

U.S. Paralympics Nordic Skiing 2021-2022 Athlete and Sport Program Plan

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DEFINITIONS

1. **“2021”**: The following dates and seasons:
 - a. Summer Sports – the 2021 season, which lasts January 1, 2021 through December 31, 2021
 - b. Winter Sports – the 2021-2022 season, which lasts June 1, 2021 through May 31, 2022
2. **“2022”**: The following dates and seasons:
 - a. Summer Sports – 2022 season / January 1, 2022 through December 31, 2022
 - b. Winter Sports – 2022-2023 season / June 1, 2022 through May 31, 2023
3. **“Athlete Stipend”**: Previously referred to as Direct Athlete Support or DAS
4. **“EAHI”**: Elite Athlete Health Insurance
5. **“IF”**: an International Federation
 - a. ATH – World Para Athletics
 - b. CYC – Union Cycliste Internationale
 - c. SKA – World Para Alpine Skiing
 - d. SBD – World Para Snowboard
 - e. SKN – World Para Nordic Skiing
 - f. SWI – World Para Swimming
6. **“NGB”**: National Governing Body. For para ATH, CYC, SKA, SBD, SKN, SWI, U.S. Paralympics serves as the NGB.
7. **“USADA”**: The U.S. Anti-Doping Agency
8. **“Guide”**: For the purposes of these procedures (except as noted throughout), guides will be considered athletes.

PROGRAM GOALS

The primary focus in 2021 is to build the total number of participants in the sport in parallel with our high-performance efforts to win medals in international competition. Increased emphasis will be directed toward emerging athletes who have the potential to develop into international contenders by the 2022 Paralympic Winter Games, including identification of new athletes who may quickly develop the potential skills to be internationally competitive.

Specific activities in pursuit of these program goals will include:

- Searching for, recruiting, and introducing targeted athletes to Nordic skiing
- Focusing on fundamentals in training camps
- National Championships
- International competitions

2021-2022 NATIONAL TEAM

U.S. Paralympics Nordic Skiing will nominate National Team(s) for 2021-2022, based on athlete performances in WPNS World Cup Series (from 2018-current), Paralympic Winter Games, and USSS events as per the National Team Standards (Attachment A). The U.S. Paralympics Nordic Skiing National Team will be comprised of A, B, & C Teams.

U.S. Paralympics 2021 National Team status applies for June 1, 2021-May 31, 2022. National Team status and benefits are only awarded to athletes who accept, sign and remain current with their obligations under the U.S. Paralympics National Team Athlete Agreement and Personal Performance Plan.

- Athletes who meet a National Team standard during the 2021-22 season, at a WPNS or USSS sanctioned event, become eligible for National Team benefits and will retain their National Team status through the closing date of the respective season. Athletes will be nominated to the team on the first day of the month following achievement of the National Team standard.
- Athletes nominated to the 2021-22 National Team(s) will be added to the USADA Registered Testing Pool or Clean Athlete Program and will be responsible for remaining compliant with all policies and procedures, required by USADA. More information regarding USADA can be found in Attachment E.
- Prior to being nominated to the National Team, athletes ***must have undergone international classification evaluation and hold an international Paralympic-eligible sport class*** as per the WPNS master list and hold a current season license for Nordic Skiing from WPNS. Please note, guide athletes do not undergo international classification evaluation but must meet IF requirements to fulfill guide role for specified athlete on the National Team.

2021-22 National Team standards (Attachment A) are based on performances in the 2020-2021 season.

2022-23 NATIONAL TEAM SELECTION CRITERIA

2022-2023 U.S. Paralympics Nordic Skiing Standards

The U.S. Paralympics Nordic Skiing Team aims to win medals in Paralympic Winter Games (PWG). Athletes will be nominated to the 2022-2023 National Team or Development Team based on objective criteria (results) from the previous season (June 2021-May 2022), along with subjective criteria that demonstrates each athlete's capacity, preparation, and commitment to winning at PWG competition in 2026.

