

SERVICES PROVIDED TO WOMEN'S NATIONAL TEAM ATHLETE

ELIGIBILITY FOR SELECTION

To be eligible for selection to the USAFHWPP, the Athlete must be a member in good standing of USAFH and be eligible, or in the process of becoming eligible, to compete for the USA at the Olympic Games and must therefore satisfy, or be in the process of satisfying, the eligibility requirements of the IOC, USOPC and the FIH.

To be eligible for selection for FIH Events and USOPC Targeted Tournaments, the Athlete must be a member in good standing of USAFH; be a national of the USA; hold a valid, current US Passport; and satisfy the requirements of the FIH eligibility code found at [FIH Eligibility Code.pdf](#).

Athlete identification Opportunities

Athletes meeting the eligibility requirements may be selected to join the USAFHWPP based on observations of the annual Women's National Team Trial in accordance with the Selection Criteria.

In addition, athletes meeting the eligibility requirements may be selected to join the USAFHWPP at any point in time based on the Selection Criteria through ongoing observation at any events that USAFH eligible athletes are competing in, including domestic, international, club, college, high school, or indoor matches.

Selection Panel and Selection Committee

The Selection Panel for the USAFHWPP and FIH Events is:

- a. WNT Head Coach
- b. WNT Assistant Coach
- c. Up to three specialists as appointed by the Head Coach

Final selection decisions for the USAFHWPP and FIH Events will be made by the Head Coach.

The Selection Committee for USOPC Targeted Tournaments (Pan American Games and Olympic Games) is:

- a. WNT Head Coach
- b. USA Field Hockey Athlete's Advisory Council Representative
- c. High Performance Director

The athletes who will be selected as part of a team for a Pan American Games or an Olympic Games will be recommended by the Head Coach to the Selection Committee for finalization.

Notification of Selection Decisions

Athletes will be notified of their selection or non-selection prior to public announcement through an agreed method of communication.

The Head Coach will be available to discuss the selection outcomes with affected athletes. Non-selected athletes have the option for discussions to be witnessed and documented by another USAFH staff member. Athletes also have a right to a hearing under USAFH Bylaw Article 17.1 or USOPC Bylaws, Section 9.

USAFHWHPP Selection Criteria

This criteria is intended to provide transparency as to the factors which contribute to the selection for the USAFHWHPP.

The multi-faceted nature of team sport makes objective criteria difficult to define, and thus there will be a significant component of subjective decision making within any selection process. The criteria below are weighed against the requirements of a senior international player at Olympic podium level.

The length and intensity of the program surrounding senior international hockey requires self-motivated, self-disciplined, dedicated players who only require themselves to motivate their training and play. The pride and passion of players representing their country should be evident to all in what they do day-to-day.

In addition, the areas set out below are those identified by the Head Coach and Selection Panel as fundamental to selection for the Team USA.

a. Technical

- I. Demonstrates sound basic skills under pressure
- II. A high-level proficiency in one playing line, and an ability to effectively play more than one position across and through playing lines
- III. Demonstrates a high level of technical skill relevant to their primary playing position
- IV. High level set piece skills in both attack and defense

b. Tactical

- I. Understands and implements tactical instructions
- II. Learns and is aware of options within a system of play
- III. Understands playing philosophy; believes in it and commits to it
- IV. Demonstrates an ability to make sound decisions under pressure

c. Physical

- I. Athletically capable
- II. Positive work ethic, both on and off pitch
- III. Physically robust in tournament scenarios and challenging climactic conditions

d. Mental

- I. Takes individual responsibility
- II. Has a high level of self-awareness
- III. Open minded to new ideas and concepts
- IV. Selfless, supportive in attitude towards team members and staff both on and off pitch

e. Impact

- I. Consistently has a positive impact on the outcome of matches played
- II. Positively contributes to the balance of strengths and capabilities in the squad
- III. Commits to the program and embraces team values and culture
- IV. Consistently demonstrates and delivers high performance behaviors and standards

PROGRAM SUPPORT

USA Field Hockey will provide the following package of Program Support to the members of the USAFH Women's High Performance Program (USAFHWHPP) during the Membership Period. The Program Support services are designed to support the Athlete in delivering the personal performance and development goals agreed in the Athlete's Performance Plan, therefore, the level or amount by which each Athlete is entitled to enjoy any of the benefits is determined on a case-by-case basis:

- Training and competition opportunities.
- Coaching support, including Performance Plans.
- Team clothing and equipment.
- Physical preparation support.
- Medical services and insurance for injuries sustained during USAFHWHP field hockey activities when training or playing, whether home or abroad.
- Lifestyle management and personal development support ("Performance Lifestyle").
- Where appropriate, travel and accommodation at camps, events and competitions as designated by the NGB, including travel insurance to overseas events and competitions.

