Communication No. 2279

ISU Junior World Cup Speed Skating 2019/20, including International Competitions for "Neo-seniors"

1. General Conditions

a) The ISU Junior World Cup will be organized as a series of International Competitions subject to regulations given in this ISU Communication. The ISU Junior World Cup is an ISU Event, financially supported through the ISU Development Program. Relevant parts of the ISU General Regulations apply, in particular Rules 105, 106 and 136. Rule 223, paragraph 1 b) and 1 c) regarding national team uniforms will apply with the adjustments as mentioned in 2c) below.

As per Rule 105, paragraph 1 a), the national (domestic) TV rights and advertising rights for each Competition in the ISU Junior World Cup 2019/20 belong to the organizing ISU Member. Before concluding any commercial agreements, the organizers should, however, consult the ISU Director General in order to prevent conflicts with ISU contracts. The international TV rights belong to the ISU. If a TV production is available, then the organizers shall provide the international TV signal at no cost to the ISU and its designated TV companies.

b) Each Competition of the ISU Junior World Cup 2019/20 will include races for juniors (as defined in Rule 108 and paragraph 2d) below) and for "Neo-seniors" (as defined in paragraph 2d below), organised in two separate divisions with separate list of results and rankings. Both divisions, to be named "Juniors" and "Neo-seniors", are considered to be part of the same ISU Event, and are governed by the same rules and regulations, if not otherwise specified in this Communication.

c) The first two Competitions in the ISU Junior World Cup 2019/20 (JWC-1 and JWC-2) are qualifying events for the 2020 Winter Youth Olympic Games (WYOG; Lausanne 2020). ISU Members will qualify entry quotas for WYOG by the results of their Skaters competing in the "Juniors division", fulfilling the age requirements in paragraph 2 d) below. However, to participate in the Speed Skating competitions at the Winter Youth Olympic Games 2020, to be held in St. Moritz (SUI), a Skater must be born between January 1, 2002 and December 31, 2004 (see also ISU Communication No. 2235).

d) An ISU Memorandum specifying obligations and guidelines for the organization of the ISU Junior World Cup Speed Skating 2019/20 will be available to the hosting ISU Members and the Organizing Committees.

e) For each Competition in the ISU Junior World Speed Skating 2019/20 the ISU Speed Skating Technical Committee assigns a Representative, who shall observe that the competitions are conducted in accordance with this Communication, ISU statutes and the ISU Memorandum.

f) In this Communication the ISU Junior World Cup Speed Skating 2019/20 is sometimes referred to with the shorter term "ISU Junior World Cup" and the abbreviation "JWC". The terms "Juniors" and "Neo-seniors" will refer to the races and rankings of the two respective divisions.

2. Basic competition rules

a) The ISU Junior World Cup consists of a series of Competitions for the following distances/competitions:

<table>
<thead>
<tr>
<th>Category</th>
<th>Distances/Competitions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Ladies, individual:</strong></td>
<td>500, 1000, 1500, 3000m and Mass start races (10 laps);</td>
</tr>
<tr>
<td><strong>Ladies, teams:</strong></td>
<td>Team Pursuit (6 laps) and Team Sprint (3 laps);</td>
</tr>
<tr>
<td><strong>Men, individual:</strong></td>
<td>500, 1000, 1500, 3000m and Mass start races (10 laps);</td>
</tr>
<tr>
<td><strong>Men, teams:</strong></td>
<td>Team Pursuit (8 laps) and Team Sprint (3 laps).</td>
</tr>
</tbody>
</table>
b) The ISU Junior World Cup Speed Skating 2019/20 ranking for each distance/competition is determined by the accumulated points for each Skater or national team (for Team Pursuit and Team Sprint) over the season.

c) The competitions are open to all ISU Speed Skating Members, subject to entry quotas and required qualifying times. Participating competitors need to wear racing uniforms clearly identifying the ISU Member concerned.