General National and Development Team Guidelines

- National Team or Development Team status does not guarantee Athlete Stipends or activity support for the entire season. Athlete Stipends and activity support will be based on continued progress towards individual goals as outlined in each athlete's Personal

Performance Plan and a sustained commitment to excellence in training and performance in international competition. Similarly, athletes who are not on the National Team or Development Team may earn funding/support for particular projects and competitions by showing significant potential towards achieving international competitive success in individual or relay events.

- National Team and Development Team status will be evaluated after each season is completed.
- No minimum team size will be established.
- Athletes selected to the National Team must demonstrate a commitment to and performance trends indicative of podium results in future Paralympic Winter Games, in addition to the criteria described below.
- National C Team is the entry level of the National Team Program and is meant to identify developing athletes who are on their way to achieving higher levels of National Team status toward achieving PWG medal objectives. Therefore, returning National Team Program athletes are not expected to remain on the National C Team for more than three (3) years and athletes who have been on the National A or B Team levels will not be permitted to drop down to National C Team status without special consideration.
- Development Team status is not considered equivalent to “National Team” status but recognizes progress towards achieving that Team and international success. Development Team criteria is described in Part B below.
- World Cup (WC) “test” events (testing a new format that is not accepted in World Championship [WCH] or PWG program) will not be considered for National A or B Team Criteria but will be considered for National C Team and National Development Team.

Part A: General National and Development Team Criteria

To qualify for the 2022-2023 National Team or Development Team, athletes must achieve the criteria described both in Part A and in Part B during the 2021-2022 season (June 2021-May 2022).

Eligibility criteria:

- Athletes must be internationally classified by World Para Nordic Skiing (WPNS).
- To qualify for the 2022-2023 National Team or Development Team, athletes must achieve the criteria described in Part B below during the 2021-2022 season (June 2021-May 2022).
- National Team status includes A, B, and C Teams as described in Part B below.
- Returning National Team athletes must meet any individual performance criteria in their Personal Performance Plan from the previous season(s) in addition to the below published criteria.
- Athletes age 18 or older will be required to undergo a background screen in accordance with the current USOPC Background Check Policy.
- Athletes age 18 or older will be required to complete the U.S. Center for SafeSport’s online training.
- World Cup (WC) “test” events (testing a new format that is not accepted in WCH World Championship [WCH] or PWG program) will not be considered for National A or B Team Criteria but will be considered for National C Team and National Development Team.

Part B: Specific National Team (A, B, C) and Development Team Criteria

NATIONAL A TEAM CRITERIA

Athletes must achieve one of the following:

- One PWG podium result in an individual event.
- Four WC/WCH/PWG results within 5 WPNS points of 3rd place (field must include at least 3 athletes in the top 6 of the WPNS overall rankings in that sport class (ie sit, stand, visually impaired) on the date of competition).

NATIONAL B TEAM CRITERIA

Athletes must achieve one of the following:

- Four WC/WCH/PWG results within 15 WPNS points of 3rd place (field must include at least 3 athletes in the top 6 of the WPNS overall rankings in that sport class (ie sit, stand, visually impaired) on the date of competition).
- Finish in the top 4 in sprint finals in two WC/WCH/PWG XC sprint races (race must have maximum semi-finals participation by the rules and include at least 3 athletes in the top 6 of the WPNS overall rankings in that sport class (ie sit, stand, visually impaired) on the date of competition).
- Two WC/WCH/PWG results within 5 WPNS points of 3rd place (field must include at least 3 athletes in the top 6 of the WPNS overall rankings in that sport class (ie sit, stand, visually impaired) on the date of competition).

