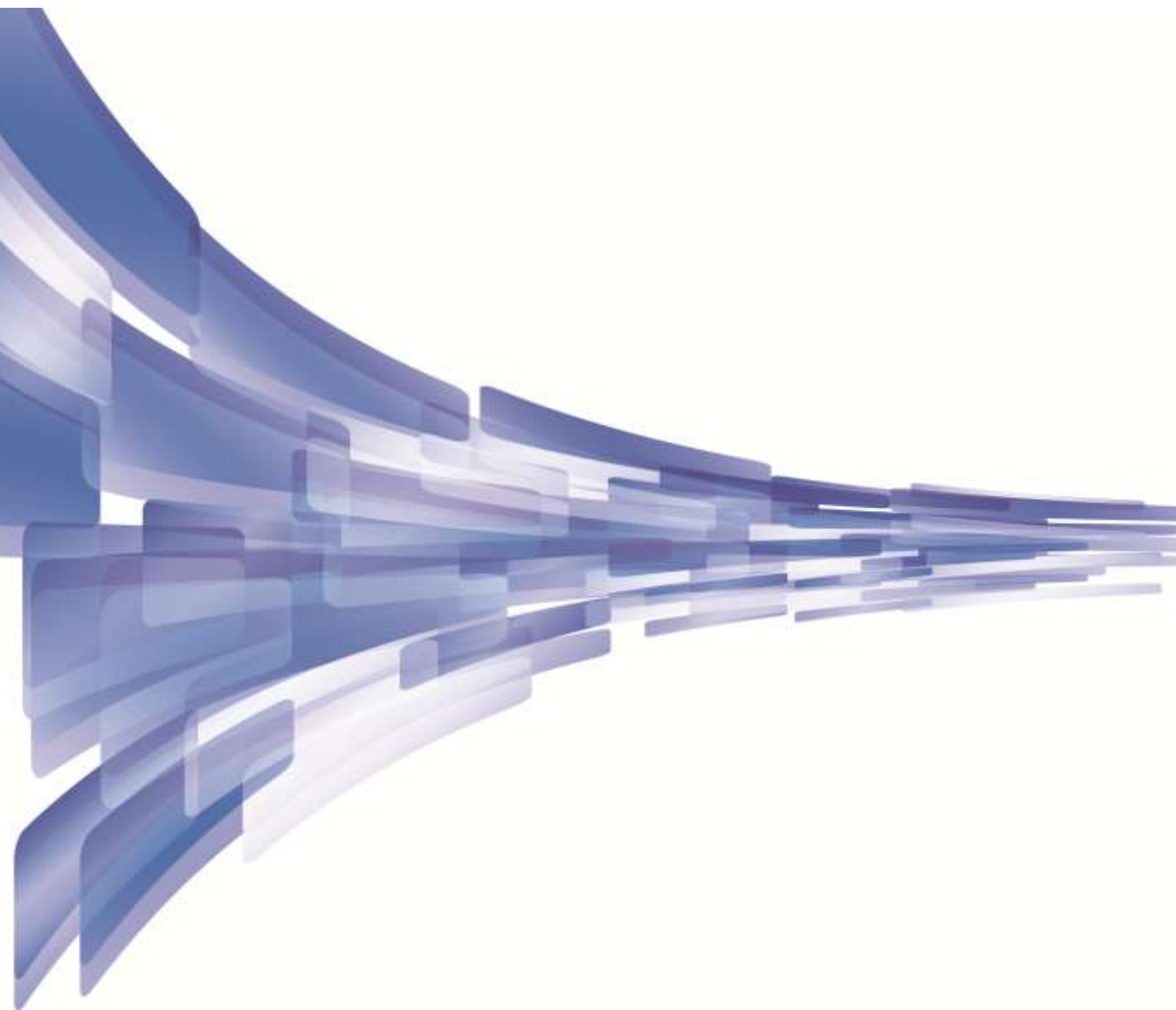


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SLOVAK ANTI-DOPING AGENCY



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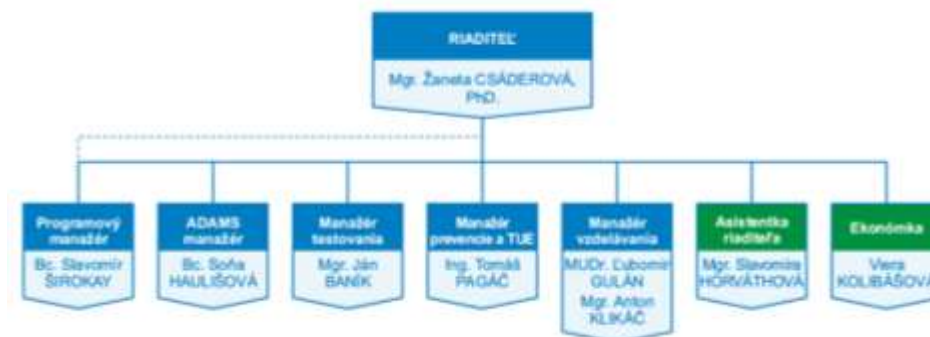
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1. ORGANIZATION IDENTIFICATION

