



## U.S. Paralympics SWIMMING 2013 Athlete and Sport Program Plan

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### REFERENCES & TERMINOLOGY

1. Throughout this document “2013” shall refer to the following dates/seasons:
  - a. Summer Sports – 2013 season / January 1, 2013 through December 31, 2013
  - b. Winter Sports – 2013-2014 season / July 1, 2013 through June 30, 2014
2. Throughout this document “2014” shall refer to the following dates/seasons:
  - a. Summer Sports – 2014 season / January 1, 2014 through December 31, 2014
  - b. Winter Sports – 2014-2015 season / July 1, 2014 through June 30, 2015
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)
7. “USADA” – U.S. Anti-Doping Agency

### PROGRAM GOALS

Coming off a successful Paralympic Games in London, the focus will be on developing the athlete pipeline as the National Team prepares for the 2013 Spring CanAm, 2013 IPC Swimming World Championships and USA Swimming elite level domestic competitions in 2013. It is anticipated that several experienced and long-time National Team athletes will retire after London; therefore it is important to create opportunities to assist developing and emerging athletes to advance to the next levels. The targeted focus for emerging athletes will include several key initiatives such as camps, OTC training opportunities including the home coach, and additional competitions. Beginning this year and continuing in future years, two new development level Para-swimming competitions held in various locations across the country will be implemented as an identification tool for new young talent for Rio 2016.

Specific activities in pursuit of these program goals will include:

- Development of the athlete pipeline.

- Provide opportunities for all athletes to race numerous times.
- Host quality competitions geared toward development and emerging level athletes.
- Identify opportunities to involve national and emerging athletes in promoting the sport through competition.
- Provide a comprehensive resident training program for athletes who can benefit from a training center environment.
- Educate coaches to the Paralympic movement and U.S. Paralympics swimming specifically and encourage greater involvement and participation in U.S. Paralympics activities.
- Ensure support to top athletes (financial, coaching, etc.) in an effort to assist athletes with staying in the sport longer.

## **2013 NATIONAL TEAM**

U.S. Paralympics will nominate a Swimming National Team for 2013, based on athlete performances at the 2012 Paralympic Games.

### *2013 National Team Qualifying during 2012*

- Athletes who won one or more medals in individual events at the 2012 London Paralympic Games will be nominated to the 2013 National A Team.
- Non-medaling athletes with one or more top eight finishes in individual events at the 2012 London Paralympic Games, provided the finish was within **3%** of the relevant Bronze medal winning finish, will be nominated to the 2013 National B Team.

### *2013 National Team Qualifying during 2013*

- Athletes who meet a National A Team standard or win one or more medals in individual events at the 2013 IPC Swimming World Championships will be nominated to the 2013 National A Team.
- Athletes who meet a National B Team standard or non-medaling athletes with one or more top eight finishes in individual events at the 2013 IPC Swimming World Championships, provided the finish was within 3% of the relevant Bronze medal winning finish, will be nominated to the 2013 National B Team.

U.S. Paralympics 2013 National Team status applies for the season (as defined above) covered by this document. 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 who meet a National A or B Team standard during 2013, at an IPC recognized event, or result at the 2013 IPC Swimming World Championships become eligible for National Team benefits and will retain their National Team status through December 31, 2013. Athletes will be nominated to the team on the first day of the month following achievement of the National Team standard or result.

Athletes nominated to the 2013 National Team 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 must be internationally classified by the IPC and hold a current season license for Swimming.

2013 National A and B Team standards (Attachment A) are based on results from the 2012 Paralympic Games or the current IPC Swimming World Rankings (for events not contested at the 2012 Paralympic Games). National A Team standards are based on the relevant bronze medal time. National B Team standards are calculated using 5% of the National A Team standard.

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

## **2014 NATIONAL TEAM**

U.S. Paralympics will nominate a Swimming National Team for 2014, based on athlete performances during 2013 at the 2013 IPC Swimming World Championships or at IPC recognized events.

- Athletes who win one or more medals in individual events at the 2013 IPC Swimming World Championships will be nominated to the 2014 National A Team.
- Non-medaling athletes with one or more top eight finishes in individual events at the 2013 IPC Swimming World Championships, provided the finish was within **3%** of the relevant Bronze medal winning finish, will be nominated to the 2014 National B Team.
- Athletes who meet a National A or B Team standard during 2013 at an IPC recognized event will be nominated to the respective 2014 National A or B Teams.

