



ATHLETE SELECTION PROCEDURES

**Outdoor World Cup
and Other International Events
Updated: January 2026**

OUTDOOR WORLD CUP AND OTHER INTERNATIONAL EVENTS ATHLETE SELECTION PROCEDURES

1. SELECTION SYSTEM

1.1. Provide the minimum eligibility requirements for an athlete to be considered for Selection to the Team:

1.1.1 Nationality/Passport requirements:

- i. To be eligible to participate as a member of a National Team in International Events, an athlete shall have a valid passport from the country of which they are a National Team Member and shall not have represented any other Member Association as a National Team Member for at least one year before the date of the competition.
- ii. If an athlete wants to compete for a National Team other than the one for which they hold a valid passport, they shall have resided in the new country for at least one year before the date of the competition and shall have the written permission of the Member Association, if any, of the country from which they have a valid passport.
- iii. An athlete who has changed their nationality, or acquired a new nationality, will need to notify World Archery of the change before they compete internationally representing USA and may not represent the USA until one year after such a change or acquisition.
- iv. An athlete who has a valid passport of two or more countries at the same time may represent either of them, as they choose. They shall, however, meet the conditions in i. through iii. above.

1.1.2 Other requirements (if any):

- **Athlete must hold a valid passport that will not expire for 6 months after the conclusion the event.** The valid passport must be presented to USA Archery during the Accept/Decline process.
- Athlete must be a current member of USA Archery in good standing with an eligible membership type.
- Athlete must have met any required minimum scores set by USA Archery or World Archery, if applicable.
- Any athlete age 18+ will be required to complete and clear a USA Archery background screen prior to the international event.
- Any athlete age 18+ as of the last day of the event will be required to complete the U.S. Center for SafeSport's online training prior to the international event.
- Athlete must successfully complete all international event registration requirements and pay associated fees, if applicable, by the stated deadline.
- Athlete must review the International Event Participation Policy and submit required forms, when applicable.

1.1.3 Selection Process:

- The Outdoor World Cup Team selection process is defined in Attachment A.
- The Other International Events selection process is defined in Attachment B

2. DISCRETIONARY SELECTION (if applicable)

2.1 Provide rationale for utilizing discretionary selection (if any):

N/A

2.2 List the discretionary criteria and explain how they will be used (if any):

N/A

2.3 Provide the name of the committee that will be responsible for making discretionary selections, along with a complete list of the members' titles currently serving on the committee:

N/A

2.3.1 All members of the discretionary selection committee must comply with USA Archery's conflict of interest policy, to include completing and submitting a disclosure form for review by USA Archery's Ethics Committee prior to convening the committee.

Any member of the selection committee who has an actual, possible, or perceived conflict of interest must disclose it to the USA Archery Ethics Committee prior to the start of the selection process and/or recuse themselves from the review process and/or voting. A conflict of interest exists when a personal, family, financial, professional, club, team or business interest of the committee member poses a direct or indirect relationship, connection, or affiliation, past or present, with an athlete in contention for the applicable team selection that could compromise the committee member's ability to participate in the selection process in an unbiased manner. If a conflict exists, the USA Archery's Ethics Committee shall review the conflict and determine the committee member's level of involvement (e.g., whether that committee member must recuse themselves from participating in discussions and/or voting). For example, if it is determined that a committee member must recuse themselves from voting, the Ethics Committee may still determine that a committee member who has relevant and necessary information with respect to athlete performance, for example a national team coach or high performance director, may, if requested by the selection committee, provide such information to the committee so long as such information is provided in a fair and unbiased manner and so long as the committee member with the conflict of interest does not vote toward the final decision. The committee member must not otherwise influence other members of the committee in the selection process.

Additionally, any person (including any potentially impacted athlete or coach of a potentially impacted athlete) with a good faith belief that a committee member has a conflict of interest may report the alleged conflict of interest to USA Archery's Ethics Committee. Reports may be made anonymously. No committee member shall retaliate in any way against a person who, in good faith, reports an alleged conflict of interest.

Any recused individual shall be replaced in accordance with the USA Archery selection committee appointment process.

