

PODIUM PROGRAM

Updated April 23, 2007

Introduction

The following document outlines the USA Cycling **Podium Program**. The aim of this program is to support American riders who have the ability to win medals at Olympic and World Championship competitions; and to provide support and program assistance to riders who have the ability to develop into medal winning performers. At all levels, the primary goals of this program are to *support and develop* riders that are capable of sustained **international** success and consistent podium finishes in Olympic and World Championship competitions. Because much of the funding for direct athlete support is provided by the US Olympic Committee, this program is focused on Olympic events only. Also, because funding for this program is fixed, there will be a limited number of supported positions available for the program.

Because this program is focused on international success, all riders who participate in these programs must have the ability to earn medals in World and Olympic competition either presently or within the next seven years. Riders accepted into the program must meet stringent international performance standards as a condition of their entrance and continued participation in the program. Athletes who are not achieving World and Olympic podiums or clearly demonstrating continuing progress to the level where they will be capable of attaining World and Olympic podiums, will be removed from the program. Further, because the program is strictly based on international performance standards, USA Cycling will accept ONLY those athletes who are meeting the current performance standards. If there are not enough athletes meeting the performance standards for a particular category, *then the available support spots in that category will remain unfilled*. However, athletes may be added during the year if spots are available and the athlete(s) meet the indicated standards.

The standards for entry into this program are derived from current international performances that are indicative of the level of performance required to achieve the podium in an Olympic event at the World Championships or Olympic games. These standards may be in the form of performance times at specific venues, laboratory performance standards, or results from specific categories of international events. Because the different disciplines have different demographics at the various events, e.g. Road World Cups versus Track World Cups, the specific competitions that are deemed to be representative of the World's best, will vary by discipline.

The number of available support positions in each program level is fixed and all available positions will be filled according to the specific performance criteria described for each program. Support is strictly limited to athletes who are qualified by meeting performance standards in an Olympic event. With the exception of the highest level of support, the term of support is limited for each level. The purpose for doing this is to ensure that athletes are "moving through" the system and making continual progress toward achieving a podium result at a World Championships or Olympic Games. Athletes who "stall out" or fail to demonstrate progress, will be removed from the programs. Additionally, athletes with a long history of performance, e.g. seven years or more, within the specific event or discipline who have failed to demonstrate the ability to achieve a top-three finish at a World Championships or

Olympic Games may not be accepted into the program, and/or may receive a lower prioritization than an athlete performing at a similar level who has only recently started competing in that event.

Program Goals

The aim of this program is to provide a support structure for our top athletes who are delivering international results; and to create additional motivation and incentive for developing athletes to transition to the endurance track events and to progress to the highest level of performance in all disciplines.

Strategy

- Create consistent, tiered support program and motivate athletes to “move up” the support ladder
- Use strict international criteria for the upper levels
- Limit amount of time an athlete can remain at the lower levels
- Institute requirement of clearly demonstrated progression in performance

Program Components

1. Podium Capable Program

1.1. Description – This program will provide resources and support to our top athletes and ensure that they have access to the *international* racing competition they need in addition to financial support, coaching and sport science. This program will ultimately require the athletes to meet strict international standards, e.g., a podium finish in the World Championships or Olympic Games in at least one Olympic track event. In other words, these athletes will be “capable” of attaining the podium at Olympic and World Championships competition.

The entire focus of this program will be on international success and will endeavor to instill and reward that philosophy in our top athletes. We believe that the ONLY path to sustained international excellence is through the development of a cadre of American athletes for whom success at the International level is paramount.

In order to qualify for the support and funding commensurate with this level, athletes will be expected to agree to and fulfill an international racing program that will be negotiated with each athlete in advance of the season. This agreement will be in the form of a contract between the athlete and USA Cycling that will commit the athlete to certain events during the year.

Because the qualification for this level of support is contingent upon the potential for podium finishes at the World Championships or Olympic Games, athletes may remain at this level so long as they continue to meet the performance requirements. Allowances may be made for injury and other

circumstances in order to continue to support an athlete at this level once they have qualified. However, in general, athletes once qualified will not be supported for more than two years without meeting the qualification standards.

