

Attendance List
 Executive Board Meeting 149
 Munich/GER

DAHLIN, Olle	IBU	President
HAMZA, Jiri	IBU	First Vice President ¹ (1-10)
LEISTNER, Klaus	IBU	Vice President Finances ² (1-10)
BOYGARD, Tore	IBU	Executive Board Member
CARRABRE, Jim	IBU	Executive Board Member (1-10)
COBB, Max	IBU	Executive Board Member
EGAN, Clare	IBU	Executive Board Member (by phone 4 V and 10 I)
GERASIMUK, Dagmara	IBU	Executive Board Member
LEHOTAN, Ivor	IBU	Executive Board Member
STEINLE, Franz	IBU	Executive Board Member
CARLSSON, Niklas	IBU	Secretary General ³ (SG)
<u>Guests:</u>		
KOKSVIK, Alf	IBU	Former Interim Secretary General (1-10)
BITTERLING, Felix	IBU	Sports Director (SD)
NETZLE, Stephan		Ext. Legal Council (4 V a)
TAYLOR, Jonathan (QC)	ERC	Chair of the ERC (4 IV)
PAGÉ, Lauren		Legal Secretary ERC (4 IV)
WINKLER, Christian	IBU	Communications Director (CD) - Minutes Keeper

¹ Further as First VP ² Further referred to as VP Finances ³ Further referred to as ISG ⁴ Further referred to as SG

AGENDA

IBU Executive Board Meeting 149

18 & 20 October, Munich/GER

1. [President's welcome](#)
2. [Approval of agenda items](#)
3. [Confirmation of EB minutes 148/2019](#)
4. [Reports](#)
 - I. President
 - a. WCH Laser Run UIPM
 - b. OC Meeting Antholz
 - II. Other EB-members
 - III. Secretary General
 - IV. External Review Commission, interim report no. 8 (J.Taylor)
 - V. Anti-Doping,
 - a. report External Legal Counsel (S. Netzle)
 - b. report "Criteria Follow-up RBU" (F.Steinle)
 - VI. Media- and Sponsorships rights
5. [Finances](#)
 - I. Report: Follow-up, May-Sept 2019/20 (N.Carlsson)
 - II. Report: Follow-up, Financial Reserves (O.Dahlin/K.Leistner)
 - III. Report: New Head-office (K.Leistner)
 - IV. Decision: PP-bonus (basis 2018/19)
 - V. Decision: Request for support Alpencup
 - VI. Decision: Additional Financial Support
6. [Development](#)
 - I. Report: Recruitment "Head of Development"
7. [Sport](#)
 - I. Decision: Season calendar 2020/21: adjustment WC 7 & 8 (OWG Test Event - China)
 - II. Season End Parties at WC, IBU Cup & Junior Cup
 - III. New Venue SB WCH 2020
 - IV. Date/Time frame SB WCH 2021 - Nove Mesto nM/CZE
8. [Legal](#)
 - I. Decision: Austrian motion regarding 41.2 and 41.3, proposal of simplified wording
9. [Communication](#)
 - I. Decision: Olympic Channel
10. [Miscellaneous](#)
 - I. Extraordinary Congress 2019, 18-20.10 2019 Munich/GER
 - II. TC-Meeting, 8-10 Nov, Munich/GER
 - III. Medical meeting, proposal (agenda + budget)
 - IV. OC Meeting, Pokljuka (SLO)
 - V. EB-meetings;
 - a. EB, 25-26 Nov, Munich start 10:00, end 16:00, Munich
 - b. EB, 17 Feb 2020, Antholz/ITA
 - c. EB, 6-7 June 2020, tbd
 - d. EB, 18-19 July 2020, tbd
 - e. EB, 10 Sept 2020, Prague/CZE
 - f. IBU Congress, 11-13 Sept 2020, Prague/CZE
 - VI. External meetings
 - a. EOC Gen. Assembly, 25-26 Oct, Warsaw/POL
 - b. IF Forum, 28-30 Oct, Lausanne/SUI