d) As per ISU Rule 108, participation in the **Juniors division** is open to:
   - **Juniors A and B** born in the period 1 July 2000 – 30 June 2004;

e) Participation in the **Neo-senior’s division** is open to:

f) In each division the Competitors who currently have the highest rank on the distance concerned will skate in the last pair of the distance; the Competitors currently ranked 3rd and 4th will skate in the second to last pair, etc. The same principle applies for the Team competitions. For Mass Start the position at the start for JWC-1 will be determined by lot and for the next Events will be organized according to the current ranking of the division.

g) Prize money as determined by the ISU and a special trophy for the winner and diplomas for 2nd and 3rd place will be awarded for the overall classification of each distance/competition for the Juniors division of the ISU Junior World Cup Speed Skating 2019/20. A special trophy for the winner and diplomas for 2nd and 3rd place will be awarded for the overall classification of each distance/competition of the Neo-seniors division.

h) Non-European ISU Members may request a travel contribution of 750 USD per competitor. The contribution will be given through the ISU Development Program and transferred to the ISU Member concerned by the end of the season.

   General requirements for request:
   - i. The actual contribution may depend on the total number of requests received;
   - ii. Travel duration for the longest part of the connections to the Event must be a minimum of 6.5 hours by airplane;
   - iii. The ISU Member concerned must bring a Coach/Team leader at their own cost;
   - iv. The support per ISU Member is limited to a maximum of 5 competitors per Junior World Cup competition;
   - v. To request this contribution, the official application form at Appendix A must be sent within 15 days following the completion of the ISU Junior World Cup Competition concerned to: dvcommissionspeed@isu.ch and development@isu.ch;
   - vi. ISU Members will be informed within two (2) weeks of receipt of the application about the acceptance of the request.

3. **ISU Junior World Cup Competitions 2019/20**

<table>
<thead>
<tr>
<th>JWC#</th>
<th>Dates</th>
<th>Place</th>
<th>Program</th>
</tr>
</thead>
</table>
| 1    | 16 – 17.11.2019 | Bjugn (NOR) | Day 1: 1000, 3000, Team Sprint  
|      |              | WYOG Qualifying Event | Day 2: 500, 1500, Mass Start |
| 2    | 23 – 24.11.2019 | Enschede (NED) | Day 1: 1000, 3000, Team Sprint  
|      |              | WYOG Qualifying Event | Day 2: 500,1500, Mass Start |
| 3 “Final” | 15 –16.02.2020 | Minsk (BLR) | Day 1: 1000, 3000, Team Pursuit  
|      |              |                     | Day 2: 500,1500, Mass Start |

4. **Entry Rules**

   **4.1. Entries of Competitors**

   ISU Members must submit their entries using the **ISU Online entry system** at http://www.isu.events. The entries must indicate the distance(s) to be skated by each entered Competitor, including maximum one substitute per event, and entries for team competitions. An entered Competitor may be replaced by an entered substitute not later than at the Team leaders’ meeting preceding the draw for the distance. No substitutions will be accepted at the draw meeting. See also paragraph 6.1.
Replacement of a Competitor by an entered substitute after the draw may exceptionally be accepted, but only if the Referee has been duly informed at least two hours before the start of the distance. See also 6.3.e) below.

4.2. Entry quotas
a) Counting both divisions Juniors and Neo-seniors an ISU Member may enter a maximum of:
   - 20 Competitors (10 Ladies, 10 Men) for JWC 1 and JWC2;
   - 16 Competitors (8 Ladies, 8 Men) for JWC-3 (JWC "Final");
   - 1 team for each team competition (Team Sprint and Team Pursuit) per gender in each division. Up to two (2) Junior Skaters may take part in a team competition in the Neo-seniors’ division, but not vice versa.

b) For the JWC-3 "Final" an ISU Member may only enter:
   - Junior Skaters who have scored JWC points in the Juniors division during the season 2019/20;
   - Junior Skaters who have been entered (in preliminary or final entry) for the ISU World Junior Championships 2020 and achieved qualifying times for JWC-3 mentioned below;
   - Neo-senior Skaters according to paragraph 4.2. a) and 4.3.

c) A maximum number of Competitors/Teams from each ISU Member per Event is listed in the table below.

