



Attendance List

Executive Board Meeting 152

7 May 2020, 3-5 pm (CET), videoconference

|                     |     |   |
|---------------------|-----|---|
| DAHLIN, Olle        | IBU | President                                   |
| HAMZA, Jiri         | IBU | Vice President <sup>1</sup> (except 4.1.)   |
| LEISTNER, Klaus     | IBU | Treasurer                                   |
| BOYGARD, Tore       | IBU | Executive Board Member                      |
| CARRABRE, Jim       | IBU | Executive Board Member                      |
| COBB, Max           | IBU | Executive Board Member                      |
| EGAN, Clare         | IBU | Executive Board Member                      |
| LEHOTAN, Ivor       | IBU | Executive Board Member                      |
| STEINLE, Franz      | IBU | Executive Board Member                      |
| CARLSSON, Niklas    | IBU | Secretary General <sup>2</sup>              |
| <u>Guests:</u>      |     |   |
| BITTERLING, Felix   | IBU | Sports & Event Director (SD)                |
| GERASIMUK, Dagmara  | IBU | Development Director                        |
| WINKLER, Christian  | IBU | Communications Director<br>(Minutes Keeper) |
| EIDENHAMMER, Margit | IBU | Head of Finance and<br>Administration       |

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<sup>1</sup> Further as First VP <sup>2</sup> Further referred to as VP Finances <sup>3</sup> Further referred to as SG <sup>4</sup> Further referred to as SG

## AGENDA

### Executive Board Meeting 152 (videoconference)

1. [President's welcome](#)
  2. [Approval of agenda items](#)
  3. [Reports, Overall and Strategy](#)
    - I. Report: IBU-organisation (N.Carlsson)
    - II. Report: Target 26 (N.Carlsson)
      - a. Report: IBU Academy Expert Group (D. Gerasimuk)
    - III. Report: Biathlon Integrity Unit (BIU) (F.Steinle)
    - IV. Report: Congress (N.Carlsson)
  4. [Finance and Administration](#)
    - I. Decision: Extra financial support for WC 7-9
    - II. Decision: Request for return of "Bidding fee" WCH 2021 from Tyumen (N.Carlsson)
  5. [Sport](#)
    - I. Report: WG fluor (M.Cobb)
    - II. Decision: Calendar IBU Cup 20/21, IBU Junior Cup 20/21 (F. Bitterling)
    - III. Decision: Holmenkollen (NOR) late application for the WCH 2025 (F. Bitterling)
  6. [Meetings](#)
    - I. EB-meetings
      - a. EB, 6-7 June 2020, Anif-Salzburg/AUT
      - b. EB, 18-19 July 2020, Allendorf/GER
      - c. EB, 10 Sept 2020, Prague/CZE
    - II. Other IBU-meetings
      - a. IBU Congress, 10-13 Sept 2020, Prague/CZE
      - b. OC Meeting, 2-4 Oct, Pokljuka/SLO
      - c. Medical Seminar
    - III. External meetings
      - a. IF Forum, 4-6 Nov 2020, Lausanne/SUI
        1. GAISF, General Assembly
        2. AIOWF, General Assembly
  7. [Misc](#)
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## Minutes

### IBU Executive Board Meeting 152 (videoconference)

1. [President's welcome](#)
  - The President welcomed the Executive Board members to the 152nd IBU Executive Board meeting via videoconference. It was agreed that the meeting

152 will be held in two parts, the first as videoconference on 7 May, the second on 6-7 June also in digital sessions.

## 2. Approval of agenda items

- Tore Boygard raised the topic of conflict of interest on Agenda item 4 and 5 for EB Members, who are nationals from the concerned OCs. The VP agreed not to participate in the discussion on agenda item 4.1., it was agreed that Tore Boygaard can participate in the discussion on 4.1 and 5.3. as he holds no office in NF NOR nor Holmenkollen OC.
- The SG will present rules/procedures for potential conflict of interest issues for the next EB meeting.
- The agenda was approved as detailed above.

## 3. Reports, Overall and Strategy

### I. IBU-organisation (SG)

- The SG informed the EB about latest developments in the administration including staff changes and the relocation of the Headquarters. Even under aggravating circumstances with COVID-19, the administration worked without interruption.
- Sports Director Felix Bitterling updated the EB on the situation about the SBWCH in Ruhpolding. The IBU is in a constant dialogue with the OC Ruhpolding and the NF GER about how to interpret the government regulations. It was decided to take a final decision in the EB on 6-7 June.

### II. Target 26

#### a. General Report (SG)

- The SG updated the EB on the progress made in different fields of Target 26. Initial findings in focus areas like the digital strategy, development, NF involvement will be presented at the meeting in June.

#### b. IBU Academy Expert Group (D. Gerasimuk)

- Dagmara Gerasimuk informed the EB about the setup of the IBU Academy Expert Group, who will guide the building of the academy with their experience. The group will consist of ten members.

### III. Biathlon Integrity Unit (F. Steinle)

- EB Member Franz Steinle updated the EB about the progress made in the Biathlon Integrity Unit since the last EB meeting in Anthloz in February.
- He reported that the Unit has focused on strategic planning, structuring the Unit, recruiting staff and upgrading communication efforts. Steinle also addressed the staff changes within the BIU and the revision of the IBU Integrity Code in accordance with the revised WADA Code.

#### IV. Congress (SG)

- Planning for the Congress is still going ahead as normal. The invitation will be sent to NF and all invited parties on 8 May.
- However, the planning can be impacted by COVID-19 and a final decision about the Congress should be taken at the EB meeting in June.
- The SG was tasked to develop alternative options for the Congress until the EB meeting in June.

#### 4. Finance and Administration

##### I. Decision: Extra financial support for WC 7-9

- The EB decided to support the Organising Committees of the BWC 7-9 of the season 2019/2020 to bridge the financial losses which resulted from the COVID-19 restrictions or cancellations. The total amount to be paid out to the three Organising Committees is € 765 000.
- The amounts paid depend on a case-by-case analysis based on an IBU questionnaire about the financial shortcomings, state support and other details in connection to COVID-19.