- c. World Conference on Doping in Sport, 5-7 Nov, Katowice/POL

Continued EB-meeting after XO-Congress, 20 Oct 2019

11. Others

- I. NF Changes
 - a. SRB
 - b. SUI
 - c. BEL
 - d. BIH
 - e. RUS
 - II. IBU Membership applications
 - a. Iceland
 - b. Kuwait
 - c. Mexico
 - III. BIU-Board, EB-representative
 - IV. BIU Board Agreements
 - V. CAS ADD Agreement
 - VI. Letter to IBU regarding NF AUS
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Minutes

IBU Executive Board Meeting 149

Munich/GER

1. President's welcome

- The President welcomed the Executive Board members to the 149th IBU Executive Board meeting in Munich/GER. A special welcome went to former Interim Secretary General Alf Koksvik.

2. Approval of agenda items

- The agenda was approved as listed above.

3. Confirmation of EB minutes 148/2019

- The minutes were approved without any comment.

4. Reports

- I. President
 - a. WCH Laser Run UIPM

- The President reported from the UIPM WCH in Budapest/HUN, where the President attended the Penthalon and the Laser Run competition. According to the President this competition with a laser pistol is especially used for the recruitment of athletes for the sport. The President also reported that he gave an appreciated speech at the UIPM Gala Event with several IOC Members and IF Presidents present.

b. OC Meeting Antholz/ITA

- The President reported from the very positive OC meeting, which was chaired and prepared by the SD and CD. Round-table sessions were held around Sustainability and Social Media. The EB was informed that these meetings will be held annually from this year on.

II. Other EB-members

- EB Member Ivor Lehotan reported from his attendance with RD IBU Cup Kristjan Oja at the GAISF World Urban Games in Budapest/HUN. He informed the EB to be prepared for a winter version of the event as this is the trend in international sports.
- Lehotan also reported about the presence of the IBU at the Forum Nordicum in Antholz/ITA. Together with the SD and CD, he participated in panel discussions and presentations of the IBU to international Nordic ski journalists. According to Lehotan, the IBU needs to think about the way of participation in the future.

III. Secretary General

- The SG submitted a written report concerning the situation at the HQ. The SG raised concerns about the expectations on implementations of the commitments under the new Constitution and the Strategic Plan for which resources need to be adapted accordingly.
- The SG reported that he has now formally ended his engagement with FIS.
- The SG reported about assessment reports on good governance by international organisations like Play the Games and ASOIF. There will be improvement in the IBU score in the future under the new constitution but actions need to be implemented.

IV. External Review Commission, interim report no. 8 (J.Taylor, L. Page)

Jonathan Taylor presented the EB the interim report no. 8 of the External Review Commission (ERC). The report is published on the IBU [website](#).

V. Anti-Doping

- a. report External Legal Counsel (S. Netzle)

- Stephan Netzle informed the EB about the latest developments in the cases and investigations against Russian athletes based on the Moscow LIMS Data.
- The EB agreed in this regard that ongoing cases will stay with the ADHP, which will be dissolved after the cases are closed, and that any new cases would go to the Biathlon Integrity Unit/CAS ADD according to the new Constitution.
 - b. report "Criteria Follow-up RBU" (F.Steinle)
- Nothing to report since the last EB phone meeting. No answer has been received by the RBU to a letter which was sent to the NF detailing the criteria status.

VI. Media- and Sponsorships rights

- The SG reported about the current status of the negotiations for new media and sponsorship rights contracts, which have started by the IBU negotiation group. The update included the schedule for further proceedings. The EB started to discuss the National Federations to which the frames of the media and marketing contracts will be presented before the signature.

5. Finances

I. Report: Follow-up, May-Sept 2019/20 (N.Carlsson)

- The EB reviewed the financial report for the period May-Sept 2019 in a follow-up to the previous EB meeting 148.