1.1	Name of the organization:	SLOVAK ANTI-DOPING AGENCY (hereinafter referred to as „SADA“)
	Statutory representative:	Mgr. Žaneta CSÁDEROVÁ, PhD., Director
	Legal form:	Contributory organization of the Ministry of Education, Science, Research and Sport of the Slovak Republic, which is also its founder
	Date of origin:	January 1, 2009, in accordance with § 6 (1) of Act No. 300/2008 Coll. on Organization and Support to Sports and on change and amendments of certain acts.
	Registration No.:	50 119 231
	Residence:	Hanulova 5/C 841 01 Bratislava
	Correspondence address:	ANTIDOPINGOVÁ AGENTÚRA SR P.O.BOX 5 840 11 Bratislava 411
	Contact:	tel.: +421 2 / 44 64 34 11 fax: +421 2 / 44 64 34 12 E-mail: office@antidoping.sk Web: www.antidoping.sk

Employees of the organisation and positions:



Mgr. CSÁDEROVÁ Žaneta, PhD.
 HORVÁTHOVÁ Slavomíra, Mgr.
 KOLIBÁŠOVÁ Viera
 BANÍK Ján, Mgr.
 ŠIYEARY Slavomír, Bc.
 HAULIŠOVÁ Soňa, Bc.
 PAGÁČ Tomáš, Ing.
 (part-time)

Director
 Assistant
 Finance
 Executive / Testing
 Executive / Monitoring
 ADAMS Manager
 Therapeutic use exemption and prevention
 Manager

GULÁN Ľubomír, MUDr.
 KLIKÁČ Anton, Mgr.
 (part-time)

Education Manager
 Education

ŠTALMACHOVÁ Barbora, Mgr. (on maternity leave since November 10, 2013)
 HUDEKOVÁ Kristína (on maternity leave since November 30, 2011)

Outsourced employees:

(Sport Specialists) – 33 Doping Control Officers

2. BASIC DOCUMENTS DEFINING THE POSITION AND MISSION OF THE ORGANIZATION

Basic documents defining the position of SADA at the national level:

- a) **Act No. 300/2008** Coll. on Organisation and Support to Sports and on change and amendments of certain acts (hereinafter only as the “Act”),
- b) **Decree of the Ministry of Education of the Slovak Republic No. 542/2008** Coll. on Procedures Applied in Performing Doping Controls and on Treatment of Taken Biological Samples of Athletes (hereinafter only as the “Decree”),
- c) **Foundation Charter of SADA** issued by the Ministry of Education on December 19, 2008 with No. CD-2008-18516/53411-9:10, effective January 1, 2009,
- d) **Statute of SADA** issued by the Ministry of Education on December 19, 2008, effective January 1, 2009. In accordance with the Statute, SADA is a separate legal entity and in legal relations acting on its own behalf, it acquires rights and obligations and has property and working liability arising from these relations.

The main objective of SADA is to provide activities within the scope of the National Anti-Doping Program. This particularly involves the execution of preventive measures in the fight against doping in sport based on collaboration with WADA and other international anti-doping organizations. The cooperation with international sport federations and national sports federations is significant, particularly in coordination and **in the direct execution of doping control in sport, especially at top-performance level**. This irreplaceable role arises from the adoption and implementation of international treaties and conventions to which the Slovak Republic is a signatory. Continuous provision of education of selected target groups of athletes and the overall educational activity in this area form an important part of the mission of SADA.

SADA effectively helps to expand training and further education in the fight against doping in sport, not only for athletes, athlete support personnel and officials, but also for students of secondary schools and universities, teachers and trainers in all areas of sport activities and free-time activities of the our population.

SADA's long-term goal is to provide **comprehensive anti-doping regulation** and thus achieve compliance of sport and technical standards, national legislation and the WADA Code. These intentions were the basis for incorporating legislative changes in the anti-doping regulations and in the forthcoming new Act on Sport in 2015.

In terms of medium-term perspective, the agency will continue to deal with the key areas of activities of the organization. These are aimed at carrying out the tasks of the World Anti-Doping Program, the development and harmonization of anti-doping regulations, implementation and organization of doping controls - efficient testing, maintenance of the National Register of Athletes for Testing, monitoring Athlete's whereabouts through ADAMS, administration of the National Register of Therapeutic Use Exemptions, expert reports, education in the fight against doping, cooperation with governmental and non-governmental institutions, national and international sports organizations.

3. ACTIVITIES OF SADA IN 2015 - EVALUATION

Principal roles of SADA are defined in its basic documents and in the contract between The Ministry of Education, Science, Research and Sport of the Slovak Republic and SADA.