- 1.2. Goals & Objectives – Our objective with this program is to provide support for our top athletes and to continue to influence their careers and development. Through this program, we will work to maintain a positive relationship with those athletes that have come through the National teams and who continue to share our strong desire for international excellence.

Additionally, this program will ensure that our best athletes are participating in the select international competitions that will ensure USA Cycling is able to qualify Olympic and World Championship start positions for our nation.

- 1.3. Program Elements –

- Podium Capable Stipend
- International Competition Program
- Automatic qualification for National Championships
- Contractual obligation to participate in USAC programs such as preparation camps and international competitions
- Eligible for OTC Resident consideration
- Eligible for Elite Athlete Health Insurance

- 1.4. Benefit – Developing, encouraging, and rewarding international excellence will ensure that American athletes FOCUS on international excellence as their benchmark. In other words, we will create and reward podium-capable athletes who are driven to succeed at the highest levels.

2. Podium Potential Program

- 2.1. Description – This program will focus on the continuing development of the best American cyclists and will endeavor to provide the needed programmatic support in the form of camps and International competitions that are necessary to allow *those who are capable* to “graduate” to the Podium Capable support level.

This athlete centered and coach driven program will be the primary pathway to the top level of international performance and will include **only those athletes who CONTINUE TO DEMONSTRATE PROGRESS TOWARD THE PODIUM CAPABLE LEVEL**. Membership in this program will be contingent upon meeting international performance criteria and *continual progression* to the highest level of International performance (Podium Capable level). Athletes who “stall out” in terms of progress will be removed from the program. In general, it is expected that athletes will move through this program in three years or less.

- 2.2. Goals & Objectives – Our goal is to provide support and assistance to those athletes that have demonstrated they are capable of developing to the Podium

Capable level. This program will also be designed to instill an attitude of professionalism in our top amateur riders; and to provide needed opportunities for international racing experience.

2.3. Program Elements –

- Podium Potential Stipend
- International competition program Eligible
- Automatic qualification for National Championships
- Contractual obligation to participate in USAC programs
- Eligible for OTC Resident consideration
- Eligible for Elite Athlete Health Insurance consideration

2.4. Benefits – This program will provide support for emerging talent and create an uninterrupted pipeline or “bridge” for our best athletes to the top level of international performance.

3. Podium Promise Program

3.1. Description – This program is aimed at identifying and developing the next generation of cycling talent. Athletes who qualify for this level must meet stringent performance requirements derived from international standards and demonstrate the potential to attain the Podium Potential and, ultimately, the Podium Program level of performance. Again, in order to qualify for this level, athletes must continue to demonstrate *progress* toward ever higher performance levels – athletes cannot “park” at this level of performance. In general, it is expected that athletes of elite age will move onto a higher level of the Podium Program in three years or less.

3.2. Goals & Objectives – The goal of the program is to create an environment that will speed the development of our athletes by providing access to professional coaching and sport science, as well as top level domestic and international racing opportunities.

3.3. Program Elements

- Podium Promise level assistance to attend National Team projects, qualifying events and camps.
- Possibility for international competition
- Eligible for equipment support
- Eligible for OTC Resident consideration
- Eligible for Elite Athlete Health Insurance consideration

3.4. Benefits – The program will ensure that our best emerging talent has access to the resources and opportunities required for their continual development. Like the programs above, this program is “progressive” in that it is predicated upon continual progress by the participants.

Overall Benefits

This program will provide the needed incentive for athletes to focus on the specific goal of international and Olympic success. For the endurance track events, this program will provide THE PRIMARY incentive for road athletes to make the transition to the track events.