Summary table of entry quotas for an ISU Member per division/category/distance/event

<table>
<thead>
<tr>
<th>Division</th>
<th>500m, 1000m</th>
<th>1500m, 3000m</th>
<th>Mass start</th>
<th>Team competitions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Juniors</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ladies</td>
<td>4 (3*)</td>
<td>3</td>
<td>2</td>
<td>1 team</td>
</tr>
<tr>
<td>Men</td>
<td>4 (3*)</td>
<td>3</td>
<td>2</td>
<td>1 team</td>
</tr>
<tr>
<td>Neo-seniors</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ladies</td>
<td>4 (3*)</td>
<td>3</td>
<td>2</td>
<td>1 team</td>
</tr>
<tr>
<td>Men</td>
<td>4 (3*)</td>
<td>3</td>
<td>2</td>
<td>1 team</td>
</tr>
</tbody>
</table>

* Quota for JWC-3 Final

4.3. Qualifying times
Entered Skaters must have achieved applicable qualifying times for the respective distances:

<table>
<thead>
<tr>
<th>JWC 1-2</th>
<th>JWC-3 (final)* and JWC 1-3**</th>
</tr>
</thead>
<tbody>
<tr>
<td>500m</td>
<td>1000m</td>
</tr>
<tr>
<td>Ladies</td>
<td>45,00</td>
</tr>
<tr>
<td>Men</td>
<td>41,00</td>
</tr>
</tbody>
</table>

For the Mass start and Team competitions: any of the above distance Qualifying times apply.

<table>
<thead>
<tr>
<th>Ladies</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>In each division an ISU Member may enter maximum one Skater per gender with the following Qualifying times applying for Mass start and Team competitions</td>
<td></td>
</tr>
<tr>
<td>2.25,00</td>
<td>2.12,00</td>
</tr>
</tbody>
</table>

* For skaters without JWC points.
** For Neo-seniors for JWC 1-3.

For a result to be a valid as a qualifying time, it must have been achieved in the period between July 1, 2018 and the entry deadline for the ISU Junior World Cup Competition concerned. Documentation (specifying date and venue of the competition) of the achieved time must be available.

5. Competition formats and rules

5.1. Individual distances
- For each individual distance all entered Skaters compete together (in one division per age-gender category).
- Quartet starts should be used for the 3000m. Quartet may be used for the 1000m and 1500m.
5.2. Mass Start races

- Distances are 10 laps for Ladies and 10 laps for Men, in both divisions.
- The warm-up lane is considered as part of the racing track (if not otherwise decided by Referee and representative of the ISU technical committee).
- Mass Start races will be organized based on ISU Technical Rules 253, paragraph 4 b) and 265, paragraph 6 a) and d) and details given in ISU Communication No. 2195 or later updates of this Communication.

5.2.1. Entry rules and quota allocation for Mass Start

a) Maximum 30 Competitors will be admitted in each race.
b) If the number of entered Skaters will exceed 30, quota places will be allocated as follows:
   - Entry quotas will be allocated to ISU Members (with a maximum quota of 2 Competitors each) based on the ranking of Skaters from the respective ISU Members in the final classification in the 3000m. At first all ISU Members will be allocated one quota place. Then a second quota place will be allocated to ISU Members according to the rankings in the 3000m of the second-best Skater from the ISU Member;
   - for division "Neo-seniors" in the JWC Final quota places will be based on the current JWC ranking, within a maximum entry quota of 2 Skaters per Member.
c) In case of limitations of the overall number of Competitors, as per item b) above, the Team leaders will have to indicate at the Team leaders’ meeting the priority order of their entered Competitors.