The contract for the performance of tasks in 2015:

- a) performance of preventive measures in fighting doping in sport,
- b) cooperation with World Anti-Doping Agency (hereinafter only as “WADA”) and international anti-doping organisations,
- c) cooperation with international sports unions and national sports unions in fighting doping in sport,
- d) organising of doping controls and deciding in matters concerning doping controls,
- e) permitting use of doping substances for medical purposes of athletes,
- f) educating experts in the field of fight against doping in sport.

The year 2015 was marked by the implementation of the new World Anti-Doping Code, which entered into force on January 1, 2015. The purpose of the Code is to implement in practice and further develop the real social values of sport, to protect the fundamental rights of athletes, to participate in doping-free sport and also to ensure harmonization, coordination and effectiveness of anti-doping programs at national and international levels with regard to control, prevention and protection against doping.

Also, the following international standards set by WADA underwent changes: International Standards for the List of Prohibited Substances and Methods, International Standard for Therapeutic Use Exemption, International Standard for Laboratories, International Standard for Testing, and International Standard for the Protection of Privacy and Personal Information. SADA has implemented new rules and upon approval by WADA adopted a new national anti-doping program. Testing segment has undergone the biggest changes, mainly due to a technical document issued by the World Anti-Doping Agency, which defines the duties for all anti-doping organizations in connection with additional analyses of samples for banned substances that are not performed in standard tests for prohibited substances.

It was necessary to change the wording and definition of anti-doping in Slovakia in the new legislation on Sport. SADA actively participated in the drafting the new Act on Sport in the area of anti-doping in collaboration with The Ministry of Education, Science, Research and Sport of the Slovak Republic and with the Department of Legislation and Approximation of Law. With the new Act No. 440/2015 Coll. on Sport and on Amendments to Certain Acts, which came into force on January 1, 2016, it was possible to strengthen the position of SADA as an independent body established by law.

Another main task is to work with the World Anti-Doping Agency, anti-doping agencies in other countries, international sports organizations, national sports associations, Slovak Olympic Committee and the Slovak Paralympic Committee. SADA staff attended 14 foreign business trips in 2015, which contributed to the awareness of the changes in the technical and strategic documents of WADA, Council of Europe and UNESCO. During these events, they acquired new knowledge and information and put them into practice in the field of anti-doping.

Close cooperation with these sporting bodies at the national level is an essential part of the fight against doping in sport. It consists of coordination of doping controls, information on whereabouts and

plans of athletes and national teams of the Slovak Republic. Given the fact that 2015 is a pre-Olympic year, SADA employees were appointed to become a part of staff at Slovak Olympic Committee and the Slovak Paralympic Committee.

The Agency will continue to be active in providing information, educational and advisory activities, such as publishing printed information and methodological materials, publication of electronic materials on the Agency's website and providing interactive presentations within selected target groups in cooperation with professional organizations and civil associations. In 2015, we purchased educational items, which were used in the abovementioned actions.

3.1. TESTING

Testing has undergone significant changes in 2015, mainly due to a technical document issued by the World Anti-Doping Agency (WADA), TD2014SSA, which specifies responsibilities for all anti-doping organizations in connection with additional analyses of samples for banned substances that are not made in standard tests for prohibited substances.

2015 was a testing year for the implementation of this document. Over the year, SADA was implementing additional tests for EPO (ESAs), factors of growth hormone (GHRFs) and the growth hormone itself (GH). Firstly, additional analyzes for EPO and growth hormone factors were introduced for in-competition urine samples, later for out-of-competition urine samples. By the end of 2015, SADA began testing for growth hormone in blood. In view of the experience gained in the processes during planning, sampling and transport of samples, it was possible to test and fine-tune processes for one hundred percent implementation of the technical document TD2014SSA for the calendar year 2016.

For a closer approximation of this document, it is to be mentioned that it determines the minimum amount of additional analyses of samples taken in different sports and disciplines in percentage graded by five percent, while the minimum amount is 0% and the maximum amount reaches 60% (especially in endurance sports for analysis of EPO).

In 2015, SADA performed a total of **79 doping controls** (missions), of which **46 were in-competition, 32 out-of-competition and 1 was mixed**. The duration of doping controls was from one to ten days. From one to 55 samples of biological material were taken within one control.

URINE SAMPLING

Year	Total number of urine samplings	In-competition	Out-of-competition
2014	387	323	64
2015	432	338	94

229 samplings were made in-house, 203 samplings were made in collaboration with national and international federations and associations, at events of national, European or global importance.