Provided that the Athlete complies with all the terms and conditions within the Athlete Agreement, the NGB will:

- Provide the Athlete Personal Stipend ("APS") and facilitate payment of the Direct Athlete Support Stipend ("DASS") from the USOPC in accordance with the Athlete's Status outlined below.
- Pay or promptly reimburse (subject to the Athlete providing satisfactory evidence of expense):
 - the Athlete's USAFHWHP related out-of-pocket medical expenses remaining

after all insurance claims have been filed, including required annual physical testing, agreed preventative procedures, injury diagnosis and management (for injuries that occurred whilst undertaking WNT activities)

- Travel expenses incurred in accordance with WOMEN'S NATIONAL TEAM (WNT) in the Athlete Agreement.
- The Meal Allowance in accordance with SCHEDULE 2 in the Athlete Agreement.
- Make payments by direct deposit to an account designated by Athlete.

ELITE ATHLETE HEALTH INSURANCE

In addition to the medical services and insurance provided directly by the NGB, facilitate the USOPC to provide EAHI to eligible Athletes under the USOPC's approved NGB criteria. Up to 22 EAHI offers (slots) will be extended to the current Women's Senior National Team, with slot allocation ranking based on the formulas* and multipliers** described below:

Formulas* Field Players
 $(\text{Caps} \times \text{CT}) \times (\text{IA}) = \text{Score}$
Goalkeepers $((\text{Caps} + \text{RA}) \times \text{CT}) \times (\text{IA}) = \text{Score}$

Note that Goalkeepers will have Roster Appearances added to caps in the formula where Caps were not earned*

January – June, 2025

The players selected to the 2025 Pan Am Cup Team shall be prioritized and offered EAHI. Remaining slots may be filled per the criteria using the formulas above and multipliers listed below not to exceed 22 total slots.

July – December 31, 2025

The players selected to the 2025 Nations Cup Team shall be prioritized and offered EAHI. Remaining slots may be filled per the criteria using the formulas above and multipliers listed below not to exceed 22 total slots.

- Multipliers** CT=Centralized Training
- Fully Centralized (x 3)
- Part-time Centralized (x 1.5)
- Decentralized (x 1) IA=Important Appearance

If there are ties in the last slot(s) available, selection will be performance driven based on the assessment of the athletes by the Women's National High Performance and Coaching staff as part of the evaluative process that Field Hockey undertakes in selecting members to the Women's National Team pool. In this evaluation centralized training athletes shall be prioritized. Slots must be offered in rank order to each athlete per the criteria above up to 22 athletes.

USA Field Hockey shall send the ranking mentioned here to the USOPC Sport Performance Olympic Performance Advisor within a week of respective team selections before changes to the roster can be made. If subsequent changes are made, a new ranking must be sent to the USOPC Sport Performance Manager before changes can be approved.

Athletes must be actively training and competing to remain on EAH.

If slots remain after the top 22 athletes have either been accepted or declined, those slots shall remain unused.

If slots remain after the top 22 athletes have either accepted or declined, those slots shall remain unused. This criterion is subject to change with notice. Athletes eligible for EAH will be notified by the USOPC.

Note that an Athlete eligible for EAH who becomes pregnant during the term of this Agreement will continue to be covered by EAH during the term of pregnancy and coverage will continue for either three months from the date of childbirth or until the Athlete's doctor confirms the Athlete is healthy enough to return to training, whichever is sooner. If the Athlete decides not to return to the USAFHWHP after childbirth, EAH will no longer be available through the NGB after three months from the date of childbirth. An Athlete may, however, opt to continue EAH coverage by accepting financial liability for their own premium.

STIPENDS

Athlete Personal Stipend

1. Athlete Personal Stipends ("APS") are funded by the NGB based on an Athlete's status in the USAFHWHP as follows:
 - a. "Centralized" - an Athlete who intends to spend a minimum of 26 continuous weeks physically based within the USAFHWHP environment; or an overseas club environment with prior approval of the Head Coach.
 - b. "Decentralized" - an Athlete who intends to spend less than 26 continuous weeks physically based within the USAFHWHP environment; or an overseas club environment with prior approval of the Head Coach.
 - c. Athletes may transition from Decentralized to Centralized status within the Membership Period in accordance with the definitions and with prior approval of the Head Coach.
 - d. Athletes may transition from Centralized to Decentralized status within the Membership Period in accordance with the definitions and with prior approval of the Head Coach.