NATIONAL C TEAM CRITERIA

Athletes must achieve one of the following:

- Finish in top 5 in one WC/WCH/PWG XC sprint race (race must have maximum semi-finals participation by the WPNS Rules & Regulations and include at least 3 athletes in the top 6 of the WPNS overall rankings in that sport class (ie sit, stand, visually impaired) on the date of competition).
- One WC/WCH/PWG result within 30 WPNS points of 3rd place (field must include at least 5 athletes in the top 10 of the WPNS overall rankings in that sport class (ie sit, stand, visually impaired) on the date of competition).
- Two WC/WCH/PWG results within 45 WPNS points of 3rd place (field must include at least 5 athletes in the top 10 of the WPNS overall rankings in that sport class (ie sit, stand, visually impaired) on the date of competition).
- Standing & VI athletes achieve a calculated 200 points (or lower) in any one USSS race.
- Standing & VI athletes achieve a calculated 250 points (or lower) in any two USSS races.

DEVELOPMENT TEAM CRITERIA

Athletes must achieve one of the following:

- Achieve 180 WPNS points (or lower) in any event (excluding XC sprints).
- Achieve 100 WPNS points (or lower) in a XC sprint qualifier.
- Standing & VI athletes achieve a calculated 400 points (or lower) in any one USSS race.
- Returning Development Team athletes must achieve the following standards to remain on the Development Team:

- Year 2 on the team:
 - 150 (or lower) in any event (excluding XC sprints)
 - 80 WPNS points or lower in a XC sprint qualifier
 - 350 points (or lower) in any one USSS race
- Year 3 on the team:
 - 130 (or lower) in any event (excluding XC sprints)
 - 75 WPNS points (or lower) in a XC sprint qualifier
 - 300 (or lower) in any one USSS race
- Year 4 on the team:
 - 110 (or lower) in any event (excluding XC sprint qualifier)
 - 65 points or lower in a XC sprint qualifier
 - 250 (or lower) in any one USSS race
- Development Team athletes will not be permitted to remain on the team for longer than 4 years without special consideration.

DISCRETIONARY CRITERIA

U.S. Paralympics Nordic Skiing may use discretionary criteria to select additional athletes onto the National Team who have not met the objective criteria for the National Team for several reasons. These include, but are not limited to, injury or illness (via the “Injury or Illness Provision” of the National Team Agreement) and the occurrence of exceptional circumstances (e.g. earthquakes, cancellation/postponement of IF events, epidemics, riots, pregnancy).

Discretionary nominations, if any, may be based on a variety of factors, including consideration of competition results outside of the (12-month) selection period and data analytics of individual and relay events, to ensure that U.S. Paralympics Nordic Skiing is investing in the most qualified athletes with the greatest potential of winning Paralympic Winter Games medals in individual events and in Team Mixed and Open Relay events. The following factors will be considered when considering an athlete for discretionary selection:

- athlete achieved a medal in the 2022 WPNS Nordic World Championships or in the 2018 Paralympic Winter Games.
- athlete demonstrates a trend of improving performance in international competition that is indicative of a podium performance by the current international standards within the next two (2) years.
- athlete is eligible for and needed to complete the make-up of a Team Relay due to specific sport class requirements for the Relay.

Discretionary nominations for the National Team, along with National Team status and term length, will be determined by a panel of three U.S. Paralympics Nordic Skiing program staff and two elite athlete representatives meeting the eligibility requirements under, and appointed pursuant to, the USOPC Bylaws. The selection committee will automatically consider all athletes who have reached Development Team objective criteria by April 30, 2022.

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.

NATIONAL TEAM BENEFITS

National Team athletes MAY be eligible for the following benefits – all athlete support recommendations submitted by the NGB are subject to USOPC Paralympic Sport Performance approval:

1. USOPC Athlete Stipend (Attachment B)
2. Operation Gold for the 2022 Paralympic Games
3. U.S. Paralympics Additional Athlete Support Programs (Attachment C)
2. USOPC Elite Athlete Health Insurance Program (Attachment D)
3. Air transportation (or ground equivalent), lodging, ground transportation, meal per diem, and coaching support at designated U.S. Paralympics Nordic Skiing training and competition activities.
4. USOPC Athlete Career & Education Program (<https://www.teamusa.org/athlete-resources/athlete-career-and-education-program>).
5. U.S. Paralympics National Team uniform.