Urine sample collection was performed in particular sports as follows:

	Sport	Total	In-competition sampling	Out-of-competition sampling
1	Athletics	58	49	9
2	Skiing	41	34	7
3	Judo	38	35	3
4	Body-building	35	34	1
5	Biathlon	29	18	11
6	Ice hockey	21	21	0

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7	Fitness	19	17	2
8	Volleyball	16	16	0
9	Cycling	14	8	6
10	Canoe slalom	14	11	3
11	Natural body-building	13	10	3
12	Box	12	10	2
13	Swimming	12	8	4
14	Wrestling	12	6	6
15	Football	10	4	6
16	Sport shooting	10	4	6
17	Handball	8	8	0
18	Powerlifting	8	8	0
19	Fencing	8	6	2
20	Horse races	6	6	0
21	Figure skating	6	6	0
22	Taekwondo	6	6	0
23	Synchronised swimming	5	0	5
24	Canoeing	5	0	5
25	Floorball	4	4	0
26	Water Polo	4	4	0
27	Auto racing	3	3	0
28	Arm wrestling	3	0	3
29	Bobsleigh	2	0	2
30	Sports Gymnastics	2	0	2
31	Kickbox	2	0	2
32	Fishing	2	2	0
33	Modern gymnastics	1	0	1
34	Archery	1	0	1
35	Rafting	1	0	1
36	Sleigh	1	0	1

COMPLEMENTARY (ESAS, GHRFS) AND ADDITIONAL (SPC) ANALYSES FOR COLLECTED SAMPLES

Year	ESAs	GHRFs	SPC
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2014	0	0	4
2015	31	27	23

Since 2015, the technical document TDSSA2014 has been in force, under which it is necessary to perform analysis for EPO (ESAs), growth hormone from the blood and its factors from urine (GHRFs). In 2015, SADA did not yet fulfill the requirements of this document in all disciplines. In 2016, it will be necessary to increase the number of additional analyses. Additional test "SPC" (steroid profile confirmation) had to be carried out, on request from the laboratory, if the sample showed non-standard proportion of steroid component. However, none of these tests have confirmed the presence of banned substances.

SADA is responsible for implementing the standards of TDSSA2014 only for samples that it authorised, therefore the following percentage of sample collection performance was achieved in individual sports disciplines.

A-Z		Out-of-competition testing	In-competition testing	Out-of-competition + in-competition testing	Erythropoiesis stimulating substances %	Recorded	%	Growth hormone releasing factors %	Registered	%
Athletics	Jumping	2	3	5	10%	1	20	15%	1	20
Athletics	Long-distance (3000m or more)	2	4	6	60%	1	16,67	5%	0	0
Athletics	Middle-distance (800-1500m)	2	8	10	30%	2	20	10%	0	0
Athletics	Sprint (400m or less)	3	5	8	10%	2	25	15%	2	25
Athletics	Throwing, shot put		6	6	5%	0	0	15%	0	0
Biathlon		7		7	60%	5	71,43	10%	1	14,29
Bobsleigh		2		2	5%	0	0	10%	0	0
Box		2	10	12	15%	3	25	10%	3	25
Cycling	Mountain Cycling	1		1	30%	0	0	10%	0	0
Cycling	Road	1	8	9	60%	6	66,67	10%	2	22,22
Horse race			6	6	0%	0	0	0%	0	0
Judo		3		3	10%	0	0	10%	0	0
Football		6	4	10	10%	1	10	10%	1	10
Gymnastics	Sports	3		3	10%	0	0	10%	0	0
Handball			4	4	10%	1	25	10%	1	25
Canoe/Kayak	Freestyle	1		1	5%	0	0	10%	0	0
Canoe/Kayak	Long-distance (1000m)	5		5	30%	0	0	5%	0	0
Canoe/Kayak	Water slalom		6	6	15%	0	0	10%	1	16,67
Kickbox		2		2	15%	1	50	10%	1	50
Body-building	Body-building	3	14	17	5%	0	0	30%	6	35,29
Body-building	Fitness	3	8	11	10%	0	0	30%	2	18,18

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Ice hockey			20	20	5%	1	5	10%	2	10
Archery		1		1	0%	0	0	0%	0	0
Skiing	Mountain	6		6	15%	1	16,67	10%	1	16,67
Skiing	Cross-country	1		1	60%	1	100	10%	0	0
Swimming	Synchronised Swimming	5		5	10%	0	0	5%	0	0
Swimming	Long-distance	1		1	30%	1	100	5%	0	0
Swimming	Middle-distance (200-400m)		3	3	15%	2	66,67	5%	0	0
Swimming	Šprint (100m or less)	3	5	8	10%	0	0	10%	1	12,5
Sleigh		1		1	0%	0	0	10%	0	0
Fencing		2		2	5%	0	0	5%	0	0
Sports shooting		6	4	10	0%	0	0	0%	0	0
Taekwondo			6	6	10%	0	0	10%	0	0
Volleyball			8	8	5%	1	12,5	5%	1	12,5
Weightlifting			8	8	5%	0	0	30%	0	0
Wrestling		9	6	15	15%	1	6,67	10%	1	6,67

SCREENING TESTS FOR THE PRESENCE OF PROHIBITED SUBSTANCES IN URINE OR BREATH

In addition to standard tests of urine or blood in the laboratory, SADA carries out so-called screening tests by Druglab company. These tests can almost instantly detect selected substances in the urine, prohibited in competition. Mainly multidimensional tests "Multi" are used (COC, MET, OPI, and THC) or single-parameter "THC" test. SADA carries out this testing mostly in team sports of youth and adults, since team and youth are the greatest risk factors for the use of social drugs.