## **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 Swimming 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. Swimming Additional Athlete Support Programs (Attachment C)
2. USOC 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 training and competition activities.
4. 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](http://www.hhonors.com/teamusastays).
5. 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.
6. Airline Discount: United Airlines now offers a “friends and family” discount code for online booking for personal travel. Visit: [www.united.com](http://www.united.com) and enter **ZME3327017** into the promotion code box and it will take 5% off the price of online flight bookings.
7. USOC Athlete Career Program (Attachment F).

8. USOC/DeVry Academic Performance Partnership (contact respective National Teams Manager for details and information).
9. USOC Tuition Grants (contact respective National Teams Manager for details and information).
10. Use of the designation of National team member in non-commercial situations.
11. U.S. Paralympics National Team uniform.

### **EMERGING ATHLETES**

Athletes (military and non-military) who meet the Emerging standard during 2013, at an IPC recognized event, **may** be invited to participate in selected U.S. Paralympics Swimming Program activities as outlined below. Invitation is at the discretion of the Director, Paralympic Swimming High Performance.

2013 Emerging standards (Attachment A) are based on results from the 2012 Paralympic Games or the current IPC Swimming World Rankings (for events not contested at the 2012 Paralympic Games). Standards generally reflect times necessary to finish within 15% of the relevant bronze medal time.

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

### **MILITARY ATHLETES**

Military program athletes who meet the Military standard during 2013, at an IPC recognized event, **may** be invited to participate in selected U.S. Paralympics Swimming Program activities as outlined below. Invitation is at the discretion of the Director, Paralympic Swimming 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 Swimming 2013 Athlete and Sport Program Plan.

2013 Military standards (Attachment A) are based on results from the 2012 Paralympic Games or the current IPC Swimming World Rankings (for events not contested at the 2012 Paralympic Games). Standards generally reflect times necessary to finish within 20% of the relevant bronze medal time.

### **2013 PROGRAM ACTIVITIES**

The 2013 National Team activities are outlined below. Athletes will be required to attend all 2013 activities included in their personal performance plan which will be developed in conjunction with the Director, Paralympic Swimming High Performance.

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.

All National Team athletes are required to obtain a 2013 IPC License.

All National Team athletes are required to be registered members of USA Swimming.

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

*Competition*

**2013 U.S. Paralympics Swimming Spring Can-Am**

April 4 – 6, 2013

Minneapolis, MN

*\*IPC Approved*

*\*\*National Team Required Event – see Attachment C for more details*

*Competition*

**2013 GTAC Disability Open**

May 11 – 12, 2013

University of Cincinnati – Cincinnati, Ohio

*\*IPC Approved*

*\*\*National Team Required Event – see Attachment C for more details*

*Competition*

**2013 Paralympic World Cup**

May TBD

Manchester, ENGLAND

*\*\*INVITEES ONLY – All travel and accommodation will be paid for by the Local Organizing Committee and will be arranged by U.S. Paralympics staff.*

*Competition*

**2013 Fran Crippen Meet**

June 6 – 9, 2013

Mission Viejo, CA

*Competition*

**2013 Jimi Flowers Classic**

June 21 – 23, 2013

Colorado Springs Olympic Training Center – Colorado Springs, CO

*\*IPC Approved*

*\*\*National Team Required Event – see Attachment C for more details*

*Competition*

**2013 IPC Swimming World Championships**

August TBD

CANADA

*\*IPC Sanctioned*

*\*\* SELECTED TEAM (as per published selection procedures) – All travel and accommodation will be paid for and arranged by U.S. Paralympics staff.*

*Competition*

**2013 Santa Clara Disability Meet**

September/October TBD

Santa Clara, CA

*\*IPC Approved*

*\*\*National Team Required Event – see Attachment C for more details*

*Competition*

**ASL/Fred Lamback Disability Meet**

October TBD

Augusta, GA

*Competition*

**2013 CanAm Open**

December TBD

CANADA

*\*IPC Approved*

*\*\*National Team Required Event – see Attachment C for more details*

**2013 OPERATION GOLD**

U.S. Paralympics will award Operation Gold funds in Swimming based off of the results at the 2013 IPC Swimming World Championships as outlined below.