Prioritization of Awarding Podium Program Positions

In the case that more riders attain the minimum standard for a given elite (non-U23) support program than there are available support positions, the allocation of support positions will be prioritized according to the following criteria:

1. Riders who have achieved a top-three (3) finish in an Olympic event at the World Championships or Olympic Games in past 12 months.
2. Riders who exceeded the minimum performance time or standard by the greatest percentage within the previous 12 months.
3. Riders with the greatest rate of improvement in time or performance standard within the previous 12 months.

For U23 support programs, the allocation of support positions will be prioritized according to the following criteria:

1. Riders who have achieved a top-three (3) finish in major international competitions in the previous 12 months.
2. Riders who exceeded the minimum performance time or standard by the greatest percentage within the previous 12 months.
3. Riders with the greatest rate of improvement in time or performance standard within the previous 12 months.

Admission into the Podium Program

Only athletes who have met the specific minimum qualification criteria for a particular program will be considered for admission to any of the Podium Support programs. To be considered, athletes must apply using the form available on the USA Cycling website. After the first year of the program (see below) USAC Coaching staff will evaluate all applicants at the end of each calendar year for all disciplines (except Track. Track applicants will be evaluated at the end of the International season, May 1.) Support positions will be awarded effective January 1 of each year, except Track where support will begin on July 1. Athletes who qualify mid-year *may* be considered for inclusion if positions remain open and there are sufficient resources in the program budget to accept additional riders. If an athlete is admitted mid-year, the year they are admitted will be counted as one year with regard to subsequent Podium Program qualification. Finally, please note that athletes may only qualify for ONE podium program at a time, i.e., athletes who meet the qualification criteria in more than one event or discipline, will be admitted to the program for the single event at highest level they are qualified for.

Rider Agreement

All athletes admitted into the Podium Program ***will be required*** to sign an Athlete Agreement in order to participate and receive benefits from the program. This agreement will include several components including the specific events and/or projects that the athlete will be required to attend, the expectations of the coaching staff regarding their performance for the year, and any obligations regarding the use of specific equipment.

USAC Sponsored Podium Programs

Sprint Track – This program is focused on developing men and women athletes to win Olympic and World Championship medals in track sprint events, e.g., Men's and Women's Sprint, Team Sprint and Men's Keirin.

Women's Endurance – This program develops women athletes to win Olympic and World Championship medals in Olympic Road and track endurance events, e.g. Road Race, Individual Time Trial, Individual Pursuit and Points Race.

Men's Endurance – This program develops male athletes to win Olympic and World Championship medals in Olympic Road and track endurance events, e.g. Road Race, Individual Time Trial, Individual Pursuit, Points Race and Madison.

U23 Endurance – (Starting late 2007) – This European resident based program develops under-23 year-old male road athletes with the goal of earning professional contracts with UCI Pro Tour Teams and also develops technical and tactical skills in the endurance track events, e.g., Individual Pursuit, Points Race and Madison.

Mountain Bike – This program develops male and female athletes to win Olympic and World Championship medals in Olympic Mountain Bike events, e.g., Men's and Women's Cross Country.

U23 Mountain Bike – This OTC resident program develops under-23 year-old male Cross Country athletes to earn professional contracts with international Mountain Bike Trade Teams.

BMX – This program develops male and female athletes to win Olympic and World Championship medals in Olympic BMX events.

Podium Program Support Levels

Podium Capable – This program provides a \$15,000 annual stipend plus program and logistical support that is specific to the particular program and/or event for which the athlete is qualified. This is the highest level of support and is restricted to those athletes who are currently capable of a top-three finish at the Olympic Games or World Championships. Qualification for this support program is contingent upon signing a performance agreement that outlines the athlete's specific event and project obligations, as well as performance goals for the year.

Podium Potential – This program provides a \$7,000 annual stipend plus program and logistical support that is specific to the particular program and/or event for which the athlete is qualified. This level of support is restricted to athletes who demonstrate that they have the potential to achieve a top-three finish at the Olympic Games or World Championships within the next four years. Support at this level is limited to four years, and athletes must demonstrate that they are “on track” to attain the Podium Capable level within their allotted time frame in order to remain in the program. Qualification for this support program is contingent upon signing a performance contract that outlines the athlete’s specific event and project obligations, as well as performance goals for the year.