##### II. Decision: Request for return of "Bidding fee" WCH 2021 from Tyumen

- The EB decided to return part of the bidding fee to the bank accounts of the OC Tyumen, following the same procedure as for the candidates not awarded with the WCH.

#### 5. Sport

##### I. Report: WG fluor (M.Cobb)

- EB Member Max Cobb updated the EB about the development of a fluor testing device (fluor tracker) in cooperation with private entities and the International Ski Federation (FIS).

##### II. Decision: Calendar IBU Cup 20/21, IBU Junior Cup 20/21 (F. Bitterling)

- The EB approved the Technical Committee's proposal of the competition schedule for the IBU Cup (incl. OECH) and Junior Cup 2020/2021 (incl. JOECH) as attached in Annexes1 & 2.

### III. Decision: NF NOR/Holmenkollen late application for the WCH 2025 (F. Bitterling)

- The EB decided to dismiss the late application of the NF NOR for the WCH 2025. Therefore the final list of WCH candidates is as follows:  
The following WCH applications have been received:  
2024: Nove Mesto nM/CZE  
2025: Minsk-Raubichi/BLR & Lenzerheide/SUI

## 6. Meetings

### I. EB-meetings

- EB, 6-7 June 2020, (digital)
- EB, 18-19 July 2020, Allendorf/GER
- EB, 10 Sept 2020, Prague/CZE

### II. Other IBU-meetings

- IBU Congress, 10-13 Sept 2020, Prague/CZE
- OC Meeting, 2-4 Oct, Pokljuka/SLO
- Medical Seminar

### III. External meetings

- IF Forum, 4-6 Nov 2020, Lausanne/SUI
- a) GAISF, General Assembly
- b) AIOWF, General Assembly

## 7. Miscellaneous

- EB Member Ivor Lehotan and the SG informed the EB about outstanding debts of the NF RUS to various organizing committees. The EB decided about further steps to escalate the matter if outstanding invoices are not paid.
- EB Member Ivor Lehotan brought up the question how to support the NFs suffering from the COVID-19 pandemic and its consequences. The EB tasked the SG to start developing concepts for this matter until the meeting in June.



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The EB 152-meeting was adjourned until 6<sup>th</sup> of June

Attachments:

- Annex 1 IBU Cup Competition Schedule 20/21
- Annex 2 Junior Cup Competition Schedule 20/21
- Annex 3 IBU Academy Expert Group Term of Reference and Members

Secretary General

Niklas Carlsson  
(IBU Secretary General)

President

Olle Dahlin  
(IBU President)



**INTERNATIONAL BIATHLON UNION**

**IBU Cup calendar 2020-2021 Program and start times**

**Trimester 1**

| Event                      | Venue    | Date                        | Competition/TR       | start CET | finish CET | start LCT     | finish LCT | Zeroing LCT   | Time Dif | Race Dur | Start Dur | Total Dur | ZerSt | ZerFi |
|----------------------------|----------|-----------------------------|----------------------|-----------|------------|---------------|------------|---------------|----------|----------|-----------|-----------|-------|-------|
| IBU Cup 1                  | Idre SWE | Monday, 23 November 2020    | Arrival/range closed |           |            |               |            |               |          |          |           |           |       |       |
|                            |          | Tuesday, 24 November 2020   | TR                   |           |            |               |            | 10:00 - 12:00 |          |          |           |           |       |       |
|                            |          |                             | TR                   |           |            |               |            | 13:00 - 15:00 |          |          |           |           |       |       |
|                            |          | Wednesday, 25 November 2020 | OT M                 |           |            |               |            | 10:00 - 12:00 |          |          |           |           |       |       |
|                            |          |                             | OT W                 |           |            |               |            | 13:00 - 15:00 |          |          |           |           |       |       |
|                            |          | Thursday, 26 November 2020  | SP M                 | 11:00     | 12:37      |               |            | 10:00 - 10:50 | 00:00    | 00:32    | 01:05     | 01:37     | 01:00 | 00:10 |
|                            |          |                             | SP W                 | 14:00     | 15:25      |               |            | 13:00 - 13:50 | 00:00    | 00:30    | 00:55     | 01:25     | 01:00 | 00:10 |
|                            |          | Friday, 27 November 2020    | OT M                 |           |            |               |            | 10:00 - 12:00 |          |          |           |           |       |       |
|                            |          |                             | OT W                 |           |            |               |            | 13:00 - 15:00 |          |          |           |           |       |       |
| Saturday, 28 November 2020 | SP M     | 11:00                       | 12:37                |           |            | 10:00 - 10:50 | 00:00      | 00:32         | 01:05    | 01:37    | 01:00     | 00:10     |       |       |
|                            | SP W     | 14:00                       | 15:25                |           |            | 13:00 - 13:50 | 00:00      | 00:30         | 00:55    | 01:25    | 01:00     | 00:10     |       |       |
| Sunday, 29 November 2020   | PUR M    | 11:00                       | 11:46                |           |            | 10:15 - 10:45 | 00:00      | 00:42         | 00:04    | 00:46    | 00:45     | 00:15     |       |       |
|                            | PUR W    | 13:30                       | 14:12                |           |            | 12:45 - 13:15 | 00:00      | 00:38         | 00:04    | 00:42    | 00:45     | 00:15     |       |       |