<b>Paralympic Sport Payment Schedule</b>				
<b>Place</b>	<b>World Championships 1<sup>st</sup> year in quad</b>	<b>World Championships 2<sup>nd</sup> year in quad</b>	<b>World Championships 3<sup>rd</sup> year in quad</b>	<b>Paralympic Year*</b>
1 <sup>st</sup>	\$3,000	\$3,000	\$3,000	\$5,000
2 <sup>nd</sup>	\$2,500	\$2,500	\$2,500	\$3,500
3 <sup>rd</sup>	\$2,000	\$2,000	\$2,000	\$2,500
4 <sup>th</sup>	\$1,500	\$1,500	\$1,500	
5 <sup>th</sup>	\$1,000	\$1,000	\$1,000	
6 <sup>th</sup>	\$500	\$500	\$500	

\* = 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  
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[www.usparalympics.org](http://www.usparalympics.org)

## Attachment A

### 2013 U.S. Paralympics Swimming Standards

Event	Class	M/W	2013 National A Team Standard	2013 National B Team Standard	2013 Emerging Standard	2013 Military Standard
50 Free	S1	Women	1:39.75	1:44.75	1:54.70	1:59.70
50 Free	S2	Women	1:12.20	1:15.80	1:23.05	1:26.65
50 Free	S3	Women	0:55.70	0:58.50	1:04.10	1:06.85
50 Free	S4	Women	0:52.85	0:55.50	1:00.80	1:03.45
50 Free	S5	Women	0:37.90	0:39.80	0:43.55	0:45.45
50 Free	S6	Women	0:36.10	0:37.90	0:41.55	0:43.35
50 Free	S7	Women	0:33.30	0:34.95	0:38.30	0:39.95
50 Free	S8	Women	0:31.55	0:33.15	0:36.30	0:37.85
50 Free	S9	Women	0:29.30	0:30.75	0:33.65	0:35.15
50 Free	S10	Women	0:28.65	0:30.10	0:32.95	0:34.40
50 Free	S11	Women	0:31.65	0:33.25	0:36.40	0:38.00
50 Free	S12	Women	0:27.75	0:29.15	0:31.90	0:33.30
50 Free	S13	Women	0:27.95	0:29.35	0:32.15	0:33.55
100 Free	S1	Women	3:19.50	3:29.50	3:49.45	3:59.40
100 Free	S2	Women	2:34.65	2:42.40	2:57.85	3:05.60
100 Free	S3	Women	1:59.75	2:05.75	2:17.70	2:23.70
100 Free	S4	Women	1:53.60	1:59.30	2:10.65	2:16.35
100 Free	S5	Women	1:22.55	1:26.70	1:34.95	1:39.05
100 Free	S6	Women	1:16.85	1:20.65	1:28.35	1:32.20
100 Free	S7	Women	1:12.60	1:16.25	1:23.50	1:27.15
100 Free	S8	Women	1:08.35	1:11.80	1:18.65	1:22.05
100 Free	S9	Women	1:03.60	1:06.80	1:13.15	1:16.35
100 Free	S10	Women	1:01.60	1:04.65	1:10.80	1:13.90
100 Free	S11	Women	1:10.25	1:13.75	1:20.80	1:24.30
100 Free	S12	Women	1:00.25	1:03.25	1:09.25	1:12.30
100 Free	S13	Women	1:01.90	1:05.00	1:11.20	1:14.30
200 Free	S1	Women	5:42.00	5:59.10	6:33.30	6:50.40
200 Free	S2	Women	5:11.65	5:27.25	5:58.40	6:14.00
200 Free	S3	Women	4:35.25	4:49.05	5:16.55	5:30.30
200 Free	S4	Women	3:41.60	3:52.70	4:14.85	4:25.90
200 Free	S5	Women	2:56.10	3:04.90	3:22.55	3:31.35
200 Free	S14	Women	2:14.80	2:21.55	2:35.00	2:41.75
400 Free	S6	Women	5:33.75	5:50.40	6:23.80	6:40.50
400 Free	S7	Women	5:18.95	5:34.90	6:06.75	6:22.70
400 Free	S8	Women	5:09.35	5:24.85	5:55.75	6:11.25
400 Free	S9	Women	4:42.85	4:57.00	5:25.30	5:39.45
400 Free	S10	Women	4:37.25	4:51.10	5:18.80	5:32.70
400 Free	S11	Women	5:20.25	5:36.30	6:08.30	6:24.30
400 Free	S12	Women	4:39.75	4:53.75	5:21.70	5:35.70
400 Free	S13	Women	4:42.00	4:56.10	5:24.30	5:38.40
50 Back	S1	Women	1:39.75	1:44.75	1:54.70	1:59.70
50 Back	S2	Women	1:05.15	1:08.40	1:14.95	1:18.20
50 Back	S3	Women	1:07.00	1:10.35	1:17.05	1:20.40
50 Back	S4	Women	0:54.35	0:57.05	1:02.50	1:05.20
50 Back	S5	Women	0:45.25	0:47.55	0:52.05	0:54.30
100 Back	S6	Women	1:29.05	1:33.50	1:42.40	1:46.85
100 Back	S7	Women	1:25.35	1:29.60	1:38.15	1:42.40
100 Back	S8	Women	1:20.20	1:24.20	1:32.25	1:36.25
100 Back	S9	Women	1:12.30	1:15.90	1:23.10	1:26.75
100 Back	S10	Women	1:09.00	1:12.45	1:19.35	1:22.80