For Centralized Athletes, APS is increased based for both length of service and number of caps earned, whichever is achieved soonest. APS shall be categorized as follows:

- a. "Year 1-2 or under 50 caps" – an athlete who is new to the team or within their first two years.
- b. "Year 3-4 or 51-100 caps" – an athlete will move up to this level based when they have either started their third year with the team or received their 51st international cap.
- c. "Year 5-6 or 101-150 caps" - an athlete will move up to this level based when they have either started their fifth year with the team or received their 101st international cap.
- d. "Year 7-8 or 150+ caps" - an athlete will move up to this level based on when they have either started their seventh year with the team or received their 151st international cap.
- e. "Year 8+" - an athlete will move up to this level based on when they have started their eighth year with the team.

Should an athlete leave the USAFHHPP for any reason, stipend payments will end in that current month.

Direct Athlete Support Stipend

2. Direct Athlete Support Stipends (“DASS”) are funded by the USOPC and will be distributed equally among the Centralized Athletes. As such, at the discretion of USOPC, the amount awarded per Athlete may fluctuate subject to number of Centralized Athletes in the USAFHHPP at any one time.
3. APS and DASS for Centralized Athletes will be paid on the 15th of each calendar month.
4. Centralized Athletes placed on the injured list shall continue to receive the Stipends on the condition that the rights and obligations contained in the Athlete Agreement continue to be observed and all rehabilitation and Fit to Play Protocols are adhered to, including attending such sessions as reasonably required by the Head Coach and medical team.
5. In the event that a Centralized Athlete should reach a milestone that triggers a move up from one APS Category to another, the APS shall be adjusted accordingly from the month immediately following the milestone.

MEAL ALLOWANCE

The following Meal Allowances will be provided to Athletes at a Camp, Tour or Appearance when meals are not provided by USAFH. This includes travel days.

If the Camp or Tour or Appearance is within the Centralized Environment, only Decentralized Athletes will receive the Meal Allowance.

- Breakfast \$10
- Lunch \$10
- Dinner \$20

WOMEN’S NATIONAL TEAM (WNT) TRAVEL POLICY

This Travel Policy covers all WNT athletes as well as any athletes (Women’s Development Team (WDT) / Women’s Junior Team (WJT) or other) that are requested to attend a WNT Camp or Tour. This travel policy does not cover WDT or WJT events that are separate from the WNT. Any queries around travel requirements that are not covered by this policy will be resolved by the Sr. High Performance Manager.

Definitions

Appearance	Non-commercial appearances as reasonably required by USAFH for promotional activities as outlined in the WNT Athlete Handbook and Agreement
Centralized Environment	Charlotte, North Carolina
General Training	The standard centralized training program outside of a designated WNT Camp or Tour

Travel Cost Equivalent	The travel cost equivalent amount will be calculated on the day the travel is booked, or 4 weeks from the travel date, whichever is earliest.
UNCC	University of North Carolina Charlotte
USAFH Mileage Reimbursement Rate	As determined by USAFH; presently \$0.50 per mile
Usual Location	Either where you live or where you go to college, for centralized athletes this is Charlotte
Camp or Tour	Any USAFHWHP event that involves a selection process or is designated as required attendance for athletes
WNT Annual Selection Trial	The event required by USOPC for entry into the WNT Squad

Travel to and From the Centralized Environment

- For all athletes, travel to and from the Centralized Environment for General Training is at the expense of the athlete.

Travel To and From a WNT Camp or Tour, or the WNT Annual Selection Trial

- For athletes selected to attend a WNT Camp or Tour (other than in Charlotte):
 - Car Travel
 - Athletes within a 360-mile radius of the venue will be expected to drive and carpool at the discretion of the WNT Manager
 - The cost of the car travel to, from and throughout will be covered by USAFH in accordance with the USAFH Mileage Reimbursement Rate
 - Air Travel
 - Athletes outside of the 360-mile radius, that are usually based in Charlotte will be reimbursed for flights up to the Travel Cost Equivalent from Charlotte
 - Athletes outside of the 360-mile radius, that are not usually based in Charlotte will be reimbursed for flights up to the Travel Cost Equivalent from their Usual Location

- If a WNT athlete not currently receiving a stipend is invited to travel to Charlotte for a National Team activity, travel costs will be covered by USAFH.