II. Report: Follow-up, Financial Reserves (O.Dahlin/K.Leistner)

- The EB reviewed the monthly report of the financial reserves dated 30 September 2019. The VP Finances informed the EB about latest changes in the portfolio and interactions with the bank.
- The EB agreed to a proposal by the VP Finances about an enhanced baggage insurance for officials traveling for IBU and additional outfits for officials representing IBU.

III. Report: New Head-office (K.Leistner)

- The VP Finance informed the EB that the renting contract for the new HQ in Anif near Salzburg has been signed and registered. He expressed his hopes to be able to buy the facilities at a later point.
- The SD added that there will be a meeting with the architect to start the process of refurbishing for a move in May-June 2020.

IV. Decision: PP-bonus (basis 2018/19)

- The EB decided to confirm the presented proposal, which is attached as Annex 1 to these minutes. It was pointed out, that the PP-bonus will be a part of the review of NF Financial Support structure, so the NFs can't calculate with the same set-up the future.

V. Decision: Request for support Alpencup

- The Sports Director presented the submitted request for support of the Alpencup (by the NF SUI on behalf of all the Alpine NFs). The EB decided not to financially support the Alpencup for this time but will review such possibility again after the new IBU Development Support-system including a definition of regions has been finalized.

VI. Decision: Additional Financial Support

- The EB decided that the amount of € 1 Million will be distributed as additional support to NFs. The EB tasked the IBU HQ - with the support of EB Member Dagmara Gerasimuk - to come up with a proposal for distribution principles for the next EB meeting.

6. Development

I. Report: Recruitment "Head of Development"

- The SG informed the EB about the recruitment process for the job opening of the IBU Development Director.

7. Sport

I. Decision: Season calendar 2020/21: adjustment WC 7 & 8 (OWG Test Event - China)

- The EB decided to change the competition schedule for the season 2020/2021 switching the WC events in Beijing and Nove Mesto in order to allow the OWG test competition to take place at the same time as the OWG. The new season calendar is attached to these minutes as Annex 2.

II. Season End Celebrations at WC, IBU Cup & Junior Cup

- The EB decided to grant € 37.500 to support season end celebrations for the athletes of all three IBU competition series, distributed to the hosts of the season finals as follows: WC 25.000€, IBU Cup 7500€ and IBU Junior Cup 5000€

III. New Venue SB WCH 2020

- After good faith discussions between the IBU and the OC Kontiolahti it was decided by mutual consent to reallocate the SB WCH 2020.
- Background of decision: the OC Kontiolahti is already hosting two World Cup events during the calendar year 2020 including the new season opening and this decision will allow more focus on these important events.
- The Sports Director has informed the EB that Ruhpolding/GER and the NF Germany have agreed to take over this event on a short notice.

The EB therefore decided to reallocate the SB WCH 2020 to Ruhpolding/GER to be held from 20-23.08.2020. The exact competition schedule will be set in coordination with the EBU and shall be discussed at the Technical Committee afterwards.

IV. Date/Time frame SB WCH 2021 - Nove Mesto nM/CZE

- The SB WCH 2021 which was already assigned to Nove Mesto na Morave/CZE (EB 141, Nov. 2018) will take place from 26-29.08.2021.

8. Legal

I. Austrian motion regarding art. 41.2 and 41.3, proposal of simplified wording

- The EB decided to delete clause 41.3. of the draft Constitution put in front of Congress and to simplify the wording art. 41.2 according to the motions received from the NF Austria.
- Concerning the Austrian motion on the VP Finances, the EB decided to change the draft constitution put to Congress, to modify the position of VP Finance, now named Treasurer; will "focus on strategy and consultations", in the new Constitution. It was also agreed to suggest that the Treasurer will be elected by the Congress. For legal representation it was added; "The Executive Board may decide from time to time as a matter of internal policy that only specified elected members of the Executive Board will exercise this power".

9. Communications

I. Olympic Channel

- The EB decided to sign an MoU with the Olympic Channel after consultations with EBU.