3. REMOVAL OF ATHLETES

3.1 An athlete who is to be nominated to the Team by USA Archery may be removed as a nominee for any of the following reasons, as determined by USA Archery:

- 3.1.1 Voluntary withdrawal. Athlete must submit a written letter to USA Archery at highperformance@usarchery.org.
- 3.1.2 Injury or illness as certified by a physician (or medical staff) approved by USA Archery. If an athlete refuses verification of their illness or injury by a physician (or medical staff) approved by USA Archery, their injury will be assumed to be disabling, and they may be removed.
- 3.1.3 Violation of USA Archery's Code of Conduct, Honor Code, Anti-Doping Drugs and Alcohol Policy, Sportspersonlike Conduct Policy, SafeSport Policy and Background Screen Criteria and Review Policy, Minor Athlete Abuse and Prevention Policy, Code of Ethics or other USA Archery policies and procedures located at www.usarchery.org.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per USA Archery's USA Archery's Bylaws, Section 15 and the USOPC's Bylaws, Section 9.

3.2 An athlete may be removed as a nominee to the Team or from the Team for a pending or adjudicated violation of IOC, PASO, IPC, WADA, IF, USADA and/or USOPC and USA Archery anti-doping protocol, policies and procedures, as applicable.

4. REPLACEMENT OF ATHLETES

Should a vacancy occur USA Archery will select the next available, eligible archer based on the Selection procedure process for each event as described in Attachment A or Attachment B. Replacement athletes must also meet all the requirements listed in Section 1.

5. SUPPORTING DOCUMENTS

USA Archery will retain the approved Selection Procedures and all supporting documents, including data from the Selection process for six months past the date of the conclusion of the events.

6. REQUIRED DOCUMENTS

The following documents located at www.usarchery.org are required to be signed by an athlete as a condition of nomination to the Outdoor World Cup team or other international team:

- USA Archery Athlete Agreement
- Honor Code
- USA Archery's Participation Waiver and Release Form

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

The approved Selection Procedures (complete and unaltered) will be published by USA Archery at www.usarchery.org. These procedures will be posted as soon as possible, but not more than five business days following approval by the Selection Committee.

8. MANDATORY TRAINING AND/OR COMPETITION

All dates and locations of any mandatory training will be announced to team members at minimum 30 days in advance of the event, if applicable.

9. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IOC, IPC, PASO, WADA, World Archery, USADA and USOPC and USA Archery anti-doping protocols, policies, and procedures, as applicable. This includes participation in Out-of-Competition Testing as required by the IOC, IPC, PASO, WADA, World Archery, USADA and USOPC Rules, as applicable.

10. SELECTION PROCEDURES COMMITTEE

The Selection Procedures Committee Representatives include:

- USA Archery Chief of Sport Performance and Operations, Mary Emmons
- USA Archery Director of Events, Amanda Mangum
- USA Archery Coach Advisory Council Representative, Linda Beck
- USA Archery Team USA AC Representative, Heather Koehl
- USA Archery Team USA AC Alternate, Katherine Wu

The USA Archery Athlete Advisory Council was provided an opportunity to review the procedures and provide feedback prior to adoption.

11. USA ARCHERY GRIEVANCE PROCEDURES

The USA Archery Disciplinary Proceedings and Grievance Policy can be found at www.usarchery.org.

12. INTERNATIONAL DISCLAIMER

These procedures are based on IOC, IPC, PASO, as applicable, and/or World Archery rules and regulations as presently known and understood. Any change in the Selection Procedures caused by a change in IOC, IPC, PASO, as applicable, and/or World Archery rules and regulations will be distributed to the affected athletes immediately. The Selection criteria are based on the latest information available to USA Archery. However, the Selection Procedures are always subject to unforeseen, intervening circumstances, and realistically may not have accounted for every possible contingency.

If any force of nature, or force majeure, should cause the alteration or cancellation of any of the selection events listed in this document, these Selection Procedures will be revised, and approved by the USA Archery Selection Procedures Committee.

13. ATHLETE OMBUDSMAN

The Athlete Ombuds Office provides cost-free, independent, and confidential advice regarding athlete rights, grievance procedures and any other related guidance pertaining to selection procedures and can assist in mediating disputes between athletes and USA Archery.