Travel To and From a Significant Personal Event During a WNT Tour or Camp, or WNT Annual Selection Trial

- In the event an athlete is permitted to travel to a significant personal event during a WNT Camp or Tour, the athlete must cover the travel cost associated with the event.

Travel to and from a promotional Appearance reasonably required by USAFH

- Car Travel
 - The cost of the car travel to, from and throughout will be covered by USAFH in accordance with the USAFH Mileage Reimbursement Rate.
- Air Travel
 - The cost of flights will be covered by USAFH.
 - The cost of travel to and from the airport will be covered by USAFH.

SERVICES PROVIDED TO MEN'S NATIONAL TEAM ATHLETE

ELIGIBILITY FOR SELECTION

To be eligible for selection to the USAFHMNT, the Athlete must be a member in good standing of USAFH and be eligible, or in the process of becoming eligible, to compete for the USA at the Olympic Games and must therefore satisfy, or be in the process of satisfying, the eligibility requirements of the IOC, USOPC and the FIH.

To be eligible for selection for FIH Events and USOPC Targeted Tournaments, the Athlete must be a member in good standing of USAFH; be a national of the USA; hold a valid, current US Passport; and satisfy the requirements of the FIH eligibility code found at [FIH Eligibility Code.pdf](#)

Athlete identification Opportunities

Athletes meeting the eligibility requirements may be selected to join the USAFHMNT based on observations of the annual Men's National Team Invitational Trial in accordance with the Selection Criteria.

In addition, athletes meeting the eligibility requirements may be selected to join the USAFHMNT at any point in time based on the Selection Criteria through ongoing observation at any events that USAFH eligible athletes are competing in, including domestic, international, club, or indoor matches.

Selection Panel and Selection Committee

The Selection Panel for the USAFHMNT and FIH Events is:

- a. MNT Head Coach
- b. MNT Assistant Coach
- c. High Performance Director
- d. Up to two specialists as appointed by the Head Coach

Final selection decisions for the USAFHMNT and FIH Events will be made by the Head Coach.

The Selection Committee for USOPC Targeted Tournaments (Pan American Games and Olympic Games) is:

- a. MNT Head Coach
- b. USA Field Hockey Athlete's Advisory Council Representative
- c. USA Field Hockey High Performance Director

The athletes who will be selected as part of a team for a Pan American Games or an Olympic Games will be recommended by the Head Coach to the Selection Committee for finalization.

Notification of Selection Decisions

Athletes will be notified of their selection or non-selection prior to public announcement through an agreed method of communication.

The Head Coach will be available to discuss the selection outcomes with affected athletes. Non-selected athletes have the option for discussions to be witnessed and documented by another USAFH staff member. Athletes also have a right to a hearing under USAFH Bylaw Article 17.1 or USOPC Bylaws, Section 9.

USAFHMNT Selection Criteria

This criteria is intended to provide transparency as to the factors which contribute to the selection for the USAFHMNT.

The multi-faceted nature of team sport makes objective criteria difficult to define, and thus there will be a significant component of subjective decision making within any selection process. The criteria below are weighted against the requirements of a senior international player at Olympic podium level.

The length and intensity of the program surrounding senior international hockey requires self-motivated, self-disciplined, dedicated players who only require themselves to motivate their training and play. The pride and passion of players representing their country should be evident to all in what they do day-to-day.

In addition, the areas set out below are those identified by the Head Coach and Selection Panel as fundamental to selection for the Team USA.

- a. Technical
 - I. Demonstrates sound basic skills under pressure
 - II. A high-level proficiency in one playing line, and an ability to effectively play more than one position across and through playing lines
 - III. Demonstrates a high level of technical skill relevant to their primary playing position
 - IV. High level set piece skills in both attack and defense
- b. Tactical
 - I. Understands and implements tactical instructions
 - II. Learns and is aware of options within a system of play
 - III. Understands playing philosophy; believes in it and commits to it
 - IV. Demonstrates an ability to make sound decisions under pressure
- c. Physical
 - I. Athletically capable
 - II. Positive work ethic, both on and off pitch
 - III. Physically robust in tournament scenarios and challenging climactic conditions
- d. Mental
 - I. Takes individual responsibility
 - II. Has a high level of self-awareness
 - III. Open minded to new ideas and concepts
 - IV. Selfless, supportive in attitude towards team members and staff both on and off pitch

e. Impact

- I. Consistently has a positive impact on the outcome of matches played
- II. Positively contributes to the balance of strengths and capabilities in the squad
- III. Commits to the program and embraces team values and culture
- IV. Consistently demonstrates and delivers high performance behaviors and standards