Podium Promise – This program provides program and logistical support that is specific to the particular program and/or event for which the athlete is qualified. This level of support is provided to athletes who demonstrate that they have the ability to achieve the Podium Potential level within the next three years. Participation in this program is limited to three years and athletes must demonstrate that they are “on track” to attain the next level within their allotted time frame in order to remain in the program. Qualification for this support program is contingent upon signing a performance contract that outlines the athlete’s specific event, project and equipment obligations, as well as performance goals for the year.

2007 Podium Program Qualification Matrix

The following table describes the minimum criteria required for consideration of an athletes request to enter the program. All time, performance, World Championship, and or Olympic podium requirements must be in the same discipline (Road, Track, MTB, BMX). Subsequent qualifications in different events in the same discipline in the successive years will be considered a continuation of the podium process, i.e., once an athlete meets a first year standard in a discipline, they must meet subsequent year standards in any event in that discipline. Athletes who meet podium standards in more than one event may only qualify for ONE podium program per year:

Funding Level	Minimum Qualification Criteria				
	1 st Year	2 nd Year	3 rd Year	4 th Year And Beyond	
Podium Capable	<ul style="list-style-type: none"> • Current Time Standard AND <ul style="list-style-type: none"> • Current Performance Standard <p style="text-align: center;">- OR -</p> Podium finish at Elite World Championship or Olympics in OLYMPIC event within past 12 months	<ul style="list-style-type: none"> • Current Time Standard AND <ul style="list-style-type: none"> • Current Performance Standard; <p style="text-align: center;">- OR -</p> Podium finish at Elite World Championship or Olympics in OLYMPIC event within past 12 months	<ul style="list-style-type: none"> • Current Time Standard AND <ul style="list-style-type: none"> • Current Performance Standard; <p style="text-align: center;">- AND -</p> Podium finish at Elite World Championship or Olympics in OLYMPIC event within past 12 months	Same as previous year	
Podium Potential	<ul style="list-style-type: none"> • Current Time Standard OR <ul style="list-style-type: none"> • Current Performance Standard 	<ul style="list-style-type: none"> • Current Time Standard AND <ul style="list-style-type: none"> • Current Performance Standard; <p style="text-align: center;">- AND -</p> Demonstrated progression to Podium Capable Program based on improving performance trends	Same as previous year	Same as previous year	
Podium Promise	<ul style="list-style-type: none"> • Current Time Standard OR <ul style="list-style-type: none"> • Current Performance Standard 	<ul style="list-style-type: none"> • Current Time Standard OR <ul style="list-style-type: none"> • Current Performance Standard; <p style="text-align: center;">- AND -</p> Demonstrated progression to Podium Potential Program based on improving performance trends	Same as previous year	Not Possible	

2007 Time and Performance Standards (All Times Specific to ADT Velodrome)

All time standards must have been met within 12 months of the review date (see above). Please note there are NO time standards for Cross Country mountain bike events or BMX events.

Funding Level	Sprint – Time & Performance Standards			
	Men Sprint and Keirin	Team Sprint		Women Sprint
Podium Capable	Time <ul style="list-style-type: none"> Flying 200m TT– 0:10.28 Performance <ul style="list-style-type: none"> World Cup Victory 	Time <ul style="list-style-type: none"> Standing 250m TT– 0:17.83 Performance <ul style="list-style-type: none"> World Cup Victory 		Time <ul style="list-style-type: none"> Flying 200m TT– 0:11.49 Performance <ul style="list-style-type: none"> World Cup Victory
Podium Potential	Time <ul style="list-style-type: none"> Flying 200m TT– 0:10.38 Performance <ul style="list-style-type: none"> World Cup Podium 	Time <ul style="list-style-type: none"> Standing 250m TT– 0:18.01 Performance <ul style="list-style-type: none"> World Cup Podium 		Time <ul style="list-style-type: none"> Flying 200m TT– 0:11.61 Performance <ul style="list-style-type: none"> World Cup Podium
Podium Promise	Time <ul style="list-style-type: none"> Flying 200m TT– 0:10.38 Performance <ul style="list-style-type: none"> NA 	Time <ul style="list-style-type: none"> Standing 250m TT– 0:18.19 Performance <ul style="list-style-type: none"> NA 		Time <ul style="list-style-type: none"> Flying 200m TT– 0:11.72 Performance <ul style="list-style-type: none"> NA