| Event                     | Venue        | Date                       | Competition/TR | start CET | finish CET | start LCT     | finish LCT | Zeroing LCT   | Time Dif | Race Dur | Start Dur | Total Dur | ZerSt | ZerFi |
|---------------------------|--------------|----------------------------|----------------|-----------|------------|---------------|------------|---------------|----------|----------|-----------|-----------|-------|-------|
| IBU Cup 2                 | Sjusjoen NOR | Monday, 30 November 2020   | Arrival        |           |            |               |            |               |          |          |           |           |       |       |
|                           |              | Tuesday, 1 December 2020   | TR             |           |            |               |            | 09:45 - 11:45 |          |          |           |           |       |       |
|                           |              |                            | TR             |           |            |               |            | 12:45 - 14:45 |          |          |           |           |       |       |
|                           |              | Wednesday, 2 December 2020 | OT W           |           |            |               |            | 09:45 - 11:45 |          |          |           |           |       |       |
|                           |              |                            | OT M           |           |            |               |            | 12:45 - 14:45 |          |          |           |           |       |       |
|                           |              | Wednesday, 2 December 2020 | IND W          | 10:30     | 12:15      |               |            | 09:30 - 10:20 | 00:00    | 00:50    | 00:55     | 01:45     | 01:00 | 00:10 |
|                           |              |                            | IND M          | 13:45     | 15:40      |               |            | 12:45 - 13:35 | 00:00    | 00:55    | 01:00     | 01:55     | 01:00 | 00:10 |
|                           |              | Thursday, 3 December 2020  | OT W           |           |            |               |            | 10:00 - 12:00 |          |          |           |           |       |       |
|                           |              |                            | OT M           |           |            |               |            | 13:00 - 15:00 |          |          |           |           |       |       |
|                           |              | Friday, 4 December 2020    | SP W           | 11:00     | 12:25      |               |            | 10:00 - 10:50 | 00:00    | 00:30    | 00:55     | 01:25     | 01:00 | 00:10 |
|                           | SP M         | 14:00                      | 15:37          |           |            | 13:00 - 13:50 | 00:00      | 00:32         | 01:05    | 01:37    | 01:00     | 00:10     |       |       |
| Saturday, 5 December 2020 | SMR W+M      | 10:00                      | 10:40          |           |            | 09:15 - 09:45 | 00:00      | 00:40         | 00:00    | 00:40    | 00:45     | 00:15     |       |       |
|                           | MR W+M       | 12:00                      | 13:15          |           |            | 11:15 - 11:45 | 00:00      | 01:15         | 00:00    | 01:15    | 00:45     | 00:15     |       |       |

| Event                      | Venue       | Date                        | Competition/TR | start CET | finish CET | start LCT     | finish LCT | Zeroing LCT   | Time Dif | Race Dur | Start Dur | Total Dur | ZerSt | ZerFi |  |
|----------------------------|-------------|-----------------------------|----------------|-----------|------------|---------------|------------|---------------|----------|----------|-----------|-----------|-------|-------|--|
| IBU Cup 3                  | Martell ITA | Monday, 14 December 2020    | Arrival        |           |            |               |            |               |          |          |           |           |       |       |  |
|                            |             | Tuesday, 15 December 2020   | TR             |           |            |               |            | 09:30 - 11:30 |          |          |           |           |       |       |  |
|                            |             |                             | TR             |           |            |               |            | 12:00 - 14:00 |          |          |           |           |       |       |  |
|                            |             | Wednesday, 16 December 2020 | OT M           |           |            |               |            | 09:30 - 11:30 |          |          |           |           |       |       |  |
|                            |             |                             | OT W           |           |            |               |            | 12:00 - 14:00 |          |          |           |           |       |       |  |
|                            |             | Thursday, 17 December 2020  | SSP Qual M     | 10:30     | 11:16      |               |            | 09:30 - 10:20 | 00:00    | 00:13    | 00:33     | 00:46     | 01:00 | 00:10 |  |
|                            |             |                             | SSP Final M    | 12:30     | 12:47      |               |            | 12:00 - 12:15 | 00:00    | 00:17    | 00:00     | 00:17     | 00:30 | 00:15 |  |
|                            |             |                             | SSP Qual W     | 14:30     | 15:11      |               |            | 13:30 - 14:20 | 00:00    | 00:15    | 00:26     | 00:41     | 01:00 | 00:10 |  |
|                            |             |                             | SSP Final W    | 16:30     | 16:49      |               |            | 16:00 - 16:15 | 00:00    | 00:19    | 00:00     | 00:19     | 00:30 | 00:15 |  |
|                            |             | Friday, 18 December 2020    | OT             |           |            |               |            | 10:00 - 12:00 |          |          |           |           |       |       |  |
|                            | OT          |                             |                |           |            | 13:00 - 15:00 |            |               |          |          |           |           |       |       |  |
| Saturday, 19 December 2020 | SP M        | 11:00                       | 12:37          |           |            | 10:00 - 10:50 | 00:00      | 00:32         | 01:05    | 01:37    | 01:00     | 00:10     |       |       |  |
|                            | SP W        | 14:00                       | 15:25          |           |            | 13:00 - 13:50 | 00:00      | 00:30         | 00:55    | 01:25    | 01:00     | 00:10     |       |       |  |
| Sunday, 20 December 2020   | MS 60 M     | 10:00                       | 10:46          |           |            | 09:15 - 09:45 | 00:00      | 00:42         | 00:04    | 00:46    | 00:45     | 00:15     |       |       |  |
|                            | MS 60 W     | 12:30                       | 13:12          |           |            | 11:45 - 12:15 | 00:00      | 00:38         | 00:04    | 00:42    | 00:45     | 00:15     |       |       |  |

### Trimester 2

| Event                   | Venue     | Date                      | Competition/TR        | start CET | finish CET | start LCT     | finish LCT | Zeroing LCT   | Time Dif | Race Dur | Start Dur | Total Dur | ZerSt | ZerFi |  |
|-------------------------|-----------|---------------------------|-----------------------|-----------|------------|---------------|------------|---------------|----------|----------|-----------|-----------|-------|-------|--|
| IBU Cup 4               | Arber GER | Monday, 4 January 2021    | Arrival / only skiing |           |            |               |            |               |          |          |           |           |       |       |  |
|                         |           | Tuesday, 5 January 2021   | Arrival / only skiing |           |            |               |            |               |          |          |           |           |       |       |  |
|                         |           | Wednesday, 6 January 2021 | TR W                  |           |            |               |            | 10:00 - 12:00 |          |          |           |           |       |       |  |
|                         |           |                           | TR M                  |           |            |               |            | 13:00 - 15:00 |          |          |           |           |       |       |  |
|                         |           | Thursday, 7 January 2021  | TR W                  |           |            |               |            | 10:00 - 12:00 |          |          |           |           |       |       |  |
|                         |           |                           | TR M                  |           |            |               |            | 13:00 - 15:00 |          |          |           |           |       |       |  |
|                         |           | Friday, 8 January 2021    | OT W                  |           |            |               |            | 10:00 - 12:00 |          |          |           |           |       |       |  |
|                         |           |                           | OT M                  |           |            |               |            | 13:00 - 15:00 |          |          |           |           |       |       |  |
|                         |           | Saturday, 9 January 2021  | Sh IND W              | 11:00     | 12:35      |               |            | 10:00 - 10:50 | 00:00    | 00:40    | 00:55     | 01:35     | 01:00 | 00:10 |  |
|                         |           |                           | Sh IND M              | 14:00     | 15:51      |               |            | 13:00 - 13:50 | 00:00    | 00:46    | 01:05     | 01:51     | 01:00 | 00:10 |  |
| Sunday, 10 January 2021 | SP W      | 10:00                     | 11:25                 |           |            | 09:00 - 09:50 | 00:00      | 00:30         | 00:55    | 01:25    | 01:00     | 00:10     |       |       |  |
|                         | SP M      | 13:00                     | 14:37                 |           |            | 12:00 - 12:50 | 00:00      | 00:32         | 01:05    | 01:37    | 01:00     | 00:10     |       |       |  |