In addition to urine screening tests, SADA also performs tests for the presence of alcohol in breath in selected sports (alcohol is not banned in all sports), by certified tool from Dräger company.

Year	Multi	THC	Alco
2014	81	155	92
2015	100	0	169

Due to the larger span of multidimensional "Multi" tests, SADA refrained from the use of single-parameter "THC" tests in 2015 and subsequent periods. In 2015, these sample collections were performed in the following sports:

No.	Sport	Multi	Alco
1	Horse race	30	166
2	Football	4	0

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3	Handball	4	0
4	Ice hockey	54	0
5	Car race	0	3
6	Volleyball	8	0
	Total	100	169

BLOOD SAMPLE COLLECTION

SADA still lacks some expertise with blood sample collection, but at the end of 2015, it already made the first sample collection in-house (GH) in addition to the requested sampling of biological material (biological passport ABP). According to the technical document TDSSA2014, it is necessary to perform blood analysis for the presence of synthetic growth hormone in the blood. Moreover, it is possible to detect the presence of the prohibited substance EPO in blood, which can also be detected in urine, which is cheaper.

Year	ABP	ESAs	GH
2014	0	0	0
2015	4	0	2

Blood sample collections were performed in 2015 in the following sports:

Sport	ABP	GH
Cycling	3	0
Athletics	0	2
Biathlon	1	0

VIOLATION OF ANTI-DOPING RULES

Some Slovak athletes and athletes operating in Slovakia have a bad reputation, since percentage in SADA testing in the detection of prohibited substances or methods remains relatively high. Compared to year 2014, when SADA was able to perform testing in more sports, the number of violations in 2015 did not change significantly. The following table reflects only athletes with Slovak nationality or performing sports activities in the Slovak Republic and whose violations of anti-doping rules SADA revealed at its own expense.

Year	Violations
2014	10
2015	7+ (2 under investigation)

In terms of the use of prohibited substances, substances from the group S8, Cannabinoids, prevail, as well as substances from the group S1, Anabolic Agents, from the group S6, Stimulants, as well as from P1, Alcohol. Serious violations of anti-doping rules in 2015 include rejection of doping control or tampering with the samples. Anti-doping rule violation was committed by athletes from athletics, bodybuilding, natural bodybuilding, and hockey. Violation in wrestling and boxing are still under investigation.

ASSESSMENT OF TESTING

SADA largely kept the testing plan for the year 2015. Changes in the plan occurred due to a large number of requested sample collections, since it has not always been possible to cover all controls in terms of capacity. In 2016, we plan to increase the number of out-of-competition sample collections partly because of the forthcoming Olympic Games. In this context, the cooperation with UEFA, ISU, UCI, IBU and other international federations and unions will be very important.

UEFA – Union of European Football Associations

ISU – International Skating Union

UCI – Union Cycliste Internationale

IBU – International Biathlon Union

3.2. ADAMS

ADAMS (Anti-Doping Administration and Management System) is an online database system created by the World Anti-Doping Agency (WADA). It enables entering, storing, sharing and providing information on individual athletes and their whereabouts, doping controls, Therapeutic Use Exemptions (TUEs) and possible sanctions against the athletes.

For the purpose of using ADAMS, a total number of 8 training and presentation meetings took place, in which the participating athletes and officials learned to use the system in daily practice (*Slovak Tennis Association, Slovak Federation of Deaf Sportsmen, Slovak Association of Bodybuilding, Fitness and Powerlifting, Slovak Gymnastics Federation, Slovak Association of Visually-Impaired Athletes, Slovak Luge Team, Sports Medicine Congress, Seminar of Doping Control Officers*).

SADA created a manual *Quick Guide for Athletes ADAMS 2015* in order to facilitate and ease the work with ADAMS for athletes while completing the information. All materials that are used to help athletes and competent parties are published on the SADA website (www.antidoping.sk).

THE STATISTICS OF ADAMS

The agency constantly updates the National Registered Testing Pool (NRTP). In coordination with national sports federations in the end of 2015, it included a total of number 360 sports representatives in 75 sports and sports disciplines from 49 sports associations and federations, including 322 representatives based on National Registered Testing Pool and 38 representatives based on International Registered Testing Pool (IRTP). The basic registered testing pool for testing purposes included other 135 athletes without the obligation to submit information on their residence. The main registered testing pool now includes 742 athletes.

34 sports federations of the total number of sports federations belong to Olympic and Paralympic sports.

Summer Olympic Sports consist of 23 sports federations with 155 enrolled athletes.

Winter Olympic Sports consist of six sports federations and 35 enrolled athletes.