10. Miscellaneous

I. Extraordinary Congress 2019, 18-20 Oct 2019 Munich/GER

- The SG updated the EB about the latest developments concerning the Congress.
- II. TC-Meeting, 8-10 Nov 2019, Munich/GER
- The meeting was confirmed for Munich.
- III. Medical meeting, proposal (agenda + budget)
- Moved to next EB meeting.
- IV. OC Meeting, Pokljuka (SLO)
- The SD informed the EB that the organisers in Pokljuka are checking dates. The administration was tasked to create a meeting calendar for the year 2020.
- V. EB-Meetings
- The following dates have been set/provisionally set for 2020:
 - a. EB 150, 25-26 Nov, start 10:00, end 16:00, Munich/GER
 - b. EB, 17 Feb 2020, Antholz/ITA
 - c. EB, 6-7 June 2020, Salzburg/AUT(new IBU HQ)
 - d. EB, 18-19 July 2020, tbd
 - e. EB, 03 Sept 2020, Prague/CZE
 - f. IBU Congress, 4-6 Sept 2020, Prague/CZE
- VI. External meetings
- The following external meetings will be attended by IBU representatives:
 - g. EOC Gen. Assembly, 25-26 Oct, Warsaw/POL (President)
 - h. IF Forum/AIOWF-meeting, 28-30 Oct, Lausanne/SUI (President/SG)
 - i. World Conference on Doping in Sport, 5-7 Nov, Katowice/POL (President, D.Gerasimuk, SG, Interim AD Manager, AD Legal Counsel)
 - j. IOC Medical Meeting, 10-11 March, Monaco (J. Carrabre)

The EB meeting 149 continued after the closure of the Extraordinary Congress on 20 Oct 2019.

11. Other

- I. NF Changes (according to new IBU Constitution Art. 6.1.9)
- The Executive Board discussed the requests for changes of nationality as received by the IBU. Four of the five requests were approved, one was denied as the new Constitution doesn't allow several changes of nationality for one athlete.

- a. Ekaterina Avvakumova from KOR to SRB (denied acc. to new IBU Constitution)
 - b. Jason Drezet from FRA to SUI (approved)
 - c. Lotte Lie from NOR to BEL (approved)
 - d. Anastasija Vojinovic from SRB to BIH (approved)
 - e. Dionis Roduner from KAZ to RUS (approved)
- A working group consisting of the EB members Cobb and Steinle, the SG and SD was tasked with working out an exact definition of “close link” (to a possible new country) as mentioned in the IBU Constitution for being able to handle future request of nationality changes in a proper and transparent way.
- II. IBU Membership applications
- The EB decided on the following applications for IBU Membership in accordance with the provision in the new constitution.
 - a. Iceland (Provisional Member)
 - b. Mexico (Provisional Member)
 - c. Kuwait (no decision as more information has to be collected)
- III. BIU-Board, EB-representative
- The EB appointed EB Member Franz Steinle as representative of the IBU Executive Board to the BIU Board. This mandate will last at least until the Executive Board meeting at the 14th Regular IBU Congress in Prague/CZE.
- IV. BIU Board Agreements
- The EB approved the BIU Board Agreements.
- V. CAS ADD Agreement
- The EB approved the CAS ADD agreement.
- VI. Letter to IBU regarding NF AUS
- The EB tasked the administration to handle the conflict according to the new Constitution.

The Executive Board also updated the EB representation schedule for the season 2019/2020. The assignments are stated in Annex 3 (WCH 2020) and Annex 4 (other IBU events) of these minutes.

Further it was decided that the IBU will send an official letter to the RBU concerning public comments made by the RBU on nations' voting on the Russian re-instatement during the Congress.

Finally the EB decided to make the minutes public on the website.