| Event     | Venue           | Date                       | Competition/TR | start CET | finish CET | start LCT     | finish LCT | Zeroing LCT   | Time Dif | Race Dur | Start Dur | Total Dur | ZerSt | ZerFi |  |
|-----------|-----------------|----------------------------|----------------|-----------|------------|---------------|------------|---------------|----------|----------|-----------|-----------|-------|-------|--|
| IBU Cup 5 | Lenzerheide SUI | Monday, 11 January 2021    | Arrival        |           |            |               |            |               |          |          |           |           |       |       |  |
|           |                 | Tuesday, 12 January 2021   | TR             |           |            |               |            | 10:00 - 12:00 |          |          |           |           |       |       |  |
|           |                 |                            | TR             |           |            |               |            | 13:00 - 15:00 |          |          |           |           |       |       |  |
|           |                 | Wednesday, 13 January 2021 | OT M           |           |            |               |            | 10:00 - 12:00 |          |          |           |           |       |       |  |
|           |                 |                            | OT W           |           |            |               |            | 13:00 - 15:00 |          |          |           |           |       |       |  |
|           |                 | Thursday, 14 January 2021  | SMR M+W        | 11:00     | 11:40      |               |            | 10:15 - 10:45 | 00:00    | 00:40    | 00:00     | 00:40     | 00:45 | 00:15 |  |
|           |                 |                            | MR M+W         | 13:00     | 14:15      |               |            | 12:15 - 12:45 | 00:00    | 01:15    | 00:00     | 01:15     | 00:45 | 00:15 |  |
|           |                 | Friday, 15 January 2021    | SP M           | 11:00     | 12:27      |               |            | 10:00 - 10:50 | 00:00    | 00:32    | 00:55     | 01:27     | 01:00 | 00:10 |  |
|           |                 |                            | SP W           | 14:00     | 15:35      |               |            | 13:00 - 13:50 | 00:00    | 00:30    | 01:05     | 01:35     | 01:00 | 00:10 |  |
|           |                 | Saturday, 16 January 2021  | PUR M          | 10:00     | 10:50      |               |            | 09:15 - 09:45 | 00:00    | 00:50    | 00:00     | 00:50     | 00:45 | 00:15 |  |
|           | PUR W           | 12:30                      | 13:20          |           |            | 11:45 - 12:15 | 00:00      | 00:50         | 00:00    | 00:50    | 00:45     | 00:15     |       |       |  |



| Event                     | Venue                 | Date                       | Competition/TR | start CET | finish CET | start LCT     | finish LCT | Zeroing LCT   | Time Dif | Race Dur | Start Dur | Total Dur | ZerSt | ZerFi |
|---------------------------|-----------------------|----------------------------|----------------|-----------|------------|---------------|------------|---------------|----------|----------|-----------|-----------|-------|-------|
| OECH 2021                 | Duszniki Zdroj<br>POL | Sunday, 24 January 2021    | Arrival        |           |            |               |            |               |          |          |           |           |       |       |
|                           |                       | Monday, 25 January 2021    | TR W           |           |            |               |            | 10:00 - 12:00 |          |          |           |           |       |       |
|                           |                       |                            | TR M           |           |            |               |            | 13:00 - 15:00 |          |          |           |           |       |       |
|                           |                       | Tuesday, 26 January 2021   | OT W           |           |            |               |            | 10:00 - 12:00 |          |          |           |           |       |       |
|                           |                       |                            | OT M           |           |            |               |            | 13:00 - 15:00 |          |          |           |           |       |       |
|                           |                       | Wednesday, 27 January 2021 | IND W          | 11:00     | 12:45      |               |            | 10:00 - 10:50 | 00:00    | 00:50    | 00:55     | 01:45     | 01:00 | 00:10 |
|                           |                       |                            | IND M          | 14:15     | 16:10      |               |            | 13:15 - 14:05 | 00:00    | 00:55    | 01:00     | 01:55     | 01:00 | 00:10 |
|                           |                       | Thursday, 28 January 2021  | SMR W+M        | 11:00     | 11:40      |               |            | 10:15 - 10:45 | 00:00    | 00:40    | 00:00     | 00:40     | 00:45 | 00:15 |
|                           |                       |                            | MR W+M         | 13:00     | 14:15      |               |            | 12:15 - 12:45 | 00:00    | 01:15    | 00:00     | 01:15     | 00:45 | 00:15 |
|                           |                       | Friday, 29 January 2021    | OT W           |           |            |               |            | 10:00 - 12:00 |          |          |           |           |       |       |
|                           | OT M                  |                            |                |           |            | 13:00 - 15:00 |            |               |          |          |           |           |       |       |
| Saturday, 30 January 2021 | SP W                  | 11:00                      | 12:25          |           |            | 10:00 - 10:50 | 00:00      | 00:30         | 00:55    | 01:25    | 01:00     | 00:10     |       |       |
|                           | SP M                  | 14:00                      | 15:37          |           |            | 13:00 - 13:50 | 00:00      | 00:32         | 01:05    | 01:37    | 01:00     | 00:10     |       |       |
| Sunday, 31 January 2021   | PUR W                 | 10:30                      | 11:12          |           |            | 09:45 - 10:15 | 00:00      | 00:38         | 00:04    | 00:42    | 00:45     | 00:15     |       |       |
|                           | PUR M                 | 13:00                      | 13:46          |           |            | 12:15 - 12:45 | 00:00      | 00:42         | 00:04    | 00:46    | 00:45     | 00:15     |       |       |