To contact the Athlete Ombuds Office:

- Telephone: (719) 866-5000
- Email: ombudsman@usathlete.org
- www.usathlete.org

14. SIGNATURES

I certify that I have read and understand the standards/criteria set by World Archery and incorporated those standards/criteria into our Selection Procedures, when applicable. I further certify that the information provided herein regarding Athlete Selection Procedures represents the method approved by USA Archery.

Position	Print Name	Signature	Date
CEO, USA Archery	Rod Menzer		1/20/26
Chief of Sport Performance and Operations, USA Archery	Mary Emmons		1/20/26
Team USA AC Representative*	Heather Koehl		1/20/26

* If the Team USA Athletes Commission (AC) Representative has delegated authority to the Alternate Representative to sign the Selection Procedures, attach a letter from the Team USA AC Representative indicating the reason they have delegated authority.

* Signature by the Athlete Representative constitutes that they have read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Athlete Selection Procedures being submitted by USA Archery, they may submit those reasons in writing to USA Archery at international_teams@usarchery.org.

ATTACHMENT A

Outdoor World Cup Team Selection Procedures

Overview

Athletes will be selected to attend World Archery Outdoor World Cup events each year based on the selection process outlined in these procedures for each event. Funding to support athletes to attend events will vary by event and from year to year and by age class and/or division based on approved budgets. Annual funding guidelines for events will be posted in the Athlete Stipends and Support Program document at www.usarchery.org.

Minimum Qualifying Scores: Funding Eligibility

To qualify for a **funded position** on a World Cup team, archers must have shot the Minimum Qualifying Score (MQS) provided in Table 1. at a United States Archery Team (USAT) Event and/or World Ranking Event within the 12 months prior to the date of the accept/decline process.

Table 1.

Category	MQS
Recurve Women	640
Recurve Men	660
Compound Women	680
Compound Men	695

Exceptions

In Olympic Games and World Championship years, the World Cup event prior to the World Championships or Olympic Games and/or Olympic Test events combined with a World Cup event may be used for World Archery Championship and/or Olympic Team training. If an Outdoor World Cup event is used for this type of training:

1. The final team (top 3 archers per division, plus the alternate) selected for the World Archery Championships or Olympic Team will be appointed to the Outdoor World Cup Team. **This exception will be posted in the Athlete Selection Procedures for the corresponding Olympic Games or World Championship event, if applicable.**
 - 1.1. The MQS will not be required for team selection or to determine event funding for the archers selected to a World Cup team based on their selection to a World Archery Championship or Olympic Team.
2. The archers who finished in the top three of the World Archery Championships or Olympic Games U.S. Team Trials will have automatic placement for World Cup Team Round competition. Additionally, these individuals will be selected for the Mixed Team Round in order of their placement in the qualification round at the World Cup event. If one or more archers declines to attend the World Cup event, the positions on the team will be offered by order of placement as follows:
 - 2.1 Current Top 10 World Archery Outdoor World Cup individual rankings.
 - 2.2 If no archers are ranked in the top 10 of the World Archery Outdoor World Cup individual rankings for the current year, archers will be selected based on the Outdoor World Cup Selection Procedures for the corresponding World Cup event.

Outdoor World Cup Athlete Selection Procedures

1. WORLD CUP 1 - RECURVE AND COMPOUND ATHLETE SELECTION

- 1.1. The four highest ranked archers based on the Senior national rankings as of December 31st of the prior year will be selected to attend.
 - 1.1.1 Ties for the fourth position will be broken by the highest placement at the most recent USA Archery Target Nationals with the higher-ranking archer being selected to the team.
 - 1.1.2 Recurve: If one or more recurve archers declines to attend the event, remaining positions will be offered by order of rank up to the top eight recurve archers from the Senior national rankings as of December 31st of the prior year, who have met the MQS within the 12 months prior to the date of the accept/decline process, followed by the top four ranked U21 recurve USAT archers as of December 31st of the prior year who have met the MQS within the 12 months prior to the date of the accept/decline process.
Compound: If one or more compound archers declines to attend the event, remaining positions will be offered by order of rank up to the top eight archers from the Senior compound national rankings as of December 31st of the prior year, who have met the MQS within the 12 months prior to the date of the accept/decline process, followed by the top two ranked U21 compound USAT archers as of December 31st of the prior year who have met the MQS within the 12 months prior to the date of the accept/decline process. If positions remain available, the top two ranked U18 compound USAT archers as of December 31st of the prior year who have met the MQS within the 12 months prior to the date of the accept/decline process will next be offered a position on the team.
 - 1.1.3 Any remaining recurve or compound positions will then be offered by order of rank to any archers in the Senior national rankings as of December 31st of the prior year. **For funded events, athletes who have not met the MQS within the 12 months prior to the date of the accept/decline process will be required to self-fund to the event.**
 - 1.1.4 Athletes must commit to attending by written response to USA Archery 60 days prior to the start of the event unless another deadline is specified by USA Archery.