5.3. Team competitions

a) Team Sprint competitions will consist of national teams of 3 Skaters. Distances 3 laps for Ladies and Men.
b) Team Pursuit competitions will consist of national teams of 3 Skaters. Distances are 6 laps for Ladies and 8 laps for Men.
c) Team competitions will be organized based on ISU Technical Rules 261, paragraph 1 and 3 and 265, paragraph 5 and 7 and details given in special ISU Communication.
d) The deadline for entry of names of the Skaters that may compete in the Team (possibly more than 3 names) will be announced by the Referee at the Team leaders' meeting the day before the Team competition. A maximum of 1 Junior skater can be entered to a Neo-senior team.
e) The final composition of the team shall be declared by the Team leader not later than 60 minutes before the start of the Team competition concerned.
f) At the first JWC Competition in each Team event, the entered Teams will be seeded by lot.
g) At the next JWC Competition the entered Teams will be seeded according to the respective Team competition ranking from the preceding JWC Competition. Unranked teams will be seeded thereafter by lot.
h) The starting order will be opposite to the ranking order of the participating Teams. The two best ranked (seeded) Teams will start in the last heat.

5.4. Demonstration events

Subject to the consent of the ISU Speed Skating Technical Committee, the organizer of an ISU Junior World Cup Competition may add demonstration events to the program. Entry rules and conditions for demonstrations events should be included in the announcement.

6. Drawing, composition of pairs and starting order

6.1. Draw meeting and Team leaders' meeting

a) A Team leaders’ meeting shall take place before first day of the Competition, with the purpose to confirm the final entries and to present race schedules and other logistical information.
b) Each participating ISU Member is obliged to attend the Team leaders’ meeting, but participation is restricted to one person (the officially entered Team leader or another person authorized by the Team leader).
c) Before the first day of a Competition there will be an opening draw meeting to draw or to announce the composition and starting order of pairs.
d) For the second day the start lists will be determined by the Referee based on the confirmed final entries and the rules given below. Changes to final entries must be confirmed by submitting Forms at the latest 15 minutes after the end of Day 1.
6.2. Drawing at the first Competition for the event
a) Individual distances (both divisions): Arrangement of the pair shall be made according to the rule 244a) based on the ranking of the achieved qualifying times. Highest ranked Competitors shall be placed in the last pair.
b) Mass Start: The position of Competitors at the start line is determined by lot.
c) Team events: See paragraph 5.3 above.

6.3. Pairing and drawing at the following Competitions
a) Competitors in each division shall be paired or (for Mass Start) lined up at the start according to their ISU Junior World Cup rank, as follows:
   • Competitors or teams with JWC points will be ranked first, according to their current rank.
   • Competitors without JWC points will be ranked thereafter, according to their best achieved JWC result (time) 2019/20. For Mass Start this further ranking will be determined by lot.
   • Competitors without results from JWC Competitions 2019/20 will be ranked thereafter, according to their best achieved qualifying time for the distance concerned.
   The starting order shall be opposite to the ranking order of the Competitors, so that the Competitors with the lowest rank start in the first pair, etc. The better ranked Competitor in a pair shall start in the inner lane.
   b) If a pair that is formed based on the JWC ranking will consist of two Skaters from the same ISU Member, the lowest ranked Skater in this pair will be moved to the earlier pair, and be replaced by the highest ranked Skater in that pair.
   c) In the case of an odd number of Competitors, the first pair shall consist of a single Skater.
   d) In quartet starts the four Competitors with the best JWC ranking shall form the last quartet, and only the first quartet may be incomplete.
   e) In case of withdrawals after the draw meeting, pairs shall be rearranged according to ISU Rule 245, paragraph 3. Paragraph 6.3. b) doesn’t apply.

7. ISU Junior World Cup ranking system

7.1. Competitions counting
All competitions count for the JWC rankings for the respective distances/competitions in each division. For the Team competitions (Team Sprint and Team Pursuit) the results are combined into one ISU Junior World Cup team competitions ranking.