DEVELOPMENT TEAM ATHLETES

Athletes who meet the Development Team standard during the 2021-2022 season, at a WPNS or USSS sanctioned event, **may** be invited to participate in selected U.S. Paralympics Nordic Skiing Program activities as outlined below. Invitation is at the discretion of U.S. Paralympics Nordic Skiing.

2020-2021 Development Team standards (Attachment A) are based on results in WPNS and USSS scored points races.

Athletes nominated to the Development Team must be internationally classified by WPNS OR nationally classified by U.S. Paralympics Nordic Skiing and ***hold a Paralympic-eligible sport class*** as per the IF and/or U.S. Paralympics Nordic Skiing master list and hold a current season license for Nordic Skiing from WPNS. Please note, guide athletes do not undergo international classification evaluation but must meet IF requirements to fulfill guide role for specified athlete.

2021-22 PROGRAM ACTIVITIES

The 2021-2022 National Team(s) activities are outlined below. Athletes will be required to attend all 2021 activities included in their personal performance plan which will be developed in conjunction with the staff at U.S. Paralympics Nordic Skiing.

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 or the athlete's personal performance plan (as applicable).

National Team athletes are required to obtain a 2021-2022 WPNS License.

National Team athletes are required to be registered members of USSS (standing and VI only) and/or USBA (all biathletes).

IF Approved/Sanctioned events are noted in the 2021-2022 Program Activities listed below.

2021-2022 WPNS World Cup & WCH Competitions (all tentative & subject to change)

*World Cup #1	Canmore, Canada	December 1-13, 2021
U.S. Paralympics Nordic Skiing Sit Ski Nationals	Bozeman, MT	January 1-2, 2022
*World Championships	Lillehammer, NOR	January 7-23, 2022
*World Cup #2	Ostersund, SWE	January 24-Feb 1, 2022
*Paralympic Winter Games	Beijing, CHN	March 1-14, 2022

“*” indicates qualification necessary. Criteria posted at:

<https://www.teamusa.org/usparanordicskiing/selection-criteria>

2021 OPERATION GOLD

The Operation Gold qualifying event for Nordic Skiing is the PARALYMPIC WINTER GAMES in Beijing, China.

In a Paralympic Games year, teams and individuals must place in the top-three at the Paralympic Games to qualify for Operation Gold Awards; multiple Operation Gold Awards can be received if an athlete has multiple top-three finishes at the Paralympic Games.

For purposes of Operation Gold, a team is defined as three or more athletes (pairs are awarded at the same rate as individual athletes).

Paralympic Sport Payment Schedule

Place	Paralympic Games Year (Paralympic Games Only)
1st	\$37,500
2nd	\$22,500
3rd	\$15,000

Attachment A

NATIONAL TEAM SELECTION CRITERIA

2021-22 U.S. Paralympics Nordic Skiing Standards

The U.S. Paralympics Nordic Skiing Team aims to win medals in Paralympic Winter Games (PWG), World Championships (WCH), and World Cup (WC) competitions. Athletes will be nominated to National or Development Teams based on objective criteria (results) from the previous season (June 2020-May 2021), along with subjective criteria that demonstrates each athlete's capacity, preparation, and commitment to winning at WPNS WC and WCH competitions in the 2020-2021 season.

National Team status does not guarantee Athlete Stipends or activity support for the entire season. Athlete Stipends and activity support will be based on continued progress towards individual goals as outlined in each athlete's Personal Performance Plan and a sustained commitment to excellence in training and performance in international competition. Similarly, athletes who are not on the National Team may earn funding/support for particular projects and competitions by showing significant potential towards achieving international competitiveness.