100 Back	S11	Women	1:19.90	1:23.90	1:31.90	1:35.90
100 Back	S12	Women	1:10.15	1:13.65	1:20.65	1:24.20
100 Back	S13	Women	1:13.15	1:16.80	1:24.10	1:27.80
100 Back	S14	Women	1:09.50	1:13.00	1:19.95	1:23.40
50 Breast	SB1	Women	1:54.00	1:59.70	2:11.10	2:16.80
50 Breast	SB2	Women	1:32.00	1:36.60	1:45.80	1:50.40
50 Breast	SB3	Women	1:09.45	1:12.90	1:19.85	1:23.35
100 Breast	SB4	Women	1:56.15	2:02.00	2:13.60	2:19.40
100 Breast	SB5	Women	1:50.75	1:56.30	2:07.35	2:12.90
100 Breast	SB6	Women	1:40.90	1:45.95	1:56.03	2:01.10
100 Breast	SB7	Women	1:37.00	1:41.85	1:51.55	1:56.40
100 Breast	SB8	Women	1:22.45	1:26.55	1:34.80	1:38.95
100 Breast	SB9	Women	1:19.55	1:23.50	1:31.45	1:35.45
100 Breast	SB11	Women	1:31.20	1:35.75	1:44.90	1:49.45
100 Breast	SB12	Women	1:20.20	1:24.20	1:32.25	1:36.25
100 Breast	SB13	Women	1:21.50	1:25.60	1:33.70	1:37.80
100 Breast	SB14	Women	1:21.20	1:25.25	1:33.40	1:37.45
50 Fly	S1	Women	1:39.75	1:44.75	1:54.70	1:59.70
50 Fly	S2	Women	1:20.75	1:24.80	1:32.85	1:36.90
50 Fly	S3	Women	1:12.60	1:16.20	1:23.45	1:27.10
50 Fly	S4	Women	1:04.15	1:07.40	1:13.80	1:17.00
50 Fly	S5	Women	0:46.60	0:48.95	0:53.60	0:55.95
50 Fly	S6	Women	0:39.25	0:41.20	0:45.15	0:47.10
50 Fly	S7	Women	0:36.50	0:38.30	0:41.95	0:43.80
100 Fly	S8	Women	1:13.30	1:16.95	1:24.25	1:27.95
100 Fly	S9	Women	1:10.10	1:13.60	1:20.60	1:24.10
100 Fly	S10	Women	1:09.10	1:12.55	1:19.45	1:22.90
100 Fly	S11	Women	1:27.00	1:31.35	1:40.05	1:44.40
100 Fly	S12	Women	1:08.55	1:12.00	1:18.85	1:22.30
100 Fly	S13	Women	1:07.90	1:11.25	1:18.05	1:21.45
150 IM	SM1	Women	5:56.25	6:14.05	6:49.70	7:07.50
150 IM	SM2	Women	5:42.00	5:59.10	6:33.30	6:50.40
150 IM	SM3	Women	4:15.65	4:28.40	4:54.00	5:06.75
150 IM	SM4	Women	3:53.40	4:05.10	4:28.40	4:40.10
200 IM	SM5	Women	3:28.60	3:39.00	3:59.85	4:10.30
200 IM	SM6	Women	3:14.30	3:24.00	3:43.45	3:53.15
200 IM	SM7	Women	3:08.00	3:17.40	3:36.20	3:45.60
200 IM	SM8	Women	2:49.45	2:57.95	3:14.90	3:23.35
200 IM	SM9	Women	2:37.80	2:45.70	3:01.45	3:09.35
200 IM	SM10	Women	2:33.95	2:41.65	2:57.05	3:04.75
200 IM	SM11	Women	2:59.00	3:07.95	3:25.85	3:34.80
200 IM	SM12	Women	2:28.75	2:36.15	2:51.05	2:58.50
200 IM	SM13	Women	2:30.35	2:37.90	2:52.90	3:00.45

