U.S. Paralympics Nordic Skiing
2019 Athlete and Sport Program Plan

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REFERENCES & TERMINOLOGY
1. Throughout this document “2019” shall refer to the following dates/seasons:
   a. Summer Sports – 2019 season / January 1, 2019 through December 31, 2019
   b. Winter Sports – 2019-2020 season / June 1, 2019 through May 31, 2020
2. Throughout this document “2020” shall refer to the following dates/seasons:
   a. Summer Sports – 2020 season / January 1, 2020 through December 31, 2020
   b. Winter Sports – 2020-2021 season / June 1, 2020 through May 31, 2021
3. “EAHI” – Elite Athlete Health Insurance
4. “IF” – 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
5. “NGB” – National Governing Body (for Para ATH, CYC, SKA, SBD, SKN, SWI = U.S. Paralympics)

PROGRAM GOALS
The primary focus in 2019-2020 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 during the 2019 - 2022 quadrennial, 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

2019-2020 NATIONAL TEAM

U.S. Paralympics Nordic Skiing will nominate National Team(s) for 2019, based on athlete performances in WPNS World Cup, Paralympic Winter Games, and USS&S 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 2019 National Team status applies for June 1, 2019-May 31, 2020. 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 and Personal Performance Plan.

- Athletes who meet a National Team standard during 2019, at a WPNS or USS&S 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 2019 National Team(s) will be added to the USADA Registered 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(s) 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.

** National Team status may not be earned based on performances in relays or team events.**

2020-2021 NATIONAL TEAM

U.S. Paralympics will nominate a Nordic Skiing National Team for 2020-2021, based on athlete performance [during 2019-2020] at WPNS and USS&S sanctioned events.

2020 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, along with subjective criteria that demonstrates each athlete’s capacity, preparation, and commitment to winning in the 2019 and 2020 seasons.

National Team status does not guarantee an Athlete Stipend 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. Priority of funding will be directed to the best performing, professional, and committed athletes regardless of Team status.

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 World Para Nordic Skiing.
  - Have a US&S (standing/VI only), USBA (sitting and biathletes only), and a 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 2019-2020 season (May 2019-April 2020).
- 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 achieving and performance trends indicating podium results in future PWG, WCH, and WC 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 USOC Background Check Policy.
- Athletes age 18 or older will be required to complete the U.S. Center for SafeSport’s online training.

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 top 4 results (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 Top 4 WC/WCH results (minimum field size of ten).
- Top 4 in sprint finals in two WC/WCH XC sprint races (race must have maximum semi-finals participation by the rules).
- 30 WPNS points or lower/better in one WC/WCH event (minimum field size of 5 & excludes XC sprints).
- 45 WPNS points or lower/better in two WC/WCH events (minimum field size of 5 & excludes XC sprints).

C TEAM CRITERIA
Athletes must achieve one of the following:
o Finish in top 5 in WC/WCH XC sprint race (race must have maximum semi-finals participation by the rules).
  o 65 WPNS points or lower/better in one WC/WCH event (minimum field size of 5 & excludes XC sprints).
  o 80 WPNS points or lower/better in two WC/WCH events (minimum field size of 5 & excludes XC sprints).
  o Standing & VI athletes achieve a calculated 200 points (or lower) in any one US +S race.
  o Standing & VI athletes achieve a calculated 250 points (or lower) in any two US +S races.

DEVELOPMENT TEAM CRITERIA
Athletes must achieve one of the following:
  o Achieve 150 WPNS points (or lower) in any event (excluding XC sprints).
  o Achieve 100 WPNS points (or lower) in a XC sprint qualifier.
  o Standing & VI athletes achieve a calculated 375 points (or lower) in any one US+S race.

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. Nordic Skiing 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.
  5. U.S. Paralympics National Team uniform.
     ▪ U.S. Paralympics Nordic Skiing National A, B or C team are entitled to a full team uniform.
     ▪ U.S. Paralympics Nordic Skiing Development Team members will receive a few key items of the team uniform.