Part A: General National and Development Team Criteria and Guidelines

The following criteria and guidelines will apply to all athletes to earn official status as a National Team or Development Team member, in addition to the specific criteria listed in Part B below:

- No minimum team size will be established.
- To be eligible athletes must:
 - Be internationally classified by WPNS.
 - Have a USSS (standing/VI only), USBA (sitting and biathletes only), **AND** an WPNS Nordic Skiing competition license.
- National Team and Development Team status will be evaluated after each season is completed.
- To qualify for National Team or Development Team, athletes must achieve the criteria during the 2020-2021 season (June 2020-May 2021).
- National Team status includes A, B, and C Teams as described below.
- Development Team is not considered "National Team" but recognizes progress towards achieving that Team and international success. Development Team criteria is described in Part B below.
- Returning National Team athletes must meet any individual performance criteria in their Personal Performance Plan from the previous season(s) in addition to the below published criteria.
- Athletes selected to the National Team must demonstrate a commitment to and performance trends indicative of podium results in future Paralympic Winter Games, World Championships, and World Cup competitions in addition to the criteria described below.
- Athletes age 18 or older will be required to undergo a background screen in accordance with the current USOPC Background Check Policy.
- Athletes age 18 or older will be required to complete the U.S. Center for SafeSport's online training.

- World Cup “test” events (testing a new format that is not accepted in WCH or PWG program) will not be considered for A or B Team Criteria but will be considered for C Team and Development Team.

Part B: Specific National Team (A, B, C) and Development Team Criteria

A TEAM CRITERIA

Athletes must achieve one of the following:

- Two WC/WCH wins (minimum field size of five).
- Three WC/WCH podium results (minimum field size of six).
- Five WC/WCH results within 15 WPNS points of 3rd place (minimum field size of eight).

B TEAM CRITERIA

Athletes must achieve one of the following:

- Two WC/WCH podium results (minimum field size of six).
- Four WC/WCH results within 20 WPNS points of 3rd place (minimum field size of eight).
- Top 4 in sprint finals in two WC/WCH XC sprint races (race must have maximum semi-finals participation by the rules).
- Two WC/WCH results within 10 WPNS points of 3rd place (minimum field size of eight).

C TEAM CRITERIA

Athletes must achieve one of the following:

- Finish in top 5 in WC/WCH XC sprint race (race must have maximum semi-finals participation by the WPNS Rules & Regulations).
- One WC/WCH result within 30 WPNS points of 3rd place (minimum field size of 5 & excludes XC sprints).
- Two WC/WCH results within 45 WPNS points of 3rd place (minimum field size of 5 & excludes XC sprints).
- Standing & VI athletes achieve a calculated 250 points (or lower) in any one USSS race.
- Standing & VI athletes achieve a calculated 300 points (or lower) in any two USSS races.

DEVELOPMENT TEAM CRITERIA

Athletes must achieve one of the following:

- Achieve 180 WPNS points (or lower) in any event (excluding XC sprints).
- Achieve 100 WPNS points (or lower) in a XC sprint qualifier.
- Standing & VI athletes achieve a calculated 450 points (or lower) in any one USSS race.
- Returning Development Team athletes must achieve a 150 (or lower) in any event (excluding XC sprints).

DISCRETIONARY CRITERIA

U.S. Paralympics Nordic Skiing may use discretionary criteria to select additional athletes onto the National Team who have not met the objective criteria for the National Team for several reasons. These include, but are not limited to, injury or illness (via the “Injury or Illness Provision” of the National Team Agreement) and the occurrence of exceptional circumstances (e.g. earthquakes, cancellation/postponement of IF events, epidemics, riots, pregnancy).

Discretionary nominations, if any, may be based on a variety of factors, including consideration of competition results outside of the (12-month) selection period and data analytics of individual and relay events, to ensure that U.S. Paralympics Nordic Skiing is investing in the most qualified athletes with the greatest potential of winning Paralympic Games medals. The following factors will be considered when considering an athlete for discretionary selection:

- athlete achieved a medal in the 2019 WPNS Nordic World Championships or in the 2018 Paralympic Games.
- athlete demonstrates a trend of improving performance in international competition that is indicative of a podium performance by the current international standards within the next 2 years.
- athlete is eligible for and needed to complete the make-up of a Team Relay due to specific sport class requirements for the Relay.

