



2025 Mallow U25 Triathlon Development Program

GUIDING PRINCIPLES, OVERVIEW, & CRITERIA

QUALIFICATION PERIOD JANUARY 1 – DECEMBER 31, 2025

Program Guiding Principles & Overview

USA Triathlon (USAT) High Performance (HP) Department is responsible for supporting athletes who have the vision, goals, and capabilities of winning Olympic & Paralympic Games medals, while also identifying, supporting & developing future Games medalists. To help achieve this objective, USAT supports Development Programs for U25 athletes. **The Mallow U25 Triathlon Development Program (the “Program”) and any financial support associated is designed specifically to assist athletes in their pathway to achieving qualification for the USAT Senior National Team Program.** The four-tiered Program provides performance-based support to athletes in the form of administrative assistance, performance advisement, and financial reimbursement. The Program is comprised of athletes with proven performance capability and is designed with four ascending tiers to support athletes as they advance towards their goal of Senior National Team qualification. Athletes are expected to advance levels during their time in the Program with improving international performances indicating their ability to achieve Senior National Team performances.

In addition to the specific qualification criteria (outlined on Page 3), athletes must meet the following minimum criteria to be eligible for the Program:

- Eligible to represent USA Triathlon in World Triathlon competition, including but not limited to:
 - National Federation (NF) affiliation
 - Current USA Triathlon elite license holder in good standing
 - Current with World Triathlon Pre-Participation Evaluation (PPE) requirements
- Current with SafeSport training & Background Check
- Commitment to the draft-legal format (to be evaluated by USA Triathlon); No funding will be allocated to non-draft races, and all non-draft and non-World Triathlon events must be approved in advance by USAT High Performance staff to stay eligible for the Program
- Creation, submission, & adherence to an annual performance plan
- Signed Mallow National Team Program Athlete Agreement for the term

It is the athlete’s responsibility to inform the USAT High Performance team (Tommy.Zaferes@USATriathlon.org) when they have achieved any result(s) that may qualify them for the Program, or earn them a change in their support tier status. When an athlete qualifies for Program support, they will remain eligible for that support for 365 days from qualification date. If an athlete has a crash, is significantly injured, or is pregnant, and is not able to utilize their funding within the 365-day period, they can file a formal letter with supporting documentation to the HP Team requesting a discretionary Program extension. (Filing a request does not guarantee an extension, but is mandatory if an extension is to be granted)

If an athlete re-qualifies, or levels-up a support tier, the 365-day eligibility period and financial support will reset and start from the newest date of qualification. All Program athletes, regardless of when they began receiving Program support, will be subject to an eligibility review at the end of each calendar year.

Any financial support outlined in this document represents expected funding levels based on the four tiers of the Program, though additional support (USAT partnership VIK for example) may be made available to Program athletes and will be communicated by HP staff. The descriptions below summarize the purpose of each funding mechanism available

- Race Travel Reimbursement: Supports athlete’s travel to compete in developmentally appropriate World Triathlon events.
- Coaching Reimbursement: Compensates USA Triathlon Certified Coaches working with Mallow National Team Program athletes.

Performance Progress

Program support is organized into four tiers and athletes are expected to continue to advance through the tiered system. Athletes who have received funding for 365-days will then only be eligible to requalify for their respective tier of support for an additional period of: tier 4 = 12 months; tier 3 = eighteen (18) months; tier 2 = two (2) years; and tier 1 = three (3) years.

Projected 2025 Support Levels: *(subject to change at the start of each selection period depending on USAT & USOPC funding capacity)*

MDTP Level	Coaching Reimbursement	Race Travel Reimbursement (Must be utilized within 12 months of Program qualification)
U25 Tier 1	\$4,800/12 months	Up to \$2,000/race for 6 races
U25 Tier 2	\$4,200/12 months	Up to \$1500/race for 6 races
U25 Tier 3	\$3,600/12 Months	Up to \$1200/race for 6 races
U25 Tier 4	\$3,000/12 Months	Up to \$1000/race for 6 races
Interim Mallow National Team	N/A	Up to \$1,000/race for 3 mutually agreed upon races

Mallow U25 Triathlon Development Program Criteria: January 1 – December 31, 2025 (Qualification Period).