Event	Class	M/W	2013 National A Team Standard	2013 National B Team Standard	2013 Emerging Standard	2013 Military Standard
50 Free	S1	Men	1:21.70	1:25.80	1:34.00	1:38.05
50 Free	S2	Men	1:04.85	1:08.10	1:14.60	1:17.85
50 Free	S3	Men	0:43.90	0:46.05	0:50.45	0:52.65
50 Free	S4	Men	0:39.45	0:41.45	0:45.40	0:47.35
50 Free	S5	Men	0:33.70	0:35.35	0:38.75	0:40.45
50 Free	S6	Men	0:30.05	0:31.55	0:34.55	0:36.05
50 Free	S7	Men	0:28.45	0:29.90	0:32.75	0:34.15
50 Free	S8	Men	0:26.30	0:27.65	0:30.25	0:31.55
50 Free	S9	Men	0:25.90	0:27.25	0:29.80	0:31.10
50 Free	S10	Men	0:23.90	0:25.10	0:27.45	0:28.65
50 Free	S11	Men	0:26.35	0:27.70	0:30.35	0:31.65

50 Free	S12	Men	0:24.35	0:25.60	0:28.05	0:29.25
50 Free	S13	Men	0:24.10	0:25.30	0:27.70	0:28.90
100 Free	S1	Men	3:22.20	3:32.30	3:52.55	4:02.65
100 Free	S2	Men	2:21.05	2:28.10	2:42.20	2:49.25
100 Free	S3	Men	1:36.85	1:41.70	1:51.40	1:56.20
100 Free	S4	Men	1:25.75	1:30.05	1:38.60	1:42.90
100 Free	S5	Men	1:15.70	1:19.50	1:27.05	1:30.85
100 Free	S6	Men	1:08.00	1:11.40	1:18.20	1:21.60
100 Free	S7	Men	1:01.50	1:04.60	1:10.70	1:13.80
100 Free	S8	Men	0:58.35	1:01.25	1:07.10	1:10.00
100 Free	S9	Men	0:56.70	0:59.50	1:05.20	1:08.05
100 Free	S10	Men	0:52.75	0:55.40	1:00.70	1:03.30
100 Free	S11	Men	0:59.60	1:02.60	1:08.55	1:11.50
100 Free	S12	Men	0:54.40	0:57.15	1:02.55	1:05.30
100 Free	S13	Men	0:53.45	0:56.10	1:01.45	1:04.15
200 Free	S1	Men	5:42.00	5:59.10	6:33.30	6:50.40
200 Free	S2	Men	4:58.55	5:13.45	5:43.30	5:58.25
200 Free	S3	Men	3:37.80	3:48.70	4:10.45	4:21.35
200 Free	S4	Men	3:01.60	3:10.70	3:28.85	3:37.95
200 Free	S5	Men	2:43.15	2:51.30	3:07.60	3:15.75
200 Free	S14	Men	1:59.95	2:05.95	2:17.90	2:23.90
400 Free	S6	Men	5:11.60	5:27.15	5:58.35	6:13.90
400 Free	S7	Men	4:46.75	5:01.10	5:29.75	5:44.10
400 Free	S8	Men	4:32.95	4:46.60	5:13.85	5:27.50
400 Free	S9	Men	4:18.55	4:31.50	4:57.35	5:10.25
400 Free	S10	Men	4:08.20	4:20.60	4:45.40	4:57.80
400 Free	S11	Men	4:41.75	4:55.80	5:24.00	5:38.10
400 Free	S12	Men	4:17.10	4:30.00	4:55.70	5:08.55
400 Free	S13	Men	4:11.15	4:23.70	4:48.80	5:01.35
50 Back	S1	Men	1:32.45	1:37.05	1:46.30	1:50.95
50 Back	S2	Men	1:05.70	1:09.10	1:15.55	1:18.85
50 Back	S3	Men	0:46.50	0:48.80	0:53.45	0:55.80
50 Back	S4	Men	0:47.15	0:49.55	0:54.25	0:56.60
50 Back	S5	Men	0:38.90	0:40.85	0:44.75	0:46.70