2. WORLD CUP 2 – RECURVE AND COMPOUND ATHLETE SELECTION

- 2.1 The four highest ranked archers based on the final Senior national rankings as of December 31st of the prior year will be selected to attend.
 - 2.1.1 Ties for the fourth position will be broken by the highest placement at the most recent USA Archery Target Nationals with the higher-ranking archer being selected to the team.
 - 2.1.2 Recurve: If one or more recurve archers declines to attend the event, remaining positions will be offered by order of rank up to the top eight archers in the Senior recurve national rankings as of December 31st of the prior year, who have met the MQS within the 12 months prior to the date of the accept/decline process, followed by the top four ranked U21 recurve USAT archers as of December 31st of the prior year who have met the MQS within the 12 months prior to the date of the accept/decline process.
Compound: If one or more compound archers declines to attend the event, remaining positions will be offered by order of rank up to the top eight archers in the Senior compound national rankings as of December 31st of the prior year, who have met the MQS within the 12 months prior to the date of the accept/decline process, followed by the top two ranked U21 compound USAT archers as of December 31st of the prior year who have met the MQS within the 12 months prior to the date of the accept/decline process. If positions remain available, the top two ranked U18 compound USAT archers as of December 31st of the prior year who have met the MQS within the 12 months prior to the date of the accept/decline process will next be offered a position on the team.

- 2.1.3 Any remaining recurve or compound positions will then be offered by order of rank to any archers in the Senior national rankings as of December 31st of the prior year. **Athletes who have not met the MQS within the 12 months prior to the date of the accept/decline process will be required to self-fund to the event.**
- 2.1.4 Athletes must commit to attending by written response to USA Archery 60 days prior to the start of the event unless another deadline is specified by USA Archery.

3. WORLD CUP 3 - RECURVE AND COMPOUND ATHLETE SELECTION

- 3.1 First priority will go to archers ranked (up to four archers per gender and division total) in the top 10 of the World Archery Outdoor World Cup individual rankings 60 days prior to the event. If there are more than four archers per gender and division ranked in the top 10 of the World Archery Outdoor World Cup individual rankings, the four highest ranked archers will be given priority. If there is a tie for the 4th position, it will be broken by the Senior national rankings 60 days prior to the event.
- 3.1.1 If less than four archers are ranked in the top 10 of the World Archery Outdoor World Cup individual rankings or if one or more archers declines to attend the event, the remaining positions will be filled based on the following criteria:
 - Recurve: These positions will be offered by order of rank up to the top eight archers in the Senior recurve national rankings after USAT #1 of the current calendar year, who have met the MQS within the 12 months prior to the date of the accept/decline process, followed by the top four ranked U21 recurve USAT archers as of December 31st of the prior year, who have met the MQS within the 12 months prior to the date of the accept/decline process.
 - Compound: These positions will be offered by order of rank up to the top eight archers in the Senior compound national rankings after USAT #1 of the current calendar year, who have met the MQS within the 12 months prior to the date of the accept/decline process, followed by the top two ranked U21 compound USAT archers as of December 31st of the prior year who have met the MQS within the 12 months prior to the date of the accept/decline process. If positions remain available, the top two ranked U18 compound USAT archers as of December 31st of the prior year who have met the MQS within the 12 months prior to the date of the accept/decline process will next be offered a position on the team.
- 3.1.2 Any remaining positions will then be offered by order of rank to any archers in the Senior recurve or compound national rankings after USAT #1 of the current calendar year. Athletes who have not met the MQS within the 12 months prior to the date of the accept/decline process will be required to self-fund to the event.
- 3.1.3 Athletes must commit to attending by written response to USA Archery 60 days prior to the start of the event unless another deadline is specified by USA Archery.