Discretionary nominations for the National Team, along with Team level and term length, will be determined by a panel of three U.S. Paralympics Nordic Skiing high performance program staff and two elite athlete representatives meeting the eligibility requirements under, and appointed pursuant to, the USOPC Bylaws. The selection committee will automatically consider all athletes who have reached Development Team objective criteria by April 30, 2021.

Attachment B

2021-2022 U.S. Paralympics SPORT Athlete Stipends

1. Athlete stipends are processed monthly on the first Friday of each month.
2. Athletes are eligible for athlete stipends at the beginning of the month following nomination to the National Team(s).
3. Athlete stipends are provided to athletes that are in compliance with their 2021-2022 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. Athletes sanctioned by USADA, WADA and/or the respective sport IF for a doping violation are not eligible for an athlete stipend, regardless of any National Team(s) status, during the period of such sanction.
5. Athletes sanctioned by the IPC and/or the respective sport IF for classification Intentional Misrepresentation are not eligible for an athlete stipend, regardless of any National Team(s) status, during the period of such sanction.
6. Athletes sanctioned by the U.S. Center for SafeSport, the USOPC, or another National Governing Body (NGB) for a SafeSport Code violation are not eligible for athlete stipends, regardless of any National Team(s) status, during the period of such sanction.
7. Athlete stipends will only be paid once the USOPC's Athlete Stipend Designee Form, Direct Deposit Form and W-9 Form have been completed and submitted (annual basis).
8. Athlete stipends are 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 athlete stipend payments in order to retain high school or collegiate eligibility.
9. Athlete stipends will be reported to the IRS and may be subject to federal and state income tax. The USOPC encourages athletes to speak with a tax professional to receive guidance regarding tax implications.
10. Female athletes who become pregnant must inform the USOPC health benefits administrator at eahi@USOPC.org. More information can be found on the [EAHI website](#).
11. Athlete support is contingent upon training in a year-round program that is approved by the Director, U.S. Paralympics Nordic Skiing.

2021-2022 Criteria for Nordic Skiing Athlete Stipends (include dollar amounts):

Paid and reevaluated monthly June through May (12 possible payments). Payments can be withheld, or indefinitely suspended, at any time for failure to maintain required communication with NGB staff/coaches, complete & send in training logs, or attend agreed upon projects/camps/competitions, etc. Up to \$14,400 per athlete is available for Nordic Athletes based on National Team status and progress towards individual markers.

A Team (Nordic):

- \$14,400 annually or \$1200 per month (x 12 months)

B Team (Nordic):

- \$9,600 annually or \$800 per month (x 12 months)

C Team (Nordic):

- \$4800 annually or \$400 per month (x 12 months)

Attachment C

2021-2022 U.S. Paralympics Nordic Skiing Additional Athlete Support Programs

Athletes must meet criteria in Attachment B to be eligible for additional athlete support programs.

Adaptive Spirit (SkiTAM) Event:

U.S. Paralympics Nordic Skiing National Team athletes are expected to participate in the season ending Adaptive Spirit event and fundraiser.

For those National Team Athletes who do not receive funding to attend the event directly from an Adaptive Spirit (No Excuses) Athlete Partnership Program Grant, U.S. Paralympics Nordic Skiing will help with transportation costs provided that the request is received three weeks in advance. Transportation costs will be limited to flights, gas reimbursement (local athletes who elect to drive), and/or shuttle costs to get from DEN airport to Vail. Transportation costs will not be provided for Development Team athletes to attend.

Typically, Adaptive Spirit will cover lodging costs and some meals. U.S. Paralympics Nordic Skiing National Team athletes will be required to participate in “required” dinners, banquets and Nordic skiing events that may occur at the Adaptive Spirit event.

U.S. Paralympics does **not** fund National Team athletes to attend Trials/National Championships/selection events; however, attendance at “Nationals” may be required as per the athlete’s Personal Performance Plan.

Attachment D

2021 U.S. Paralympics Nordic Skiing Elite Athlete Health Insurance (EAHI)

All 2021-2022 National A, B, and C Team athletes are eligible for EAHI. Upon meeting the criteria below eligible athletes will receive an email from the USOPC outlining the EAHI program benefits for further consideration.