EMERGING ATHLETES
Athletes who meet the Emerging standard during 2019-2020, at a WPNS or USS&S 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 the Director, U.S. Paralympics Nordic Skiing.

2019-2020 Emerging standards (Attachment A) are based on results in WPNS and USS&S scored points races.
Athletes nominated to the Emerging 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 master list and hold a current season license for Nordic Skiing from WPNS.

2019-2020 PROGRAM ACTIVITIES

The 2019-2020 National Team(s) activities are outlined below. Athletes will be required to attend all 2019-2020 activities included in their personal performance plan which will be developed in conjunction with the Director, 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 2019-2020 WPNS License.

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

IF Approved/Sanctioned events are noted in the 2019-2020 Program Activities listed below.

2020 U.S. Paralympics Nordic Skiing Sit Ski Nationals and NorAm
January 1-6, 2020
Soldier Hollow – Midway, UT

2019-2020 WPNS World Cup & WCH Competitions (all tentative & subject to change)
Dec 6-18, 2019 WPNS World Cup # 1 - Opener Lillehammer, NOR
Jan 8-20, 2020 WPNS World Cup # 2 TBD
Jan 31-Feb 10, 2020 WPNS World Cup #3 Finsterau, GER
Mar 8-23, 2020 WPNS World Cup # 4 –Finals + Biathlon WCH Ostersund, SWE

2019-2020 OPERATION GOLD

The Operation gold qualifying event for U.S. Paralympics Nordic Skiing is the WPNS Biathlon World Championships, March 11-15, 2020, in Ostersund, Sweden.

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.

In non-Paralympic years, Operation Gold Awards are limited to one award per athlete in a program year; athletes who qualify for more than one award automatically receive the higher award. Individuals must finish in one of the top eight places, while teams must finish in one of
the top six places at the qualifying event in order to qualify for Operation Gold Awards in non-
Paralympic years, provided individuals/teams finish among the top 50% of the individuals/teams
who started the event.

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

NOTE: For Paralympic sports with a discipline or event that is not included on the program of
the Paralympic Games, that discipline or event will not be eligible for Operation Gold.
However, if a Paralympic sport has a revolving program for the Paralympic Games (i.e., an event
is taken from the program one quad, but is added back to the program the next quad), that event
or discipline will be eligible for Operation Gold at the approved qualifying event.

**Paralympic Sport Payment Schedule**

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<th>2nd Year of Quad</th>
<th>3rd Year of Quad</th>
<th>Paralympic Games Year (Paralympic Games Only)</th>
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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, along with subjective criteria that demonstrates each athlete’s capacity, preparation, and commitment to winning in the 2019-2020 seasons.

National Team status does not guarantee Athlete Stipend or activity support for the entire season. Athlete Stipend 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. Priority of funding will be directed to the best performing, professional, and committed athletes regardless of Team status.

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 IPC Nordic Skiing.
  - Have a USSA (standing/VI only), USBA (sitting and biathletes only), and 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 have achieved the published criteria during the 2018-2019 season (May 2018-April 2019).
- 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 achieving and performance trends indicating podium results in future PWG, WCH, and WC competitions in addition to the criteria described below.

Part B: Specific National Team (A, B, C) and Development Team Criteria
A TEAM CRITERIA
Athletes must achieve one of the following:
- One WC/WCH win (minimum field size of five).
- Two WC/WCH podium results (minimum field size of six).
- Three WC/WCH top 4 results (minimum field size of eight).
B TEAM CRITERIA
Athletes must achieve one of the following:
  o One WC/WCH podium result (minimum field size of six).
  o Two Top 5 WC/WCH results (minimum field size of ten).
  o Entry into sprint finals in two WC/WCH XC sprint races (race must have maximum semi-finals participation by the rules).
  o Minimum 30 IPCNS points in one WC/WCH event (minimum field size of 5 & excludes XC sprints).
  o Minimum 45 IPCNS points in two WC/WCH events (minimum field size of 5 & excludes XC sprints).