### Trimester 3

| Event                     | Venue      | Date                       | Competition/TR | start CET | finish CET | start LCT     | finish LCT | Zeroing LCT   | Time Dif | Race Dur | Start Dur | Total Dur | ZerSt | ZerFi |
|---------------------------|------------|----------------------------|----------------|-----------|------------|---------------|------------|---------------|----------|----------|-----------|-----------|-------|-------|
| IBU Cup 6                 | Osrbie SVK | Monday, 1 February 2021    | Arrival        |           |            |               |            |               |          |          |           |           |       |       |
|                           |            | Tuesday, 2 February 2021   | TR M           |           |            |               |            | 10:00 - 12:00 |          |          |           |           |       |       |
|                           |            |                            | TR W           |           |            |               |            | 13:00 - 15:00 |          |          |           |           |       |       |
|                           |            | Wednesday, 3 February 2021 | OT M           |           |            |               |            | 10:00 - 12:00 |          |          |           |           |       |       |
|                           |            |                            | OT W           |           |            |               |            | 13:00 - 15:00 |          |          |           |           |       |       |
|                           |            | Thursday, 4 February 2021  | SSP Qual M     | 10:30     | 11:16      |               |            | 09:30 - 10:20 | 00:00    | 00:13    | 00:33     | 00:46     | 01:00 | 00:10 |
|                           |            |                            | SSP Final M    | 12:30     | 12:47      |               |            | 12:00 - 12:15 | 00:00    | 00:17    | 00:00     | 00:17     | 00:30 | 00:15 |
|                           |            |                            | SSP Qual W     | 14:30     | 15:11      |               |            | 13:30 - 14:20 | 00:00    | 00:15    | 00:26     | 00:41     | 01:00 | 00:10 |
|                           |            |                            | SSP Final W    | 16:30     | 16:49      |               |            | 16:00 - 16:15 | 00:00    | 00:19    | 00:00     | 00:19     | 00:30 | 00:15 |
|                           |            | Friday, 5 February 2021    | OT M           |           |            |               |            | 09:30 - 11:30 |          |          |           |           |       |       |
|                           | OT W       |                            |                |           |            | 12:30 - 14:30 |            |               |          |          |           |           |       |       |
| Saturday, 6 February 2021 | SP M       | 10:00                      | 11:32          |           |            | 09:00 - 09:50 | 00:00      | 00:32         | 01:00    | 01:32    | 01:00     | 00:10     |       |       |
|                           | SP W       | 13:00                      | 14:25          |           |            | 12:00 - 12:50 | 00:00      | 00:30         | 00:55    | 01:25    | 01:00     | 00:10     |       |       |

| Event                | Venue       | Date                    | Competition/TR | start CET | finish CET | start LCT     | finish LCT | Zeroing LCT   | Time Dif | Race Dur | Start Dur | Total Dur | ZerSt | ZerFi |  |
|----------------------|-------------|-------------------------|----------------|-----------|------------|---------------|------------|---------------|----------|----------|-----------|-----------|-------|-------|--|
| IBU Cup 7            | Ridnaun ITA | Tuesday, 2 March 2021   | Arrival        |           |            |               |            |               |          |          |           |           |       |       |  |
|                      |             | Wednesday, 3 March 2021 | Arrival/TR     |           |            |               |            |               |          |          |           |           |       |       |  |
|                      |             | Thursday, 4 March 2021  | TR W           |           |            |               |            | 10:00 - 12:00 |          |          |           |           |       |       |  |
|                      |             |                         | TR M           |           |            |               |            | 13:30 - 15:30 |          |          |           |           |       |       |  |
|                      |             | Friday, 5 March 2021    | OT W           |           |            |               |            | 10:00 - 12:00 |          |          |           |           |       |       |  |
|                      |             |                         | OT M           |           |            |               |            | 13:30 - 15:30 |          |          |           |           |       |       |  |
|                      |             | Saturday, 6 March 2021  | IND W          | 11:00     | 12:45      |               |            | 10:00 - 10:50 | 00:00    | 00:50    | 00:55     | 01:45     | 01:00 | 00:10 |  |
|                      |             |                         | IND M          | 14:30     | 16:25      |               |            | 13:30 - 14:20 | 00:00    | 00:55    | 01:00     | 01:55     | 01:00 | 00:10 |  |
| Sunday, 7 March 2021 | SP W        | 11:00                   | 12:25          |           |            | 10:00 - 10:50 | 00:00      | 00:30         | 00:55    | 01:25    | 01:00     | 00:10     |       |       |  |
|                      | SP M        | 14:00                   | 15:32          |           |            | 13:00 - 13:50 | 00:00      | 00:32         | 01:00    | 01:32    | 01:00     | 00:10     |       |       |  |