PROGRAM SUPPORT

USA Field Hockey will provide the following package of Program Support to the members of the USAFH Men's National Team (USAFHMNT) during the Membership Period. The Program Support services are designed to support the Athlete in delivering the personal performance and development goals agreed in the Athlete's Performance Plan, therefore, the level or amount by which each Athlete is entitled to enjoy any of the benefits is determined on a case-by-case basis:

- Training and competition opportunities.
- Coaching support, including Performance Plans.
- Team clothing and equipment.
- Physical preparation support.
- Medical services and insurance for injuries sustained during USAFHWHPP field hockey activities when training or playing, whether home or abroad.
- Lifestyle management and personal development support ("Performance Lifestyle").
- Where appropriate, travel and accommodation at camps, events and competitions as designated by the NGB, including travel insurance to overseas events and competitions.

Provided that the Athlete complies with all the terms and conditions within the Athlete Agreement, the NGB will:

- Pay or promptly reimburse (subject to the Athlete providing satisfactory evidence of expense):
 - the centralized Athlete's USAFHMNT related out-of-pocket medical expenses remaining after all insurance claims have been filed for, including required annual physical testing, agreed preventative procedures, injury diagnosis and management (for injuries that occurred whilst undertaking MNT activities)
 - Travel expenses incurred in accordance with WOMEN'S NATIONAL TEAM (WNT) in the Athlete Agreement.
 - The Meal Allowance in accordance with SCHEDULE 2 in the Athlete Agreement.
- Make payments by direct deposit to an account designated by Athlete.

ELITE ATHLETE HEALTH INSURANCE

In addition to the medical services and insurance provided directly by the NGB, facilitate the USOPC to provide EAHI to eligible Athletes under the USOPC's approved NGB criteria. The NGB's allocation for EAHI for 2025 is for a maximum of 6 athletes. EAHI offers will be extended to the Men's Senior National Team, with slot allocation ranking based on the highest number of caps (international games played) on the team annually at the time of selection. If slots remain after the top 6 athletes have either accepted or declined, those slots shall be offered to those next in the rankings. This criterion is subject to change with notice. Athletes eligible for EAHI will be notified by the USOPC.

MEAL ALLOWANCE

The following Meal Allowance will be provided to Athletes at a Camp, Tour or Appearance when meals are not provided by USAFH. This includes travel days.

If the Camp or Tour or Appearance is within the Centralized Environment, only Decentralized Athletes will receive the Meal Allowance.

Breakfast \$10

Lunch \$10

Dinner \$20

MEN'S NATIONAL TEAM (MNT) TRAVEL POLICY

This Travel Policy covers all USAFHMNT athletes as well as any athletes (Men's Development Team (MDT) / Men's Junior Team (MJT) or other) that are requested to attend a MNT Camp or Tour. This travel policy does not cover MDT or MJT events that are separate from the MNT. Any queries around travel requirements that are not covered by this policy will be resolved by the Sr. High Performance Manager.

Definitions

Appearance	Non-commercial appearances as reasonably required by USAFH for promotional activities as outlined in the MNT Athlete Handbook and Agreement
Centralized Environment	Charlotte, North Carolina
USAFH Mileage Reimbursement Rate	As determined by USAFH Director of Finance from time to time. Presently \$0.50 per mile
Camp or Tour	Any USAFHMNT event that involves a selection process or is designated as required attendance for athletes

Travel to and From the Centralized Environment, and Camps/Tours:

- For all USAFHMNT athletes, travel to and from the Centralized Environment for mandatory training, camps/tours is covered by USAFH. All air travel will be completed via international/major hubs, unless pre-approved by Head Coach and Sr. High Performance Manager.
- For all USAFHMNT athletes, travel to and from the Centralized Environment for non-mandatory training events is at the expense of the athlete.

Travel to and from a promotional Appearance, approved by the Head Coach, reasonably required by USAFH:

- Car Travel
 - The cost of the car travel to, from and throughout will be covered by USAFH in accordance with the USAFH Mileage Reimbursement Rate, in the event the requesting party doesn't offer costs
- Air Travel
 - The cost of flights will be covered by USAFH in the event the requesting party doesn't offer costs.
 - The cost of travel to and from the airport will only be covered in the event the requesting party offers this.