eligibility and criteria. The approved EAHI eligibility and criteria for EAHI is as follows:

Athletes must be currently training and competing to receive EAHI and they must sign the 2013 Athlete Agreement and Athlete Support Designee Form.

- Criteria 1: All 2013 National Team athletes are eligible for EAHI.
- Criteria 2: Athletes who meet the 2013 U.S. Paralympics Cycling National, Emerging or Military Standards may be eligible for EAHI as determined by the Director, Paralympic Cycling High Performance and Team Leader. Selection for EAHI will be based on current performance at a level that indicates a positive trajectory of performance with a chance to medal in the Paralympic Games or World Championships between 2013 and 2018.
- Should there be more athletes than slots available after Criteria 1 and or Criteria 2, the decision to award EAHI will be based on which athlete(s) have the best opportunity to medal at the Paralympic Games in 2014 or 2016.
- Should there be any available slots after all eligible athletes [who request and] have been awarded EAHI, those slots will remain unused.

MEDEX Insurance

Every athlete enrolled in the Elite Athlete Health Insurance Program also receives MEDEX Plus as part of the benefits.

MEDEX Plus provides:

- Medical Assistance Services (i.e., locate nearest doctors or hospitals, facilitate hospital payments, and monitor case) **
- Travel Assistance (i.e., replacement of lost/stolen travel documents, translation services, travel arrangements) **
- Destination Services (i.e., pre-travel information, travel & health information, real-time security intelligence) **
- Personal Security Services (i.e., political evacuation, security evacuation) **
- Medical Evacuation - In the event of a medical emergency, MEDEX will arrange & pay for a medically supervised evacuation to the nearest medical facility or return to point of origin.
- Repatriation Services - In the case of an injury or an unexpected illness resulting in death, MEDEX will coordinate & pay for the return of remains to your home country.

**This is assistance only and does not cover the cost of any services provided.

MEDEX Assist also offers a benefit referred to as TravMed Abroad. This supplemental benefit is offered at an additional cost to you of $3/day and can only be purchased when traveling outside the U.S.

What does TravMed Abroad provide? The same services as MEDEX Plus, but in addition, TravMed covers the cost of medical services on a secondary basis to any personal insurance.
already in place (if you have no personal insurance, TravMed becomes the primary insurer) after a $25.00 deductible. Illness and injuries, including sport injuries, are covered by TravMed Abroad.

Some reasons why USOC & NGB team members may consider purchasing TravMed Abroad are as follows:

- Personal travel outside the US
- Athletes traveling outside the US for training or competition
- Delegates & family members traveling with athletes
- High deductible medical plans

Qualified athletes can direct specific questions about EAHI to:

Viola Cruz
EAHI Benefits Administrator
719-866-4734
viola.cruz@usoc.org
Attachment E

U.S. Anti-Doping Agency (USADA)

Information on Medications and Supplements. Three key resources for athletes are Global Drug Reference Online (Global DRO), Drug Reference Line (DRL), and the wallet card.
- www.globaldro.com
- DRL: 800-233-0393 within the US and 719-785-2010 outside of the US. This resource is available Monday through Friday 8 AM to 4 PM.
- Wallet card: available in the publications link

Everything on meds, supplements, and TUEs can be found under this link: http://www.usada.org/substances

Testing. The United States Olympic Committee, (USOC) National Governing Bodies, (NGBs) and the World Anti-doping Agency (WADA) Code have authorized USADA to test any athlete who:
- Is a member of a license holder of a NGB
- Is participating at an Event or Competition sanctioned by the USOC or a NGB or participating at an Event or Competition in the United States sanctioned by an IF
- Is a foreign athlete who is present in the United States
- Has given his/her consent to Testing by USADA or who has submitted a Whereabouts Filing to USADA or an IF within the previous 12 months and has not given his/her NGB written notice of retirement
- Has been named by the USOC or an NGB to an international team or who is included in the USADA Registered Testing Pool (USADA RTP) or is competing in a qualifying event to represent the USOC or NGB in international competition
- Is a United States Athlete or foreign Athlete present in the United States who is serving a period of ineligibility on account of an anti-doping rule violation and has not given prior written notice of retirement to the his/her NGB and USADA or the applicable foreign anti-doping agency or foreign sport association
- Is being tested by USADA under authorization from the USOC, an NGB, IF, any NADO, WADA, the International Olympic Committee (IOC), International Paralympic Committee, (IPC), or the organizing committee of any Event or Competition.

Some of these athletes may be added to the USADA RTP if they meet NGB, USOC, or USADA criteria. Athletes are notified by e-mail of their inclusion in the pool and rights and responsibilities as being a part of the pool. Everything testing can be found here: http://www.usada.org/testing. Also, the Sample Collection Video: http://www.usada.org/collection/ is a helpful tool for those who have never been through the process.

Key Resources: http://www.usada.org/resources
PDFs of all USADA Publications: http://www.usada.org/resources/publications.aspx
Attachment F Athlete

Career Services

The Athlete Career Program was created by the USOC Career Services Department in partnership with Adecco, the USOC’s Official Career Management Services Sponsor. The Athlete Career Program provides a variety of services to elite athletes who are still training and competing as well as Olympians and Paralympians who have retired from sport. See attached brochures for more information. Programs and services include the following:

- Personal career assistance – work with your own career coach to assist you with everything from creating your personal career game plan, to creating a resume, to getting the job you want.

- Job placement assistance – whether you’re looking for a part-time, flexible scheduled job, full-time employment, or an internship or job shadowing opportunity, Adecco can help you find what you need.