| Event                   | Venue       | Date                     | Competition/TR | start CET | finish CET | start LCT     | finish LCT | Zeroing LCT   | Time Dif | Race Dur | Start Dur | Total Dur | ZerSt | ZerFi |
|-------------------------|-------------|--------------------------|----------------|-----------|------------|---------------|------------|---------------|----------|----------|-----------|-----------|-------|-------|
| IBU Cup 8               | Ridnaun ITA | Montag, 8. März 2021     | TR M           |           |            |               |            | 09:45 - 12:45 |          |          |           |           |       |       |
|                         |             |                          | TR W           |           |            |               |            | 13:15 - 15:15 |          |          |           |           |       |       |
|                         |             | Dienstag, 9. März 2021   | OT M           |           |            |               |            | 09:45 - 12:45 |          |          |           |           |       |       |
|                         |             |                          | OT W           |           |            |               |            | 13:15 - 15:15 |          |          |           |           |       |       |
|                         |             | Wednesday, 10 March 2021 | SMR M+W        | 11:00     | 11:40      |               |            | 10:15 - 10:45 | 00:00    | 00:40    | 00:00     | 00:40     | 00:45 | 00:15 |
|                         |             |                          | MR M+W         | 13:30     | 14:45      |               |            | 12:45 - 13:15 | 00:00    | 01:15    | 00:00     | 01:15     | 00:45 | 00:15 |
|                         |             | Thursday, 11 March 2021  | OT M           |           |            |               |            | 10:00 - 12:00 |          |          |           |           |       |       |
|                         |             |                          | OT W           |           |            |               |            | 13:00 - 15:00 |          |          |           |           |       |       |
|                         |             | Friday, 12 March 2021    | SP M           | 11:00     | 12:32      |               |            | 10:00 - 10:50 | 00:00    | 00:32    | 01:00     | 01:32     | 01:00 | 00:10 |
|                         |             |                          | SP W           | 14:00     | 15:25      |               |            | 13:00 - 13:50 | 00:00    | 00:30    | 00:55     | 01:25     | 01:00 | 00:10 |
| Saturday, 13 March 2021 | MS 60 M     | 10:00                    | 10:46          |           |            | 09:15 - 09:45 | 00:00      | 00:42         | 00:04    | 00:46    | 00:45     | 00:15     |       |       |
|                         | MS 60 W     | 12:30                    | 13:12          |           |            | 11:45 - 12:15 | 00:00      | 00:38         | 00:04    | 00:42    | 00:45     | 00:15     |       |       |

| Date                       | Sport | Venue       | Type           | start CET | finish CET | Time Dif | Dur   | ZerSt | ZerFl |
|----------------------------|-------|-------------|----------------|-----------|------------|----------|-------|-------|-------|
| Monday, 7 December 2020    | JC1   | Martell ITA | Training ski   | 10:00     | 12:00      |          |       |       |       |
|                            |       |             | Training ski   | 13:00     | 15:00      |          |       |       |       |
| Tuesday, 8 December 2020   | JC1   | Martell ITA | Training W     | 10:00     | 12:00      |          |       |       |       |
|                            |       |             | Training M     | 13:00     | 15:00      |          |       |       |       |
| Wednesday, 9 December 2020 | JC 1  | Martell ITA | Off Training W | 10:00     | 12:00      |          |       |       |       |
|                            |       |             | Off Training M | 13:00     | 15:00      |          |       |       |       |
| Thursday, 10 December 2020 | JC1   | Martell ITA | SSP QW         | 10:00     | 10:45      | 00:00    | 00:45 | 09:00 | 09:50 |
|                            |       |             | SSP FW         | 12:00     | 12:20      | 00:00    | 00:20 | 11:30 | 11:45 |
|                            |       |             | SSP QM         | 14:00     | 14:45      | 00:00    | 00:45 | 13:00 | 13:50 |
|                            |       |             | SSP FM         | 16:00     | 16:20      | 00:00    | 00:20 | 15:30 | 15:45 |
| Friday, 11 December 2020   | JC 1  | Martell ITA | Training W     | 10:00     | 12:00      |          |       |       |       |
|                            |       |             | Training M     | 13:00     | 15:00      |          |       |       |       |
| Saturday, 12 December 2020 | JC 1  | Martell ITA | Sprint W       | 11:00     | 12:30      | 00:00    | 00:50 | 10:00 | 10:50 |
|                            |       |             | Sprint M       | 14:00     | 15:30      | 00:00    | 00:50 | 13:00 | 13:50 |
| Sunday, 13 December 2020   | JC 1  | Martell ITA | PUR W          | 11:00     | 11:50      | 00:00    | 00:30 | 10:15 | 10:45 |
|                            |       |             | PUR M          | 14:00     | 15:30      | 00:00    | 00:00 | 13:15 | 13:45 |

| Date                      | Sport | Venue           | Type           | start LCL | finish LCL | Time Dif | Dur | ZerSt | ZerFl |
|---------------------------|-------|-----------------|----------------|-----------|------------|----------|-----|-------|-------|
| Monday, 14 December 2020  | JC 2  | Lenzerheide SUI | Training ski   | 10:00     | 12:00      |          |     |       |       |
|                           |       |                 | Training ski   | 13:00     | 15:00      |          |     |       |       |
| Tuesday, 15 December 2020 | JC 2  | Lenzerheide SUI | Off Training W | 10:00     | 12:00      |          |     |       |       |
|                           |       |                 | Off Training M | 13:00     | 15:00      |          |     |       |       |

|                             |      |                 |              |       |       |       |       |       |       |
|-----------------------------|------|-----------------|--------------|-------|-------|-------|-------|-------|-------|
| Wednesday, 16 December 2020 | JC 2 | Lenzerheide SUI | Individual W | 10:30 | 12:15 | 00:00 | 01:45 | 09:30 | 10:20 |
|                             |      |                 | Individual M | 13:30 | 15:15 | 00:00 | 01:45 | 12:30 | 13:20 |
| Thursday, 17 December 2020  | JC 2 | Lenzerheide SUI | Training W   | 10:00 | 12:00 |       |       |       |       |
|                             |      |                 | Training M   | 13:00 | 15:00 |       |       |       |       |
| Friday, 18 December 2020    | JC 2 | Lenzerheide SUI | Sprint W     | 11:00 | 12:15 | 00:00 | 01:15 | 10:00 | 10:50 |
|                             |      |                 | Sprint M     | 14:00 | 15:15 | 00:00 | 01:15 | 13:00 | 13:50 |
| Saturday, 19 December 2020  | JC 2 | Lenzerheide SUI | SMR W+M      | 11:00 | 12:30 | 00:00 | 01:30 | 10:15 | 10:45 |
|                             |      |                 | MR W+M       | 14:00 | 15:30 | 00:00 | 01:30 | 13:15 | 13:45 |