100 Back	S6	Men	1:15.95	1:19.75	1:27.35	1:31.15
100 Back	S7	Men	1:12.55	1:16.15	1:23.40	1:27.05
100 Back	S8	Men	1:08.35	1:11.75	1:18.60	1:22.00
100 Back	S9	Men	1:03.75	1:06.90	1:13.30	1:16.50
100 Back	S10	Men	1:00.75	1:03.75	1:09.85	1:12.90
100 Back	S11	Men	1:08.20	1:11.65	1:18.45	1:21.85
100 Back	S12	Men	1:01.55	1:04.65	1:10.80	1:13.85
100 Back	S13	Men	1:01.10	1:04.15	1:10.25	1:13.30
100 Back	S14	Men	1:04.55	1:07.75	1:14.20	1:17.45
50 Breast	SB1	Men	1:39.75	1:44.75	1:54.70	1:59.70
50 Breast	SB2	Men	0:58.50	1:01.45	1:07.30	1:10.20
50 Breast	SB3	Men	0:50.25	0:52.75	0:57.80	1:00.30
100 Breast	SB4	Men	1:37.25	1:42.10	1:51.80	1:56.70
100 Breast	SB5	Men	1:36.85	1:41.70	1:51.40	1:56.20
100 Breast	SB6	Men	1:27.10	1:31.45	1:40.15	1:44.50
100 Breast	SB7	Men	1:22.60	1:26.75	1:35.00	1:39.15
100 Breast	SB8	Men	1:11.10	1:14.65	1:21.75	1:25.30
100 Breast	SB9	Men	1:07.40	1:10.75	1:17.50	1:20.90
100 Breast	SB11	Men	1:14.45	1:18.15	1:25.60	1:29.30
100 Breast	SB12	Men	1:07.80	1:11.20	1:17.95	1:21.35
100 Breast	SB13	Men	1:07.05	1:10.40	1:17.10	1:20.45
100 Breast	SB14	Men	1:08.45	1:11.85	1:18.70	1:22.10
50 Fly	S1	Men	1:39.75	1:44.75	1:54.70	1:59.70
50 Fly	S2	Men	1:25.50	1:29.75	1:38.30	1:42.60

50 Fly	S3	Men	1:16.65	1:20.45	1:28.15	1:31.95
50 Fly	S4	Men	0:47.65	0:50.05	0:54.80	0:57.20
50 Fly	S5	Men	0:37.20	0:39.05	0:42.80	0:44.65
50 Fly	S6	Men	0:31.45	0:33.00	0:36.15	0:37.70
50 Fly	S7	Men	0:30.75	0:32.30	0:35.35	0:36.90
100 Fly	S8	Men	1:02.00	1:05.10	1:11.30	1:14.40
100 Fly	S9	Men	1:00.75	1:03.80	1:09.90	1:12.90
100 Fly	S10	Men	0:57.75	1:00.65	1:06.40	1:09.30
100 Fly	S11	Men	1:04.70	1:07.95	1:14.40	1:17.65
100 Fly	S12	Men	1:00.00	1:03.00	1:09.00	1:12.00
100 Fly	S13	Men	0:56.50	0:59.30	1:04.95	1:07.80
150 IM	SM1	Men	5:56.25	6:14.05	6:49.70	7:07.50
150 IM	SM2	Men	5:42.45	5:59.55	6:33.80	6:50.90
150 IM	SM3	Men	3:01.15	3:10.20	3:28.35	3:37.40
150 IM	SM4	Men	2:40.25	2:48.25	3:04.30	3:12.30
200 IM	SM5	Men	3:32.45	3:43.10	4:04.35	4:14.95
200 IM	SM6	Men	2:44.40	2:52.60	3:09.05	3:17.25
200 IM	SM7	Men	2:37.20	2:45.05	3:00.75	3:08.60
200 IM	SM8	Men	2:27.15	2:34.55	2:49.25	2:56.60
200 IM	SM9	Men	2:20.30	2:27.30	2:41.30	2:48.35
200 IM	SM10	Men	2:14.75	2:21.50	2:35.00	2:41.70
200 IM	SM11	Men	2:27.75	2:35.15	2:49.95	2:57.32
200 IM	SM12	Men	2:14.85	2:21.55	2:35.05	2:41.80
200 IM	SM13	Men	2:10.20	2:16.75	2:29.75	2:36.25