4. WORLD CUP 4 - RECURVE AND COMPOUND ATHLETE SELECTION

- 4.1 First priority will go to archers ranked (up to four archers per gender and division total) in the top 10 of the World Archery Outdoor World Cup individual rankings 60 days prior to the event. If there are more than four archers per gender and division ranked in the top 10 of the World Archery Outdoor World Cup individual rankings, the four highest ranked archers will be given priority. If there is a tie for the 4th position, it will be broken by the Senior national rankings after USAT #2 of the current calendar year.
- 4.1.1 If less than four archers are ranked in the top 10 of the World Archery Outdoor World Cup individual rankings or if one or more archers declines to attend the event, the remaining funded positions will be filled based on the following criteria:
 - Recurve: These positions will be offered by order of rank up to the top eight archers in the Senior recurve national rankings after USAT #2 of the current calendar year, who have met the MQS within the 12 months prior to the date of the accept/decline process, followed by the top four ranked U21 recurve USAT archers as of December 31st of the prior year, who have met the MQS within the 12 months prior to the date of the accept/decline process.

Compound: These positions will be offered by order of rank up to the top 8 archers in the Senior compound national rankings after USAT #2 of the current calendar year, who have met the MQS within the 12 months prior to the date of the accept/decline process, followed by the top two ranked U21 compound USAT archers as of December 31st of the prior year, who have met the MQS within the 12 months prior to the date of the accept/decline process. If positions remain available, the top two ranked U18 compound USAT archers as of December 31st of the prior year who have met the MQS within the 12 months prior to the date of the accept/decline process will be offered a position on the team.

- 4.1.2 Any remaining positions will then be offered by order of rank to any archers in the Senior recurve or compound national rankings after USAT #2 of the current calendar year. Athletes who have not met the MQS within the 12 months prior to the date of the accept/decline process will be required to self-fund to the event.
- 4.1.3 Athletes must commit to attending by written response to USA Archery 60 days prior to the start of the event unless another deadline is specified by USA Archery.

5. World Cup - Team and Mixed Team Event Athlete Selection

5.1 TEAM ROUND*

When selecting athletes for the World Cup Team Round, priority will be given to the three (3) archers per gender in each division with the highest qualification round score at the event. If two athletes tie for the third position in their division, the athlete with the higher current rank in the Senior national ranking system will be chosen for the team round competition.

5.2 MIXED TEAM ROUND*

When selecting the athletes for the World Cup Mixed Team Round competition, priority will be given to the male and female archers with the highest qualification round score at the event. If two athletes tie for the highest ranked position in their division, the athlete with the higher current rank in the Senior national ranking system will be chosen for the mixed team round competition.

*Note: See "Exception" on page 6, applicable for naming the Team and Mixed Team at a World Cup that takes place immediately prior to an Olympics or World Championships.

6. World Cup Final - Selection

6.1 Individual Athlete Selection

Per the World Archery World Cup Rules athletes will qualify for the World Cup Final by winning a World Cup Stage, Olympic Wildcard (Individual Gold Medalist) or be selected as a host country representative. A maximum of two athletes per nation may compete in each category, except if the Olympic Wildcard and two other qualifiers come from the same country, in which case the maximum number will be three. Qualifying for the World Cup final is done on an individual athlete basis and places are non-transferrable. For example, the U.S. may not replace a qualifying athlete with another athlete.

When serving as the host country, the U.S. may enter up to one athlete in each competition category if the U.S. has not already qualified two athletes in each category. Priority will go to any archers ranked (up to the maximum number of archers allowed per gender and division total) in the World Archery Outdoor World Cup individual rankings following the last World Cup of the current year. If there is a tie in the World Archery Outdoor World Cup individual rankings, the archers with the highest World Ranking will be given priority. If there is a tie in the World Rankings, it will be broken by the Senior national rankings 60 days prior to the start of the World Cup Final.

ATTACHMENT B

1. Other International Events Athlete Selection Procedures

1.1 If other funded or self-funded international invitational event(s) without a unique U.S. Team Trials process become available throughout the year, including quota events, invitations to participate will be extended to the highest-ranking archers by the following criteria:

1.1.1. Senior Division

For events prior to June 15th:

Recurve: For international events occurring prior to June 15th archers will be selected by order of rank up to the top eight in the Senior recurve national rankings as of December 31st of the prior year, followed by the top four ranked U21 recurve USAT archers as of December 31st of the prior year. Any remaining positions will then be offered by order of rank to any archers in the Senior recurve national rankings as of December 31st of the prior year.