7.2. Awarding of ISU Junior World Cup points (in each division)

<table>
<thead>
<tr>
<th>JWC - 1, 2</th>
<th>Rank</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>11</th>
<th>12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Points</td>
<td>100</td>
<td>80</td>
<td>70</td>
<td>60</td>
<td>50</td>
<td>44</td>
<td>40</td>
<td>36</td>
<td>32</td>
<td>28</td>
<td>24</td>
<td>20</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Rank</th>
<th>13</th>
<th>14</th>
<th>15</th>
<th>16</th>
<th>17</th>
<th>18</th>
<th>19</th>
<th>20</th>
<th>21</th>
<th>22</th>
<th>23</th>
<th>24</th>
</tr>
</thead>
<tbody>
<tr>
<td>Points</td>
<td>18</td>
<td>16</td>
<td>14</td>
<td>12</td>
<td>10</td>
<td>8</td>
<td>6</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>JWC - &quot;Final&quot;</th>
<th>Rank</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>11</th>
<th>12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Points</td>
<td>150</td>
<td>120</td>
<td>105</td>
<td>90</td>
<td>75</td>
<td>67</td>
<td>60</td>
<td>54</td>
<td>48</td>
<td>42</td>
<td>36</td>
<td>31</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Rank</th>
<th>13</th>
<th>14</th>
<th>15</th>
<th>16</th>
<th>17</th>
<th>18</th>
<th>19</th>
<th>20</th>
<th>21</th>
<th>22</th>
<th>23</th>
<th>24</th>
</tr>
</thead>
<tbody>
<tr>
<td>Points</td>
<td>27</td>
<td>24</td>
<td>21</td>
<td>18</td>
<td>15</td>
<td>12</td>
<td>9</td>
<td>6</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>

7.3. Points for tied ranks
If two or more Skaters (or teams) have obtained the same rank in an event, each Skater (or team) will receive the full points scored for this tied rank.
7.4. ISU Junior World Cup ranking rules
The JWC rankings for each event (distance) is determined by the number of points the Skaters (or Teams) accumulate during the season. In the final JWC rankings, as well as in the intermediate ranking during the season, a tie between Skaters/Teams with the same total of JWC points will be resolved according to the following criteria (in order of priority) for determining the better ranked Skater/Team:

a) The Skater/Team with the higher number of Junior World Cup victories;
b) The Skater/Team with the higher score of points in one single competition (race);
c) The Skater/Team with the best time achieved in the Junior World Cup for the distance/competition concerned.

8. Prizes

8.1. Prize money
In the Juniors division prize money will be awarded for the 3 best Skaters or Teams in the final ISU Junior World Cup ranking for each individual distance and for the Team competitions:

<table>
<thead>
<tr>
<th>Rank</th>
<th>Individual distances, incl. Mass Start</th>
<th>Team competitions – combined ranking (per Team)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>CHF 800,-</td>
<td>CHF 2400,-</td>
</tr>
<tr>
<td>2</td>
<td>CHF 400,-</td>
<td>CHF 1500,-</td>
</tr>
<tr>
<td>3</td>
<td>CHF 250,-</td>
<td>CHF 1200,-</td>
</tr>
</tbody>
</table>

In case of ties, the prize money amount awarded will be the average amounts for the applicable ranks. The prize money is transferred by the ISU to the respective ISU Members on the conditions that apply for ISU Championships (see ISU Communication No. 2218 or later updates).

8.2. Other prizes
For each division a special trophy for the winner and diplomas for the 2nd and 3rd place in each distance/team competitions will be presented by the ISU, based on the final ISU Junior World Cup ranking for the season 2019/20.

9. Cancellations

9.1. Cancellation of a Competition
If an organizing ISU Member considers it impossible to hold the ISU Junior World Cup Competition it has been allotted according to the schedule given in paragraph 3, it must urgently give the reasons in writing to the ISU Secretariat to permit the ISU to authorize the cancellation. If circumstances during a Competition would make it impossible to complete the scheduled race, the Referee in consultation with the ISU Speed Skating Technical Committee representative is authorized to cancel distances or races. The ISU Speed Skating Technical Committee decides if cancelled distances or races shall be re-scheduled for another date and/or another venue.

9.2. Cancellation of status as an ISU Junior World Cup Competition
For each division, a Competition will retain its status as an ISU Junior World Cup Competition only if at least two ISU Members are represented with Competitors. JWC points will also not be awarded for distances/team competitions with Competitors/team from only one ISU Member.