Paralympic Sports consist of five sporting associations with 66 athletes in the National Registered Testing Pool and ADAMS.

In the reporting period, 147 athletes were enrolled in the National Registered Testing Pool and ADAMS. 202 athletes were withdrawn from the National Registered Testing Pool and ADAMS in this period, due to termination of athletic career or non-fulfilment of the new criteria for enrolment, which were adjusted by SADA in the first quarter of 2015.

A high proportion of enrolled and excluded athletes consists of athletes who have been temporarily (for three months) included because our athletes participated at the European Games in Baku, 2015.

Two new accounts were created in ADAMS this year (Slovak Federation of Karate and Martial Arts, Slovak Union of Taekwon-Do ITF) for new sports associations that control the data and information on athletes who belong to these sports federations. 11 sports federations currently use these control accounts in ADAMS (Slovak Shooting Federation, Slovak Federation of Deaf Sportsmen, Slovak Boxing Federation, the Slovak Union of Taekwon-Do ITF, Slovak Paralympic Committee 2x, Slovak Union of Physically Disabled Athletes, Slovak Swimming Federation, Slovak Archery Union, Slovak Federation of Karate and Martial Arts, Section of Blind and Weak Sight Sportsmen of Slovakia).

WARNINGS AND UNAVAILABILITY FOR TESTING

In accordance with regulations, 67 warnings for violation of anti-doping rules were issued for failing to fill in data in ADAMS and for unavailability for testing.

55 warnings were issued for blank data in ADAMS, out of which 34 warnings were annulled based on the decision of SADA and 21 warnings were evaluated as anti-doping rule violations.

12 warnings were issued for unavailability for testing, of which 2 were annulled based on the decision of SADA and 10 warnings were evaluated as anti-doping rule violations.

YEAR 2016

In 2016, the Agency plans to draw up a list of new criteria for enrolment in the National Registered Testing Pool and ADAMS, thereby reducing the currently high number of enrolled athletes. Criteria for enrolment will be stricter and emphasis will be on top sportsmen and representatives of the Slovak Republic.

SADA also plans to enrol some selected athletes from team sports by agreement with relevant national associations and federations. Athletes will be enrolled in the National Registered Testing Pool for one year and will be required to complete their whereabouts in ADAMS, with emphasis on the location of trainings and competitions, in which entire sports team will present.

3.3. THERAPEUTIC USE EXEMPTION AND CONSULTATION

CONSULTATION

Purpose of this activity is to provide the Athlete with room for questions and answers, especially in relation to information on prohibited substances and their presence in certain medicines or dietary supplements.

In 2015, SADA provided 53 expert consultations on medicine, dietary supplements as well as addictive substances. Total number of consulted substances was 112, out of which 94 were medicine, 17 dietary supplements and 1 addictive substance.

Number of consultations	53
Number of medicine/dietary supplements	112
• Medicine	94
• Dietary supplements	17
• Addictive substance	1

MEDICINE

For questions concerning the composition of medicine and their safety in terms of doping effect the assessment of the presence of a prohibited substance is very exact, since medication is subject to strict regulations and information on the composition of drugs is clearly defined. Most consulted medicine did not contain prohibited substances, in some cases, we recommended changing the medication. The most commonly reported ones were from the group of antihistamines, antibiotics, glucocorticoids, analgesics and dermatological preparations.

Particular attention is given to medication containing prohibited substances in limit concentration (beta-2 agonists) which may be used, but in limited numbers. Another class are glucocorticoids, which are prohibited within the List of Prohibited Substances 2015 only when administered systemically.