Funding Level	Men Endurance – Time & Performance Standards			
	Men Ind. Pursuit	Team Pursuit		Men Points and Madison
Podium Capable	Time <ul style="list-style-type: none"> Standing 4km TT- 4:28.94 Performance <ul style="list-style-type: none"> World Cup Victory 	Time <ul style="list-style-type: none"> Standing 4km TTT - 4:07.72 AND Podium Potential Ind. Pursuit Performance <ul style="list-style-type: none"> World Cup Victory 		Time <ul style="list-style-type: none"> Flying 3km TT – 3:25.42 AND First 500m – 31.12 AND Performance Standard Performance <ul style="list-style-type: none"> World Cup Victory
Podium Potential	Time <ul style="list-style-type: none"> Standing 4km TT- 4:31.63 Performance <ul style="list-style-type: none"> World Cup Podium 	Time <ul style="list-style-type: none"> Standing 4km TTT - 4:10.19 AND Podium Promise Ind. Pursuit Performance <ul style="list-style-type: none"> World Cup Podium 		Time <ul style="list-style-type: none"> Flying 3km TT – 3:25.42 AND First 500m – 31.12 AND Performance Standard Performance <ul style="list-style-type: none"> World Cup Podium
Podium Promise	Time <ul style="list-style-type: none"> Standing 4km TT- 4:34.32 Performance <ul style="list-style-type: none"> NA 	Time <ul style="list-style-type: none"> Standing 4km TTT - 4:12.67 Performance <ul style="list-style-type: none"> NA 		Time <ul style="list-style-type: none"> Flying 3km TT – 3:27.50 AND First 500m – 31.44 Performance <ul style="list-style-type: none"> NA

Funding Level	Women Endurance – Time & Performance Standards			
	Road Race	Individual TT	Women Ind. Pursuit	Women Points Race
Podium Capable	<ul style="list-style-type: none"> Time NA Performance Win European 2.9.1 Individual GC OR <ul style="list-style-type: none"> Win World Cup Road Race 	<ul style="list-style-type: none"> Time NA Performance Win TT Stage of European 2.9.1 	<ul style="list-style-type: none"> Time Standing 3km TT- 3:42.45 Performance World Cup Victory 	<ul style="list-style-type: none"> Time Flying 2km TT 2 :30.75 AND <ul style="list-style-type: none"> First 500m – 33.26 AND <ul style="list-style-type: none"> Performance Standard Performance <ul style="list-style-type: none"> World Cup Victory
Podium Potential	<ul style="list-style-type: none"> Time NA Performance Podium World Cup RR OR <ul style="list-style-type: none"> Podium European 2.9.1 Individual GC 	<ul style="list-style-type: none"> Time NA Performance Top-3 TT stage of European 2.9.1 OR <ul style="list-style-type: none"> National TT Champion 	<ul style="list-style-type: none"> Time Standing 3km TT- 3:44.68 Performance World Cup Podium 	<ul style="list-style-type: none"> Time Flying 2km TT 2:30.75 AND <ul style="list-style-type: none"> First 500m – 33.26 AND <ul style="list-style-type: none"> Performance Standard Performance <ul style="list-style-type: none"> World Cup Podium
Podium Promise	<ul style="list-style-type: none"> Time NA Performance Top-10 World Cup RR; OR <ul style="list-style-type: none"> Top-10 European 2.9.1 Individual GC; OR <ul style="list-style-type: none"> Top-3 stage placing in European 2.9.1; OR <ul style="list-style-type: none"> Top 5 NRC Overall; OR <ul style="list-style-type: none"> Top-3 National Championships 	<ul style="list-style-type: none"> Time NA Performance Top-5 National TT Championships OR <ul style="list-style-type: none"> Top-10 TT stage of European 2.9.1 	<ul style="list-style-type: none"> Time Standing 3km TT- 3:46.93 Performance NA 	<ul style="list-style-type: none"> Time Flying 2km TT 2:32.33 AND <ul style="list-style-type: none"> First 500m – 33.62 Performance <ul style="list-style-type: none"> NA