| Date | Sport | Venue | Type | start LCL | finish LCL | Time Dif | Dur | ZerSt | ZerFi |
|------|-------|-------|------|-----------|------------|----------|-----|-------|-------|
|------|-------|-------|------|-----------|------------|----------|-----|-------|-------|

|                            |      |            |                |       |       |        |       |       |       |
|----------------------------|------|------------|----------------|-------|-------|--------|-------|-------|-------|
| Tuesday, 26 January 2021   | JC 3 | Haanja EST | Training M     | 10:00 | 12:00 |        |       |       |       |
|                            |      |            | Training W     | 13:00 | 15:00 |        |       |       |       |
| Wednesday, 27 January 2021 | JC 3 | Haanja EST | Training M     | 10:00 | 12:00 |        |       |       |       |
|                            |      |            | Training W     | 13:00 | 15:00 |        |       |       |       |
| Thursday, 28 January 2021  | JC 3 | Haanja EST | Off Training M | 10:00 | 12:00 |        |       |       |       |
|                            |      |            | Off Training W | 13:00 | 15:00 |        |       |       |       |
| Friday, 29 January 2021    | JC 3 | Haanja EST | Sprint M       | 11:00 | 12:30 | -01:00 | 01:30 | 10:00 | 10:50 |
|                            |      |            | Sprint W       | 14:00 | 15:30 | -01:00 | 01:30 | 13:00 | 13:50 |
| Saturday, 30 January 2021  | JC 3 | Haanja EST | MS 60 M        | 11:00 | 11:50 | -01:00 | 00:50 | 10:15 | 10:45 |
|                            |      |            | MS 60 W        | 14:00 | 14:50 | -01:00 | 00:50 | 13:15 | 13:45 |

| Date | Sport | Venue | Type | start LCL | finish LCL | Time Dif | Dur | ZerSt | ZerFi |
|------|-------|-------|------|-----------|------------|----------|-----|-------|-------|
|------|-------|-------|------|-----------|------------|----------|-----|-------|-------|

|                         |       |            |              |       |       |  |  |  |  |
|-------------------------|-------|------------|--------------|-------|-------|--|--|--|--|
| Monday, 1 February 2021 | IOECH | Madona LAT | Training ski | 10:00 | 12:00 |  |  |  |  |
|-------------------------|-------|------------|--------------|-------|-------|--|--|--|--|

|                            |       |            |                |       |       |        |       |       |       |
|----------------------------|-------|------------|----------------|-------|-------|--------|-------|-------|-------|
| Monday, 1 February 2021    | JOECH | Madona LAT | Training ski   | 13:00 | 15:00 |        |       |       |       |
| Tuesday, 2 February 2021   | JOECH | Madona LAT | Off Training M | 10:00 | 12:00 |        |       |       |       |
|                            |       |            | Off Training W | 13:00 | 15:00 |        |       |       |       |
| Wednesday, 3 February 2021 | JOECH | Madona LAT | Individual M   | 10:30 | 12:15 | -01:00 | 01:45 | 09:30 | 10:20 |
|                            |       |            | Individual W   | 13:30 | 15:15 | -01:00 | 01:45 | 12:30 | 13:20 |
| Thursday, 04 February 2021 | JOECH | Madona LAT | SMR            | 11:00 | 12:30 | -01:00 | 01:30 | 10:15 | 10:45 |
|                            |       |            | MR             | 14:00 | 15:30 | -01:00 | 01:30 | 13:15 | 13:45 |
| Friday, 05 February 2021   | JOECH | Madona LAT | Training ski   | 10:00 | 12:00 |        |       |       |       |
|                            |       |            | Training ski   | 13:00 | 15:00 |        |       |       |       |
| Saturday, 06 February 2021 | JOECH | Madona LAT | Sprint M       | 11:00 | 12:30 | -01:00 | 01:30 | 10:00 | 10:50 |
|                            |       |            | Sprint W       | 14:00 | 15:30 | -01:00 | 01:30 | 13:00 | 13:50 |
| Sunday, 07 February 2021   | JOECH | Madona LAT | PUR M          | 11:00 | 11:50 | -01:00 | 00:50 | 10:15 | 10:45 |
|                            |       |            | PUR W          | 14:00 | 14:50 | -01:00 | 00:50 | 13:15 | 13:45 |

| Date | Sport | Venue | Type | start LCL | finish LCL | Time Dif | Dur | ZerSt | ZerFi |
|------|-------|-------|------|-----------|------------|----------|-----|-------|-------|
|------|-------|-------|------|-----------|------------|----------|-----|-------|-------|

|                             |       |                  |                    |       |       |       |       |       |       |
|-----------------------------|-------|------------------|--------------------|-------|-------|-------|-------|-------|-------|
| Wednesday, 24 February 2021 | YJWCH | Obertilliach AUT | Training           | 10:00 | 12:00 |       |       |       |       |
|                             |       |                  | Training           | 13:00 | 15:00 |       |       |       |       |
| Thursday, 25 February 2021  | YJWCH | Obertilliach AUT | Training           | 10:00 | 12:00 |       |       |       |       |
|                             |       |                  | Training           | 13:00 | 15:00 |       |       |       |       |
| Friday, 26 February 2021    | YJWCH | Obertilliach AUT | Training W         | 10:00 | 12:00 |       |       |       |       |
|                             |       |                  | Training M         | 13:00 | 15:00 |       |       |       |       |
| Saturday, 27 February 2021  | YJWCH | Obertilliach AUT | Off Training W     | 10:00 | 12:00 |       |       |       |       |
|                             |       |                  | Off Training M     | 13:00 | 15:00 |       |       |       |       |
| Sunday, 28 February 2021    | YJWCH | Obertilliach AUT | Individual W Youth | 10:30 | 12:00 | 00:00 | 01:30 | 09:30 | 10:20 |