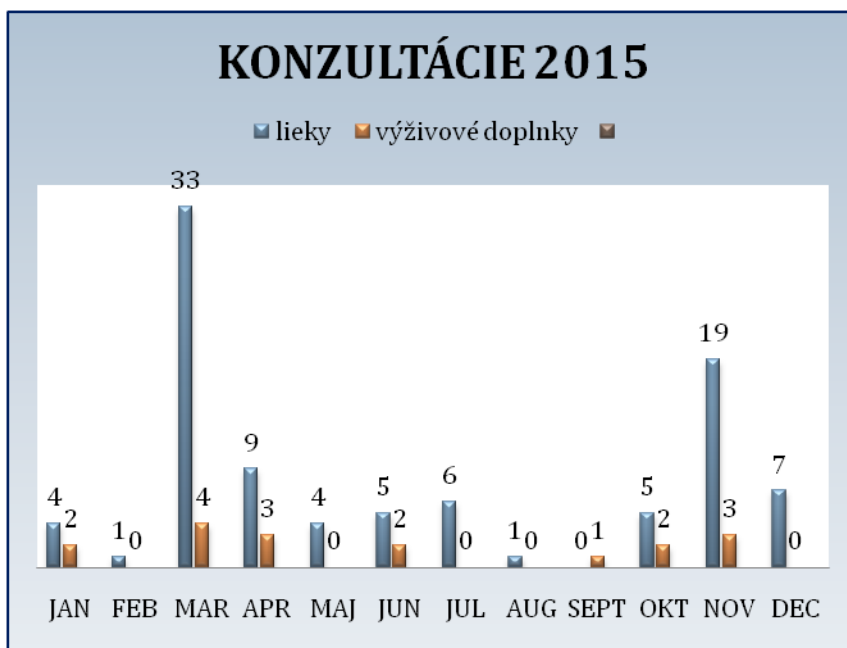
DIETARY SUPPLEMENTS

Unlike drugs, supplements are not subject to such strict regulation as medication and, in particular, are not obliged to show the exact composition. If an athlete asks about a specific dietary supplement, it is not possible, due to the lack of information, to give him / her a clear answer whether he or she can use a given product and would not be threatened by an adverse analytical finding. Nevertheless, we always try to check the dietary supplement and at least provide advice to athletes on how to minimize risk. Especially supplements containing various herbal extracts and other „natural substances“ are problematic. Another problem is the contamination (whether intentional or unintentional) of prohibited substances. According to some studies, usually up to 25% of food supplements are contaminated by prohibited substances.

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ADDICTIVE SUBSTANCES

This year we dealt mostly with nicotine in chewing tobacco. This product is especially prevalent in young athletes. Although nicotine is not placed on the List of Prohibited Substances, it is a stimulant whose presence is monitored within the monitoring program.



TERAPEUTIC USE EXEMPTIONS

In 2015, SADA granted 2 therapeutic use exemptions to:

1. Athlete with *Diabetes mellitus* diagnosis for prohibited substance insulin.
2. Paralympic athlete for beta-blocker metoprolol.

Number of TUE applications	2
• Rejected TUE	0
• Granted TUE	2

3.4. EDUCATION

An important mission of SADA is to provide information, educational and advisory activities. It regards the publishing of printed information and methodological materials, publication of electronic materials on the Agency's website and providing interactive presentations in selected target groups and in cooperation with professional organizations and civil associations.

In January 2015, World Anti-Doping Code came into force; some articles were added and changed. SADA underwent the process of implementing new rules and adopted a new anti-doping program upon approval by WADA.

In 2015, reaccreditation of all doping control officers (DCO) cooperating with the agency took place. After an e-mail correspondence seminar, they filled out a reassessment written test which had to be passed, authorizing them to perform the duties of DCO for a further 2-year period. One seminar and one workshop were organized focusing mainly on practical experience.

A pilot project of educational presentations for children and adolescents was run, especially for pupils and students of sports schools and classes with sports focus. SADA actively cooperated with schools in organizing sports days and conferences.

University lectures were organized for future professionals, focusing mainly on the obligations of athlete support personnel (doctors, masseurs, physiotherapists).

SADA worked with the organizers of major events (Universiade, Grand Prix in swimming), where an interactive program was prepared for athletes and the public.

The agency regularly sent out representatives to events and seminars organized by the SOC and SPC, its also employees participated in the meetings of ZK SZLH.

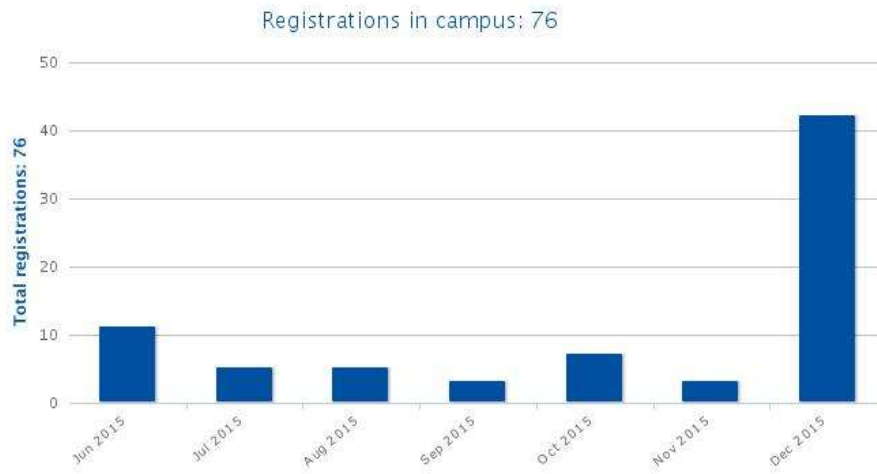
In 2015, SADA staff attended a total number of 22 events (congresses, conferences, university lectures), they organized 28 seminars and workshops for more than 500 persons.

During the summer, in cooperation with Triagonal, e-learning project was being prepared. After starting the system (in October 2015), there was a functionality testing and in December 2015, athletes were being contacted for this educational project. So far, 76 have members signed up for the project, of which 37 passed the test and obtained the certificate.

An „Open day“ was organized by SADA in November, 2015. There was a projection of educational videos on that day. Visitors were able to attend direct consultation with the agency and gain knowledge about doping, doping controls and the overall functioning of SADA.