10. Requirements for the organization of ISU Junior World Cup Speed Skating Competitions
A Memorandum will be issued by the ISU containing details on the obligations of the organizers and guidelines for the organization of an ISU Junior World Cup Speed Skating Competition. A summary is given below:

a) The organizer is responsible for publishing the announcement for the Competition, in accordance with Rule 110 and guidelines given in the Memorandum. The draft announcement shall be submitted to the ISU Secretariat for approval by the ISU Speed Skating Technical Committee, not later than two months before the Competition is to be held. The announcement must be published on the ISU Website not later than 45 days before the Competition together with other relevant information.
b) For each Competition, one or two Referees, one or two Assistant Referees and three Starters are appointed by the ISU President. The appointed Referee(s) must be an ISU Referee for the season 2019/20, as listed in the annual ISU Communication. At least one of the appointed officials should belong to ISU Member(s) other than the hosting Member. The organizers must provide the Referee with adequate secretariat assistance and computer support for the preparation and conduct of the draws (see also Rule 210, paragraph 1k).

c) Automatic time-keeping must be available: optical system and transponder system are required for all distances/competitions. The use of a photo-finish system is recommended for the Mass Start. The connection to a scoreboard should be available if possible.

d) Anti-doping tests shall be carried out according to the ISU Anti-Doping Rules and ISU Anti-Doping Procedures, as given in the applicable ISU Communications (ISU Communication Nos. 2213 and 2243 or later updates).

e) The organizer is responsible that appropriate accommodation is available for participants and Team leaders. For the participating teams the organizer is obliged to announce a set of guaranteed (maximum) board and lodging rates at available hotels ("official hotels") as follows:
   • Hotel room rates for single and double rooms (without meals or only incl. breakfast)
   • Rates for full board and lodging (three meals per day).

f) The organizer is obliged to pay or reimburse board and lodging expenses from dinner the evening before the first day of the Competition to breakfast (included) on the morning after the Competition for (up to) 2 Skaters or for one Skater and one Team leader from each participating ISU Member. Reimbursement shall be based on the announced room rates for the applicable hotels and calculated based on the expenses of up to 1 double or 2 single rooms.

g) The organizer is responsible for covering expenses for board and lodging for the ISU appointed Officials (Referees and Starters) and for board and lodging for the ISU Speed Skating Technical Committee Representative.

h) The organizer must provide a transportation service between the ice rink and the official hotel(s) during the period of the competitions and the announced training sessions. If possible, also the transportation of the teams should be arranged by the organizer from the nearest international airport. Names and functions of all team officials must be submitted together with the final entries for the Competition.

i) The organizer must provide ice-training possibilities for at least 3 hours during the last day prior to the JWC Competition. This period is restricted only to Skaters entered for the JWC Competition concerned. Trial starts must be organized preferably in both training sessions (in the morning and afternoon).

j) Adequate safety protection must be in place at the rink during the official training and competition periods, as per guidelines given in the Memorandum and the ISU Special Regulations and Technical Rules.

k) The organizer is obliged to forward to the ISU complete results of all races in .pdf format and current Junior World Cup classifications in .xls format. The organizer is responsible that results are forwarded to international press and news service agencies.

11. Distribution of results

The organizer of a Competition must immediately send complete results for the races (ranking lists with finishing times and results by pairs) by electronic mail mentioned below. The organizer should ensure that results are posted continuously during the Competition at an announced Internet website. The official protocol of results, in appropriate digital format, must be sent without delay to the ISU Secretariat in Lausanne.

12. ISU Junior World Cup Speed Skating Coordination

Any questions concerning rules and conditions given in this Communication or concerning the organization of the ISU Junior World Cup Speed Skating 2019/20 should be addressed to:

   ISU Secretariat                   Tel:   +41 21 612 66 66
   Attn. Fabrice Prahin             E-Mail: prahin@isu.ch
   Av. Juste-Olivier 17, CH-1006 Lausanne, Switzerland

   Tubbergen,                        Jan Dijkema, President
   August 29, 2019

   Lausanne,                         Fredi Schmid, Director General