C TEAM CRITERIA
Athletes must achieve one of the following:
  o Qualification into the sprint finals in WC/WCH XC sprint race (race must have maximum semi-finals participation by the rules).
  o Minimum 65 IPCNS points in one WC/WCH event (minimum field size of 5 & excludes XC sprints).
  o Minimum 80 IPCNS points in two WC/WCH events (minimum field size of 5 & excludes XC sprints).
  o Standing & VI athletes achieve a calculated 150 points (or lower) in any one USSA race.
  o Standing & VI athletes achieve a calculated 200 points (or lower) in any two USSA races.

DEVELOPMENT TEAM CRITERIA
Athletes must achieve one of the following:
  o Minimum 150 IPCNS points in any event (excluding XC sprints).
  o Minimum 100 IPCNS points in a XC sprint qualifier.
  o Standing & VI athletes achieve a calculated 350 points (or lower) in any one USSA race.
Attachment B

2019-2020 U.S. Paralympics Nordic Skiing 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 2019 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. U.S. Paralympics will provide Athlete Stipends for a multi-sport athlete in ONLY one sport at any given time. In conjunction with the respective NGBs/HPMOs the multi-sport athlete shall designate the primary (“A”) sport in which they wish to receive an Athlete Stipends.
5. Athletes sanctioned by USADA, WADA and/or the respective sport IF for a doping violation are not eligible for Athlete Stipends, 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 Athlete Stipends, 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 safe sport code violation are not eligible for Athlete Stipends, regardless of any National Team(s) status, during the period of such sanction.
8. Athlete Stipends will only be paid once the Athlete Support Designee Form has been completed and submitted (annual basis).
9. 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 Athlete Stipend payments in order to retain high school or collegiate eligibility.
10. Athlete support 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.
11. Athlete support is contingent upon training in a year-round program that is approved by the Director, U.S. Paralympics Nordic Skiing.

2019 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 communication with staff, complete & send in training logs, and attend agreed upon projects/camps/competitions, etc.

• Up to $12,000 per athlete is available for Nordic Athletes based on National Team status and progress towards individual markers.

A Team (Nordic):
• $12000 annually or $1000 per month (x 12 months)

B Team (Nordic):
• $8400 annually or $700 per month (x 12 months)

C Team (Nordic):
• $4800 annually or $400 per month (x 12 months)
2019 U.S. Paralympics Nordic Skiing 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 Nordic Skiing Nationals (“Nationals”):

U.S. Paralympics does not fund National Team athletes to attend U.S. Paralympic Nordic Skiing Nationals (or USSA Cross Country Championships); however, attendance at “Nationals” may be required as per the athlete’s Personal Performance Plan.

Bozeman Winter Residency Lodging Support
Lodging support from December-February will be provided to all U.S. Paralympics Nordic Skiing National Team athletes in good standing who participate in the winter residency program in Bozeman, MT.
Attachment D

2019-2020 U.S. Paralympics Nordic Skiing Elite Athlete Health Insurance (EAHI)

All 2019-2020 National A and B 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.
3. Athletes are eligible for EAHI at the beginning of the month following nomination to the National Team(s).
4. EAHI will only be offered once the Athlete Support Designee Form has been completed and submitted (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 safe sport code violation are not eligible for EAHI, regardless of any National Team(s) status, during the period of such sanction.
8. Athletes are eligible for EAHI during the period of National Team status.
9. 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.
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 illnesses 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

2019-2020 U.S. Paralympics Nordic Skiing National Team
Procedures & Obligations

Nordic Skiing National 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.
- U.S. Paralympics will provide Athlete Stipends for multi-sport athletes in only the multi-sport athlete’s designated primary sport.

Nordic Skiing National Team Athlete Obligations
- Maintain compliance with U.S. Paralympics Athlete Agreement
- Maintain compliance with 2019-2020 Personal Performance Plan
- Maintain compliance with the National Team Code of Conduct
- Maintain compliance with USADA, IPC, WPNS, and WADA anti-doping policies
- Maintain regular communication with Coach(s) and/or Director, U.S. Paralympics Nordic Skiing