1. Athletes must be currently training and competing to receive EAHI.
2. Athletes must sign and be in compliance with 2021-2022 Athlete Agreement obligations and personal performance plan obligations.
3. Athletes are eligible for EAHI at the beginning of the month following nomination to the National Team(s).
4. Enrollment in EAHI will only be completed once the athlete has accepted an EAHI offer via email from eahi@usopc.org and has completed and submitted the USOPC Elite Athlete Health Insurance Designee Form and W-9 Form (annual basis).
5. Athletes sanctioned by USADA, WADA and/or the respective sport IF for a doping violation are not eligible for EAHI, regardless of any National Team(s) status, during the period of such sanction.
6. Athletes sanctioned by the IPC and/or the respective sport IF for classification Intentional Misrepresentation are not eligible for EAHI, regardless of any National Team(s) status, during the period of such sanction.
7. Athletes sanctioned by the U.S. Center for SafeSport, the USOPC, or another National Governing Body (NGB) for a SafeSport Code violation are not eligible for EAHI, regardless of any National Team(s) status, during the period of such sanction.
8. When National Team status is no longer conferred upon the athlete, EAHI benefits will cease. Termination is effective the first of the month following 30 days written notification.
9. Athlete stipends will be reported to the IRS and may be subject to federal and state income tax. The USOPC encourages athletes to speak with a tax professional to receive guidance regarding tax implications.
10. Female athletes who become pregnant must inform the USOPC health benefits administrator at eahi@USOPC.org. More information can be found on the [EAHI website](#).

Attachment E

U.S. Anti-Doping Agency (USADA)

Whereabouts:

An important part of USADA's testing program is the ability to test athletes without any advance notice in an out-of-competition setting. Athletes are subject to testing 365 days a year and do not have "off-seasons" or cutoff periods in which testing does not occur. Whereabouts information, (dates, times, locations, etc.) is information submitted to USADA by an athlete that allows the athlete to be located for out-of-competition testing.

For more information on whereabouts, please go to <https://www.usada.org/testing/whereabouts/>.

Therapeutic Use Exemptions (TUEs):

In some situations, an athlete may have an illness or condition that requires the use of medication listed on the World Anti-Doping Agency's Prohibited List. USADA can grant a Therapeutic Use Exemption (TUE) in these situations in compliance with the World Anti-Doping Agency International Standard for TUEs. The TUE application process is thorough and designed to balance the need to provide athletes access to critical medication while protecting the rights of clean athletes to compete on a level playing field.

For more information on TUEs, please go to <https://www.usada.org/substances/tue/>.

Global Drug Reference Online (Global DRO):

The Global Drug Reference Online (Global DRO) provides athletes and support personnel with information about the prohibited status of specific medications based on the current World Anti-Doping Agency (WADA) Prohibited List.

Global DRO does not contain information on, or that applies to, any dietary supplements.

The Global DRO can be found at <https://www.globaldro.com/Home>.

Additional Resources from USADA:

USADA Website: <https://www.usada.org/>

Supplement 411: <https://www.usada.org/substances/supplement-411/>

WADA Prohibited List: <https://www.usada.org/substances/prohibited-list/>

Anti-Doping 101: <https://www.usada.org/athletes/antidoping101/>

Attachment F

2021 U.S. Paralympics Nordic Skiing National Team Procedures & Obligations

Nordic Skiing Team Procedures

- Failure to comply with the Athlete Obligations listed below or violating the Athlete Agreement will result in a suspension of athlete stipends, other team benefits, and/or removal from the National Team.

Nordic Skiing Athlete Obligations

- Maintain compliance with U.S. Paralympics Athlete Agreement
- Maintain compliance with 2020-2021 Personal Performance Plan
- Maintain compliance with the National Team Code of Conduct
- Maintain compliance with USADA, IPC, IF, and WADA anti-doping policies
- Maintain regular communication with Coach(s) and/or Director, U.S. Paralympics Nordic Skiing