|                          |       |                  |                    |       |       |       |       |       |       |
|--------------------------|-------|------------------|--------------------|-------|-------|-------|-------|-------|-------|
| Sunday, 20 February 2021 | YJWCH | Obertilliach AUT | Individual M Youth | 13:30 | 15:00 | 00:00 | 01:30 | 12:30 | 13:20 |
| Monday, 01 March 2021    | YJWCH | Obertilliach AUT | Individual W Jun   | 10:30 | 12:00 | 00:00 | 01:30 | 09:30 | 10:20 |
|                          |       |                  | Individual M Jun   | 13:30 | 15:00 | 00:00 | 01:30 | 12:30 | 13:20 |
| Tuesday, 02 March 2021   | YJWCH | Obertilliach AUT | REL W Youth        | 11:00 | 12:15 | 00:00 | 01:15 | 10:15 | 10:45 |
|                          |       |                  | REL M Youth        | 14:00 | 15:20 | 00:00 | 01:20 | 13:15 | 13:45 |
| Wednesday, 03 March 2021 | YJWCH | Obertilliach AUT | REL W Jun          | 11:00 | 12:40 | 00:00 | 01:40 | 10:15 | 10:45 |
|                          |       |                  | REL M Jun          | 14:00 | 15:50 | 00:00 | 01:50 | 13:15 | 13:45 |
| Thursday, 04 March 2021  | YJWCH | Obertilliach AUT | Training W         | 10:00 | 12:00 |       |       |       |       |
|                          |       |                  | Training M         | 13:00 | 15:00 |       |       |       |       |
| Friday, 05 February 2021 | YJWCH | Obertilliach AUT | Sprint W Youth     | 11:00 | 12:15 | 00:00 | 01:15 | 10:00 | 10:50 |
|                          |       |                  | Sprint M Youth     | 14:00 | 15:30 | 00:00 | 01:30 | 13:00 | 13:50 |
| Saturday, 06 March 2021  | YJWCH | Obertilliach AUT | Sprint W Jun       | 11:00 | 12:15 | 00:00 | 01:15 | 10:00 | 10:50 |
|                          |       |                  | Sprint M Jun       | 14:00 | 15:30 | 00:00 | 01:30 | 13:00 | 13:50 |
| Sunday, 07 March 2021    | YJWCH | Obertilliach AUT | PUR W Youth        | 11:00 | 11:30 | 00:00 | 00:30 | 09:45 | 10:15 |
|                          |       |                  | PUR M Youth        | 12:00 | 12:40 | 00:00 | 00:40 | 10:20 | 10:50 |
|                          |       |                  | PUR W Jun          | 14:15 | 15:00 | 00:00 | 00:45 | 13:00 | 13:30 |
|                          |       |                  | PUR M Jun          | 15:20 | 16:05 | 00:00 | 00:45 | 13:35 | 14:05 |



**INTERNATIONAL BIATHLON UNION  
DEVELOPMENT DIRECTOR**

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## **IBU Academy Expert Group**

### **Terms of Reference**

#### **Context**

IBU Academy is committed to improving the world of biathlon today and for future generations through outstanding research, education, preservation and practice. IBUA educates aspiring leaders worldwide who will serve all sectors of biathlon. This mission will be carried out through the free exchange of ideas in an ethical, interdependent, and diverse biathlon community of staff, athletes and biathlon friends.

The mission of the IBUA is to offer internationally recognized and competitive opportunities for learning, discovery and engagement to a diverse population of athletes, delegates, referees and managers in a real-world setting. The IBUA offers a wide range of programs at the entrant and professional levels and pursues a broad agenda of research and creative activities. As a knowledge resource to the biathlon society, the IBUA builds partnerships with other educational institutions, community organizations, government agencies, and the private sector to serve the development of biathlon and affect the world.

IBUA is committed to shared governance, defined as an integrated planning process and a collaborative culture in which IBU's constituents commit themselves to being partners in accomplishing the IBUA's mission. It functions through a structure that fosters active collaboration, transparency, accountability, understanding, and acceptance of compromise, mutual respect and trust.

#### **Role of the IBU Academy Expert Group**

To ensure that the education system being created complies with modern standards and contains the latest available knowledge, IBU has set up an IBUA Expert Group (AEG). The AEG will provide the responsible staff with both scientific and practical advices to implement the best education programs in the sport of biathlon.

#### **Composition**

The AEG will consist of a maximum of ten members. The group should include experience Coaches from leading NFs, Athletes and expertise related to education in sport, in particular in winter sport.

All members are confirmed by the EB, one of the members will be appointed as the Chair.

## **Term**

The term of office of members of the AEG will be ongoing. A member may resign by giving not less than one month's notice in writing to the Chair and IBU President.

## **Core Responsibilities**

The responsibilities of the AEG will include:

- Advise the development of a long-term IBU Academy including definition of the strategic focus areas – mission and vision related to IBU strategy Target 2026
- Support the IBU in the delivery of its educational program through the constant assessing and adapting our activities through innovation in the learning formats, methodologies and content
- Strive to enhance the coach learning experience, by utilizing proven pedagogical methods, research, creative activity and advancements in technology, which support the promotion of biathlon
- Propose development and research projects which can higher the level of biathlon among all NFs
- Act as a IBU Academy Ambassadors in all related matters, actively promoting the vision and work of the biathlon

## **Conduct**

The AEG will meet at least twice each calendar year to discharge its obligations under these terms of reference. The IBU staff will coordinate the meeting dates in cooperation with the Chair and provide the relevant agenda and associated information for all AEG members a minimum of two weeks in advance of each meeting.

The meetings can take place in person or electronically.

The members of the AEG act as such in a voluntary capacity and will not be compensated for their work as a member. The IBU will reimburse expenses for each member in accordance with IBU policy and will make any travel arrangements required for in-person meetings.



## **Suggested Members**

### *Internal*

- Wolfgang Pichler (GER/SWE)
- Bernhard Eisenbichler (GER)
- Stephane Bouthiaux (FRA)
- Ondřej Rybář (CZE)
- Vegar Rølfesrud (NOR)
- Anna Murinová (SVK)
- Athlete's representative - Kaisa Makarainen (FIN)

### *External*

- Dr Mark Laaksonen, Mid Sweden University, Swedish Winter Sports Research Centre, Östersund, SWE
- Dr Gerold Sattler, Universitäts- und Landessportzentrum Salzburg/Rif, AUT
- Prof. Grzegorz Juras, Academy of Physical Education in Katowice, POL