- Career management seminars – these seminars are broken into five topics that can be delivered anywhere and anytime to fit athletes’ schedules. Topics include the following:
  - Creating Your Game Plan (career planning assessment)
  - Building Your Team (networking)
  - Entering the Competition (creating a resume)
  - Game On! Are You Ready? (preparing for a job interview)
  - Can You Be Your Own Boss? (becoming an entrepreneur)

For more information regarding the Athlete Career Program please contact Carissa Gump, Adecco Athlete Liaison at 719-866-4035 or carissa.gump@adeconena.com

The Team USA Career Program
Eligibility Criteria for Olympians, Paralympians and Hopefuls

Purpose
The Team USA Career Program was created by the United States Olympic Committee (USOC) to assist Olympians, Paralympians and Olympic and Paralympic hopefuls with obtaining part-time, flexible career-oriented employment to offset training and competition expenses while also building work experience for their future.

Team USA Career Program Opportunities
The Team USA Career Program is in its early stages and is anticipated to grow over time. Currently, there are limited employment opportunities with USOC Sponsor, Hilton Hotels, Inc.

Eligibility Criteria
1. Only athletes who are currently training and competing in Olympic and Paralympic events/disciplines will be considered for eligibility into the Team USA Career Program.

2. Athletes participating in Olympic/Paralympic events/disciplines must be a member of the U.S. National Team (senior level), or the equivalent, if the athlete’s sport does not have a National Team.
*There may be cause for an exception to the Team USA Career Program eligibility criteria because of an extenuating circumstance where a deviation from the criteria best meets the needs of the athlete and NGB or the Team USA Career Program employer. These deviations will be handled on a case-by-case by the USOC’s Athlete Support Working Group, the athlete’s NGB and the Team USA Career Program employer.

** This eligibility criteria will be reviewed at least once per quadrennium by the USOC (with input from the Athlete’s Advisory Council (AAC) and NGB Council) to ensure fairness and consistency.

**Allocation of Team USA Career Program Opportunities**

By meeting the above eligibility criteria, athletes are qualified for consideration for an employment opportunity with Hilton or any other participating USOC Sponsor-Employer in the Team USA Career Program. Meeting the athletic eligibility criteria established by the USOC and U.S. Paralympics does not guarantee a position within the TeamUSA Career Program. Hiring decisions will be made independently by the Team USA Career Program Employer with information provided by both the USOC and Adecco, the USOC’s Official Career Transition Management Sponsor and Administrator of the Team USA Career Program.

**Annual Eligibility Review Process**

- Summer sports will be reviewed annually in the October/November timeframe to verify they still meet the Team USA Career Program Eligibility Criteria.
- Winter sport athletes will be reviewed annually in the March/April timeframe to verify they still meet the Team USA Career Program Eligibility Criteria.

**Annual Eligibility Review Process (continued)**

Athletes no longer meeting the athletic eligibility criteria will be removed from the Team USA Career Program by the USOC. During these review periods and anytime throughout the athletes’ employment, the USOC sponsor-employer may terminate the athlete’s employment if he or she fails to meet mutually agreed upon and established work criteria. Athletes are expected to keep working in their Team USA Career Program position until they are notified by the USOC, Adecco and/or their employer that they no longer meet the eligibility requirements.

**Anti-Doping**

Refer to USOC Suspension of Benefits Policy.

**Code of Conduct**

Sign and abide by the code of conduct established by the USOC, when required.

Sign and abide by the code of conduct established by the athlete’s National Governing Body and approved by the USOC.
CYCLING Team Procedures

- Failure to comply with the Athlete Obligations listed below, violating the Athlete Agreement or not complying with Cycling Team Procedures and policies will result in a suspension of DAS or removal from the 2013 National Team.
- U.S. Paralympics Cycling issued national team uniforms and competition gear must be worn at required competitions and team camps.

CYCLING Athlete Obligations

- Maintain compliance with U.S. Paralympics Athlete Agreement
- Maintain compliance with 2013 personal performance plan
- Compete in the 2013 U.S. Paralympics Road Cycling National Championships and/or the 2013 U.S. Paralympics Track Cycling National Championships
- Comply with USADA, IPC, UCI and WADA Anti-Doping policies

U.S. Paralympics National Team Support for Multi-Sport Athletes

During the 2012 Season for Winter Sports and the 2013 Season for Summer Sports U.S. Paralympics will provide DAS for multi-sport athletes on a sliding scale as outlined below.

Multi-sport athletes must designate their primary (“A”), secondary (“B”) and, if applicable, tertiary (“C”) sports if eligible for DAS in more than one sport.

The tiered funding system will be as follows:

A sport = 100% of DAS\(^1\) provided Athlete Obligations (see above) are met
B sport = 30-50% of DAS\(^2\) provided Athlete Obligations (see above) are met
C sport = 10-20% of DAS\(^2\) provided Athlete Obligations (see above) are met

\(^1\)A level DAS will be decreased in 5% increments (per activity) for missed mandatory activities outlined in the athlete’s designated personal performance plan objectives for the relevant season unless a written waiver is submitted.

While waivers for any mandatory training will not be unreasonably withheld, waivers will primarily be granted only for illness, injury or other incapacity, or for personal/family emergency. All national team athletes should arrange for appropriate time off from school, work or other obligations well in advance of team activities. Requests for a waiver may be submitted in writing to the Team Leader, Sport Performance for review. A written response to all requests will be issued to the athlete within 72 hours of the request.

\(^2\)B and C tiered funding percentage will be determined by the respective sport High Performance Directors in collaboration with the Team Leader and based upon the athlete’s personal performance plan objectives for the relevant season in the “B” and/or “C” sport.

**Beginning with the 2013 Season for Winter Sports and the 2014 Season for Summer Sports**

**U.S. Paralympics will provide DAS for multi-sport athletes in ONLY the multi-sport athlete’s designated primary (“A”) sport.**