## Attachment B

### 2013 U.S. Paralympics Swimming 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.
6. Athlete support is contingent upon the athlete training in year-round program that is recognized and/or registered by the relevant governing body. Approved year-round programs include the following: USA Swimming, United States Masters Swimming, YMCA, NCAA.

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

	Monthly Payment Amount
<b><i>National A Team</i></b>	
Paralympic Games/World Championships Medalist	\$800
Meet National A Team Standard	\$500
<b><i>National B Team</i></b>	
Finish in top 8 within 3% at Paralympic Games/World Championships	\$300
Meet National B Team Standard	\$300

## Attachment C

### 2013 U.S. Paralympics Swimming 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 Swimming 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. These events are required as outlined in each athlete's personal performance plan for 2013.

2013 travel support will apply to attend the following competitions:

- Two of the following - \$500:
  - 2013 GTAC Disability Open (Cincinnati, OH – May 11 – 12)
  - 2013 Jimi Flowers Classic (Colorado Springs, CO – June 21 – 23)
  - 2013 Santa Clara Disability Meet (Santa Clara, CA – TBD)
- 2013 Can-Am Open (Canada – December TBD) - \$750

U.S. Paralympics does **not** fund National Team athletes to attend Trials/National Championships/selection events; however, attendance at the 2013 Spring Can-Am is required.

Travel support will be distributed in individual payments the first of the month following the event. The payment for the December Can-Am will be processed by December 31, 2013.

#### PERFORMANCE INCENTIVE SUPPORT

U.S. Paralympics will award Performance Incentive funds during 2013 as outlined below.

##### *2013 IPC Recognized events*

World Record in a PARALYMPIC event - \$500

##### *2013 IPC Swimming World Championships*

World Record - \$1,000

Performance incentive funds may be earned in multiple events (i.e. 100 freestyle, 100 backstroke, etc.) at the same competition; however athletes will only earn one performance incentive per event per competition (i.e. WR in 100 freestyle in prelims and finals at the same competition results in one performance incentive bonus). Payment of funds will be processed on the 1<sup>st</sup> of the subsequent month following the event.

## **Attachment D**

### **2013 U.S. Paralympics Swimming Elite Athlete Health Insurance (EAHI)**

The USOC agrees to provide up to 25 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 A Team athletes are eligible for EAHI.
- Criteria 2: Athletes who meet the 2013 U.S. Paralympics Swimming National, Emerging or Military Standards may be eligible for EAHI as determined by the Director, Paralympic Swimming 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](mailto: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](http://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@adeccona.com](mailto:carissa.gump@adeccona.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.

## Attachment G

### 2013 U.S. Paralympics Swimming National Team Procedures & Obligations

#### Swimming Athlete Obligations

- Maintain compliance with U.S. Paralympics Athlete Agreement
- Maintain compliance with 2013 personal performance plan

#### 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<sup>1</sup> provided Athlete Obligations (see above) are met

B sport = 30-50% of DAS<sup>2</sup> provided Athlete Obligations (see above) are met

C sport = 10-20% of DAS<sup>2</sup> provided Athlete Obligations (see above) are met

<sup>1</sup>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.