- For criteria that have two results necessary, both results must be within 9 months of each other (results prior to Jan 1, 2025 are not eligible)
- If race is modified to a duathlon, the result is ineligible for qualification
- Races will only be valid if the Quality Of Field (QOF)* meets the following standard:
 - Junior Cups must have 40+ athletes starting
 - America’s, Asia, Oceania or African cup (referred to in this document as “Conti Cup”) races must have at least 3 athletes starting who are ranked in the top 125 of the World Triathlon points list
 - European Cups must have at least 5 athletes starting who are ranked in the top 125 of the World Triathlon Points list
 - World Cups must have at least 10 athletes participate who are ranked in the top 125 of the World Triathlon Points list
 - WTCS races must have at least 40+ athletes starting
 - If there are not 3 athletes ranked in the top 125, then the result still qualifies you for funding, but for the tier below

*QOF must be documented *prior* to the Monday after the race (before the WT points list is updated).

2025 Mallow U25 National Team	U25	U23	Junior
Tier 1	<ul style="list-style-type: none"> • WTCS Race Top 15 • World Cup top 4 • 2x World Cup top 6 • 2x European Cup Win 	<ul style="list-style-type: none"> • WTCS Race top 18 • World Cup top 6 • 2x World Cup top 8 • 2x European Cup top 3 • U23 Worlds top 6 	<ul style="list-style-type: none"> • WTCS Race t20 • World Cup top 8 • 2x World Cup top 10 • 2x European Cup top 4 • Top 3 Junior Worlds
Tier 2	<ul style="list-style-type: none"> • World Cup top 6 • 2x World Cup top 8 • 2x European Cup top 3 	<ul style="list-style-type: none"> • World Cup top 8 • 2x World Cup top 10 • 2x European Cup top 4 • U23 Worlds top 8 	<ul style="list-style-type: none"> • World Cup top 10 • 2x World Cup top 12 • 2x European Cup top 5 • 2x Conti Cup win • Top 5 Jr Worlds
Tier 3	<ul style="list-style-type: none"> • World Cup top 8 • 2x World Cup top 10 • 2x European Cup top 4 	<ul style="list-style-type: none"> • World Cup top 10 • 2x World Cup top 12 • 2x European Cup top 5 • 2x Conti Cup wins • U23 Worlds top 10 	<ul style="list-style-type: none"> • World Cup top 12 • 2x Euro Cup top 6 • Conti Cup win • 2x Conti cup top 3 • WT Jr Worlds top 8
Tier 4	<ul style="list-style-type: none"> • World Cup top 10 • 2x World Cup top 12 • 2x European Cup Top 5 • 2x Conti Cup win 	<ul style="list-style-type: none"> • World Cup top 12 • 2x World Cup top 15 • 2x European Cup top 6 • Conti Cup win • 2x Conti Cup top 3 • Top 12 U23 Worlds 	<ul style="list-style-type: none"> • World Cup top 15 • Conti Cup top 3 • 2x Conti Cup top 5 • European Cup top 6 • 2x European Cup top 8 • WT Junior Cup win • 2x WT Junior Cup top 3 • Jr Worlds top 10
Interim Mallow U25 National Team	<ul style="list-style-type: none"> • World Cup top 12 • Euro Cup top 5 • Conti Cup win 	<ul style="list-style-type: none"> • World Cup top 15 • European Cup top 6 • Conti cup top 3 	<ul style="list-style-type: none"> • Conti Cup top 5 • Euro Cup top 8 • WT Junior cup top 3

Concerns or questions related to discretionary decisions should be communicated to the USA Triathlon High Performance General Manager (hpgm@usatriathlon.org or 720-936-4278). In addition, athletes are encouraged to contact the Athlete Ombuds Office as a resource for confidential, independent advice and assistance with resolving disputes (contact information below). After the previous steps have occurred, athletes may contact USA Triathlon General Counsel (legal@usatriathlon.org) to administer an executive review to ensure published criteria and process was followed. Athletes have the right to file a grievance and have a hearing per the USAT Grievance and Disciplinary Policy. Athletes also have the right to report any actual, potential or perceived conflicts of interest and will not be retaliated against for raising concerns or asking questions of USA Triathlon or the Athlete Ombuds Office. For more information, please see USA Triathlon's Whistleblower Policy.

Athlete Ombuds - The Office of the Athlete Ombuds offers independent, confidential advice to elite athletes regarding their rights and responsibilities in the Olympic and Paralympic Movement, and assists athletes with a broad range of questions, disputes, complaints and concerns.

Phone: 719-866-5000

Email: ombudsman@usathlete.org

Website: usathlete.org