Secretary General



Niklas Carlsson
(IBU Secretary General)

President



Olle Dahlin
(IBU President)

List of Annexes

- Annex 1 - Minutes from EB Meeting 27/9
- Annex 2 - PP Bonus 2019
- Annex 3 - Revised WC Calendars 2020-2022
- Annex 4 - EB Representatives WCH 2020 Antholz/ITA
- Annex 5 - EB Representatives Other IBU Events 2019/20



Attendance List

Part of Executive Board Meeting 149

Antholz/ITA

DAHLIN, Olle	SWE	President	Hotel
HAMZA, Jiri	CZE	First Vice President ¹ (1-4,7-8)	Not present
LEISTNER, Klaus	AUT	Vice President Finances ² (5,9)	Hotel
BOYGARD, Tore	NOR	Executive Board Member	Phone
CARRABRE, Jim	CAN	Executive Board Member (1-8)	Not present
COBB, Max	USA	Executive Board Member	Phone
EGAN, Clare	USA	Executive Board Member	Hotel
GERASIMUK, Dagmara	POL	Executive Board Member	Phone
LEHOTAN, Ivor	SVK	Executive Board Member	Hotel
STEINLE, Franz	GER	Executive Board Member	Phone
CARLSSON, Niklas	IBU	Secretary General ³	Hotel

Guests:

BITTERLING, Felix	IBU	Sports Director	Hotel
WINKLER; Christian	IBU	Communication Director	Hotel

Minutes

1. EB Phone Meeting Minutes as an Annex to be added to the Minutes of EB minutes 149
 - a. NF-Motions
 - b. Working Group "RBU Reinstatement Criteria"
 - c. Strategic Plan, presentation Extraordinary Congress

2. Agenda was adopted as above

3. Motion:

The NF-motions were discussed and the EB-arguments was decided upon, see appendix1

4. RBU/IBU Working Group Report (Franz Steinle)

Franz Steinle reported from the Working Group meeting in Moscow, 23 September 2019. After this report, the EB decided to stay with its decision made at the EB meeting 148 in Munich, "the EB are not ready to propose a re-instatement. This position is based on that several criteria's are ongoing but not completed"

The EB tasked IBU Anti-Doping Manager Sarah Fusseck to prepare a report for the Congress on the status of the criteria for RBU re-instatement

5. "Target 26" – Strategy Presentation

The EB discussed and decided upon the details of the presentation of the strategic plan "Target 26" for the Congress.



Annex 2 EB Minutes PP Bonus

NF	2019	Remark 2019
AUT	80 000	1 WC
BLR	30 000	OECH
BRA		
BUL		
CAN	80 000	1 WC
CZE	80 000	1 WC
EST		
FIN		
FR A		
GER	240 000	2 WC
ITA	40 000	1 WC
KOR		
NOR	120 000	1 WC
POL		
ROU		
RUS		
SLO	80 000	1 WC
SVK	40 000	YJWCH
SWE	90 000	WCH
UKR		
USA	80 000	1 WC
	960 000	

Annex 3_EB 149_Munich_10.2019
Update

**Based on EB Decision/Calendars - Meeting 146/Znojmo-CZE
Changes in RED.**

!!! New !!!

BMW IBU World Cup Biathlon - Calendar 2020/2021

1	27 Nov - 29 Nov 2020	Kontiolahti/FIN
2	30 Nov - 06 Dec 2020	Östersund
2	7 -13 December 2020	Hochfilzen (AUT)
3	14 -20 December 2020	Annecy/Le Grand Bornand (FRA)
4	04 -10 January 2021	Oberhof (GER)
5	11 - 17 January 2021	Ruhpolding (GER)
6	18 - 24 January 2021	Antholz (ITA)
WCH	11 - 21 February 2021	Pokljuka (SLO)
7	23 Feb - 01 March 2021*	Beijing (CHN)
8	08 -14 March 2021	Nove Mesto nM (CZE)
9	16 - 21 March 2021	Oslo (NOR)

*Competitions in China on Saturday, Sunday, Monday.

This shall give the teams at least one day to rest after the WCH before they fly out to China. After the Beijing WC is then enough time anyways before the WC in Nove Mesto nM/CZE starts, so a return on Tuesday March 2nd shall not be a problem.