Compound: For international events occurring prior to June 15th archers will be selected by order of rank up to the top eight in the Senior compound national rankings as of December 31st of the prior year, followed by the top two ranked U21 compound USAT archers as of December 31st of the prior year. If positions remain available, the top two ranked U18 compound USAT archers as of December 31st of the prior year will be selected next.

Any remaining positions will then be offered by order of rank to archers in the Senior recurve or compound national rankings as of December 31st of the prior year.

For events June 15th or later:

Recurve: For international events occurring June 15th or later archers will be selected by order of rank up to the top eight in the Senior recurve national rankings 60 days prior to the event, followed by the top four ranked U21 recurve USAT archers as of December 31st of the prior year. Any remaining positions will then be offered by order of rank to archers ranked 9th or higher in the Senior recurve national rankings 60 days prior to the event.

Compound: For international events occurring June 15th or later archers will be selected by order of rank up to the top eight in the Senior compound national rankings 60 days prior to the event, followed by the top two ranked U21 compound USAT archers as of December 31st of the prior year. If positions remain available, the top two ranked U18 compound USAT archers as of December 31st of the prior year will be selected next.

Any remaining positions will then be offered by order of rank to archers ranked 9th or higher in the Senior recurve or compound national rankings 60 days prior to the event.

1.1.2. U21, U18, U15 and 50+ Divisions

U21, U18, U15 and 50+ archers will be selected to events based on their USAT rank in the U21, U18, U15 and/or 50+ divisions as of December 31st of the prior year, followed by archers named to Senior USAT as of December 31st of the prior year who are still eligible to shoot in either the U21, U18 or 50+ division.

If additional slots are available after all archers with a USAT rank have accepted or declined their position on the team, archers without a USAT rank who meet all eligibility requirements set forth by USAA and WA to compete internationally for USAA can be invited to accept or decline a position on the team. Archers without a USAT rank as of December 31st of the prior year will be selected in order of their NRS Points as of December 31st of the prior year.

EXCEPTION: If an international event will be utilized to determine USA Archery's quota slots for the Olympic Games, athletes will be selected to the team based on the current Olympic Games U.S. Team trials rankings followed by the Senior national rankings as of December 31st of the prior year.

1.1.4. Barebow Senior Division

If the event offers a category for the Barebow Senior Division, archers will be selected to international events based on the results of the most recent USA Archery Target Nationals placement.

1.1.5 Ties

Ties for U21, U18, U15, 50+ and Barebow Senior will be broken by the archer's final placement at the most recent USA Archery Target Nationals or JOAD Target Nationals with athlete with the higher placement being selected to the team. If an athlete competed in both the USA Archery Target Nationals and the JOAD Target Nationals, the USA Archery Target Nationals final placement will be utilized for the tiebreaker. If a tied archer did not attend the most recent JOAD Target Nationals or Target Nationals required USAT event, the position on the team will be given to the archer who did attend the required event for their same category.

1.1.6 Accept/Decline Process

Accept/Decline and MQS Verification requests (if applicable) will be extended to the number of athletes per gender and division up to the maximum number of quota slots available.

2. Team and Mixed Team Athlete Selection

2.1 TEAM ROUND

When selecting the athletes for the Team Round competitions, priority will be given to the three (3) archers per gender in each division with the highest qualification round score at the international event. If two athletes tie for the third position in their division, the athlete with the higher current Senior USAT rank, will be chosen for the team round competition. As applicable, USAT rank may be applied by age class and division, following Senior rank (i.e., U21, U18, U15 and 50+) as needed.

2.2 MIXED TEAM ROUND

When selecting the athletes for the Mixed Team Round competition, priority will be given to the archer per gender and division with the highest qualification round score at the international event. If two athletes tie for the highest ranked position in their division, the athlete with the higher current Senior USAT rank will be chosen for the mixed team round competition. As applicable, USAT rank may be applied by age class and division, following Senior rank (i.e., U21, U18, U15 and 50+) as needed.