Funding Level	Men & Women BMX – Performance Standards			
	Pro Men	Pro Women	Jr. Men	Jr. Women
Podium Capable	<ul style="list-style-type: none"> Podium UCI World Championships OR <ul style="list-style-type: none"> Win European or Asian UCI Supercross Race 	<ul style="list-style-type: none"> Podium UCI World Championships 	<ul style="list-style-type: none"> Not Available for Juniors 	<ul style="list-style-type: none"> Not Available for Juniors
Podium Potential	<ul style="list-style-type: none"> Win North American UCI Supercross Race OR <ul style="list-style-type: none"> Podium European or Asian UCI Supercross Race 	<ul style="list-style-type: none"> Top-8 UCI World Championships 	<ul style="list-style-type: none"> Podium UCI Jr. World Championships OR <ul style="list-style-type: none"> Podium UCI Supercross Race 	<ul style="list-style-type: none"> Podium UCI Jr. World Championships
Podium Promise	Top 10 in UCI Overall Rankings at end of racing year.	Top 10 in UCI Overall Rankings at end of racing year.	<ul style="list-style-type: none"> Top 3 in UCI Overall rankings at end of racing year. 	<ul style="list-style-type: none"> Top 3 in UCI Overall rankings at end of racing year.

Funding Level	Cross Country MTB – Performance Standards			
	Elite Men XC	Elite Women XC	U23 Men XC	U23 Women XC
Podium Capable	<ul style="list-style-type: none"> Podium European XC World Cup race 	<ul style="list-style-type: none"> Podium European XC World Cup race 	<ul style="list-style-type: none"> Not Available 	<ul style="list-style-type: none"> Not Available
Podium Potential	<ul style="list-style-type: none"> Top-5 European XC World Cup OR <ul style="list-style-type: none"> Top 15 UCI Points World Ranking on Dec 31 	<ul style="list-style-type: none"> Top-5 European XC World Cup OR <ul style="list-style-type: none"> Top 10 UCI Points World Ranking on Dec 31 	<ul style="list-style-type: none"> Podium at U23 XC World Championships OR <ul style="list-style-type: none"> Top-15 European Elite XC World Cup OR <ul style="list-style-type: none"> Top 40 UCI Points Ranking on Dec 31 	<ul style="list-style-type: none"> Podium at U23 XC World Championships OR <ul style="list-style-type: none"> Top-15 European Elite XC World Cup OR <ul style="list-style-type: none"> Top 20 UCI Points Ranking on Dec 31
Podium Promise	<ul style="list-style-type: none"> Top 60 in UCI Points on Dec 31; OR <ul style="list-style-type: none"> Top-3 National Championships 	<ul style="list-style-type: none"> Top 40 in UCI Points on Dec 31 OR <ul style="list-style-type: none"> Top-3 National Championships 	<ul style="list-style-type: none"> Top 10 U.S. Riders in UCI Points on Dec 31; OR <ul style="list-style-type: none"> Top-3 U23 National Championships OR <ul style="list-style-type: none"> Top-8 USAC Calendar Cat 1 Pro XC event 	<ul style="list-style-type: none"> Top 10 U.S. riders in UCI Points on Dec 31 OR <ul style="list-style-type: none"> Top-6 Elite National Championships OR <ul style="list-style-type: none"> Top-8 USAC Calendar Cat 1 Pro XC event