BMW IBU World Cup Biathlon - Calendar 2021/2022

1(SO)	19 - 21 Nov 2021	Kontiolahti (FIN)
2	23 - 28 Nov 2021	Östersund (SWE)
3	06 -12 December 2021	Hochfilzen (AUT)
4	13 -19 December 2021	Annecy/Le Grand Bornand (FRA)
5	03 - 09 January 2022	Oberhof (GER)
6	10 - 16 January 2022	Ruhpolding (GER)
7	17 - 23 January 2022	Antholz (ITA)
OWG	04 - 20 February 2022	Beijing (CHN)
8	28 Feb - 06 Mar 2022	Minsk-Raubichi (BLR)
9	07 -13 March 2022	Otepää (EST)
10	14 - 20 March 2022	Oslo (NOR)



Annex5_EB149_Munich_10.2019

IBU EB Representatives WCH Antholz February 2020

Thursday, 13 February 2020	BWCH	Antholz, ITA	MIX R w	Olle Dahlin
Friday, 14 February 2020	BWCH	Antholz, ITA	SPR W	Ivor Lehotan
Saturday, 15 February 2020	BWCH	Antholz, ITA	SPR M	Jim Carrabre
Sunday, 16 February 2020	BWCH	Antholz, ITA	PUR W	Franz Steinle
			PUR M	Tore Boygard
Tuesday, 18 February 2020	BWCH	Antholz, ITA	IND W	Dagmara Gerasimuk
Wednesday, 19 February 2020	BWCH	Antholz, ITA	IND M	Clare Egan
Thursday, 20 February 2020	BWCH	Antholz, ITA	SMI R w	Max Cobb
Saturday, 22 February 2020	BWCH	Antholz, ITA	REL W	Olle Dahlin
			REL M	Klaus Leistner
Sunday, 23 February 2020	BWCH	Antholz, ITA	MAS W	Jiri Hamza
			MAS M	Niklas Carlsson



IBU EB Representatives Season 2019-20 (separate plan for WCH)

Annex 5_EB 149_Munich_10.2019

<i>IBU Events - Overview</i>										
Season 2019/20	Date	EB Rep.	WC/WCH	Date	EB Rep.	IBU Cup/OECH	Date	EB Rep.	JC/YJWCH	
NOV	1									
	2									
	3									
	4			25.11.-01.12.2019	Tore Boygard	Sjusjoen				
DEC	1	01.-08.12.2019	Olle Dahlin	Östersund						
	2	12.-15.12.2019	Klaus Leistner	Hochfilzen	09.-15.12.2019	Ridnaun	10.-15.12.2019	Max Cobb	Pokljuka	
	3	16.-22.12.2019	Max Cobb	Annecy LGB	16.-21.12.2019	Ivor Lehotan	Obertilliach	17.-21.12.2019	Martell	
	4									
JAN	1	06.-12.01.2020	Jim Carrabre	Oberhof	06.-12.01.2020	Osrblie	08.01.-15.01.2020	Olle Dahlin	YOG 2020 - Lausanne	
	2	13.-19.01.2020	Franz Steinle	Ruhpolding	13.-18.01.2020	Duszniki Zdroj				
	3	20.-26.01.2020	Jiri Hamza	Pokljuka						
	4							25.01.-02.02.2020	Dagmara Gerasimuk	YJWCH - Lenzerheide
FEB	1				03.-09.02.2020	Franz Steinle	Arber			
	2	12.-23.02.2020	Olle Dahlin all EB Members	WCH Antholz	10.-15.02.2020		Martell			
	3									
	4				24.02.-01.03.2020	Niklas Carlsson	OECH Otepää			
MAR	1	02.-08.03.2020	Ivor Lehotan	Nove Mesto nM	02.-08.03.2020		Minsk-Raubichi	04.03.-07.03.2020	Arber	
	2	09.-15.03.2020	Tore Boygard	Kontiolahti				09.03.-15.03.2020	Dagmara Gerasimuk	JOECH Hochfilzen
	3	16.-22.03.2020	Tore Boygard	Oslo						