<sup>2</sup>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.***

## Attachment H

### 2013 U.S. Paralympics Swimming Resident Program

The United States Olympic Committee (USOC), through its Paralympic Division ("U.S. Paralympics") implements a Swimming Resident Program at the Colorado Springs Olympic Training Center (CSOTC).

#### Eligibility:

- Be at least 15 years of age (OTC policy).
- Be a current US Citizen eligible to represent the USA in the Paralympic Games.
- Have completed High School or earned an equivalent degree.
- Applicants who take college courses must maintain a 2.0 GPA.
- Be willing to submit to a complete health profile coordinated by USOC Sports Medicine including thorough medical history and comprehensive physical examination.

#### Acceptance & Application

Acceptance to the Resident Program will be at the sole discretion of U.S. Paralympics and all positions in the Resident Program will not necessarily be filled. Evaluation of athletes for acceptance to the Resident Program will consider a wide range of factors including:

- Space availability.
- Relevant performance data from current quadrennium.
- Athlete's current "home" training environment.
- Potential for the athlete to medal at the World Championships and 2016 Paralympic Games.
- Impact of the Swimming Resident Program on the athlete's medal potential.
- Athlete's desire and willingness to commit fully to the training Resident Program.

The Application and all necessary forms for the Resident Program are available at [www.usparalympics.org](http://www.usparalympics.org). Any athlete who wishes to participate must apply and be accepted into the Resident Program.

#### PARTICIPANTS & PROGRAM SIZE

*January 7, 2013 -Program will begin with up to 10 permanent Resident athletes*

*January, 2014 -Program will be capped at 12 Resident athletes with up to 3 discretionary rotating beds.*

Accepted athletes (see application & acceptance for further details) who desire to enter the Resident Program must commit to the full Resident Program period (*January 2013 through the 2016 Paralympic Games*). *There will be a re-evaluation period for all program participants in December of each year.*

Natural break periods for visits to family/friends will be built into the Resident Program training cycles, but athletes should be prepared to live and train at the CSOTC for a period of approximately 3 1/2 years.

#### IMPORTANT DATES

*September 15, 2013 – Application period begins*

October 15, 2013 – All applications for resident program are due to Dave Denniston

November 1, 2013 – Applicants will be notified of their status/acceptance into the Resident Program

National/Resident Team competition opportunities will be outlined in the 2013-2016 Quad Calendar and further defined in the 2013, 2014, and 2016 Swimming Performance Plans.

In addition, Resident Team Members will also attend local CSI (Colorado Swimming Inc.) competitions as scheduled by the swimming high performance staff.

### **CSOTC WAIVER AND PARTICIPATION FORMS**

Upon acceptance into the Resident Program, all participants are required to sign the following CSOTC forms:

- ✓ USOC Waiver and Release of Liability
- ✓ Participation Consent
- ✓ Participant Conduct

### **EXPECTATIONS OF PARTICIPANTS**

All participants in the Resident Program are responsible for fulfilling program commitments as detailed below and in **Attachment A: U.S. Paralympics Swimming Resident Program Rules & Responsibilities**.

Failure to meet Resident Program requirements may result in removal from the Resident Program.

- Swimmers are expected to commit to the full Resident Program, from start date through *World Championships and the Paralympic Games*.
- Swimmers are expected to attend all scheduled practices and participate in all scheduled competitions throughout the Resident Program period, unless excused by the swimming high performance staff.
- All potential Sports Medicine resources will be utilized to keep swimmers healthy and injury-free. However, if a swimmer sustains a long-term illness or serious injury that compromises his/her ability to train over an extended period of time, continued participation in the Resident Program may not provide the swimmer with a significant performance benefit and the swimmer may be removed from the Resident Program.
- Swimmers are expected to be mature, responsible, and behave accordingly at the CSOTC and at all Resident Program activities.
- Swimmers in the Resident Program will sign and abide by the USOC Code of Conduct for U.S. Paralympics National Teams and U.S. Paralympics Programs.
- Swimmers may hold jobs or attend school while participating in the Resident Program if they so choose; however, all schedules must be arranged around training times.

### **Coaching Staff**

The Swimming Resident Program will be directed by the U.S. Paralympics Swimming Resident Head Coach. 2 – 3 Assistant Coaches and/or Coaching Fellows will assist with sport science, weight room conditioning support, as well as on-deck coaching responsibilities.