ANNUAL REPORT 2015

E-learning – registered users:



E-learning – certified users:



ANNUAL REPORT 2015

Number of persons trained within educational activities:

Január	Február	Marec	April	Máj	Jún	Júl	August	September	Október	November	December
1	1	1	1	1	1	1	1	1	1	1	1
2	2	2	2	2	2	86	2	2	2	2	2
3	3	3	3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	22	4	4	4	4	4
5	5	5	5	5	21	5	5	5	30	5	5
6	6	6	20	6	38	6	6	6	6	6	6
7	7	7	7	7	7	7	7	7	7	7	25
8	8	8	8	8	8	8	8	8	8	8	11
9	9	9	9	23	9	9	9	9	9	9	11
10	10	10	10	57	10	10	10	10	10	10	10
11	11	18	11	19	11	20	11	11	11	11	10
12	12	26	12	12	12	12	12	12	52	12	12
13	13	12	13	21	13	17	13	13	13	13	13
14	14	14	14	21	14	14	14	35	14	14	14
15	15	15	15	15	15	15	15	15	15	15	9
16	16	16	16	19	16	16	16	16	16	16	16
17	17	17	20	17	17	17	17	17	17	17	9
18	18	18	18	18	18	18	18	18	18	18	18
19	19	38	19	19	60	19	19	19	28	19	19
20	20	27	20	24	20	17	20	20	20	20	20
21	21	21	21	20	21	21	21	21	21	21	21
22	22	22	22	19	22	35	22	22	22	22	22
23	23	18	23	20	23	23	23	23	23	23	25
24	24	18	24	24	24	24	24	24	24	24	24
25	25	25	25	25	25	25	25	25	25	25	15
26	26	26	20	26	26	26	26	26	26	63	26
27	27	27	35	27	27	27	27	27	27	27	45
28	28	28	35	28	28	28	28	28	28	28	28
29	29	29	29	22	29	29	29	29	29	29	29
30	30	30	30	22	30	30	30	30	30	30	23
31	31	31	22	31	31	31	31	31	31	31	31

Legenda: prednáška, konferencia workshop ZPC

3.5. BUSINESS TRIPS, PRESS RELEASES, INTERVIEWS WITH MEDIA AND PERIODICALS

FOREIGN BUSINESS TRIPS

SADA employees attended 14 foreign business trips in 2015:

1. The United Kingdom, London, 16 – 17. 2. 2015, for an Expert Group Meeting for prevention and education in the field of anti-doping,
2. Austria, Seibersdorf Labor GmbH on 17. 02. 2015 for a bilateral expert meeting (anti-doping laboratory – SADA),
3. Switzerland, Lausanne, 24. – 26. 03. 2015, for WADA symposium, participants
4. France, Strasbourg 5 – 06. 05. 2015 for T-DO (42nd Session of Monitoring group) CAHAMA (32nd meeting);
5. Lithuania, Vilnius, 27 – 28. 07. 2015, for T-DO – Education conference
6. Austria, Seibersdorf Labor GmbH on 08. 06. 2015 for SADA staff internship,
7. Norway, Oslo, 30. 08. – 01. 09. 2015 – for a Legal seminar.
8. Canada, Ottawa, Aug. 02. – 03. 10. 2015, for planning and development of educational programs,
9. Poland, Wroclaw on 8. 9. 2015 for CAHAMA (33rd meeting);
- 10 Austria, Vienna, on 24. 09. 2015 for NADA Austria meetings
11. France, Paris, 29. – 30.10.2015 for UNESCO
12. France, Strasbourg, 9. – 11. 10. 2015 for T-DO, CAHAMA,
13. Austria, Seibersdorf Labor GmbH on 16. 11. 2015, for the purpose of AD workshop
14. Austria, Seibersdorf Labor GmbH, on 02. 12. 2015, for the purpose of opening the B-sample.

PRESS RELEASES

SADA published 8 press releases on The Ministry of Education, Science, Research and Sport of the Slovak Republic website for 2015:

1. A new impetus for the fight against doping - (Symposium in Lausanne)
2. 2nd National Congress of Sports Medicine (Bratislava)
3. SADA representatives discussed the doping of athletes (SOC Dolina and Grand Prix Slovakia Bratislava)
4. SADA representatives' discussions with children about doping (12. – 18. 07. Grand Hotel Bellevue, Tatras)
5. SADA in Lithuania among experts in the field of anti-doping (Lithuania, Vilnius)
6. The CCES Conference (Canadian Anti-Doping Agency) in cooperation with WADA on „Planning and development of anti-doping education programs "(Ottawa, Canada)
7. Invitation to the "Open Day of Anti-Doping Agency of the Slovak Republic"
8. SADA's e-learning on topic "Together against doping in 2015 '.

4. BUDGET OF SADA AND ASSESSMENT OF ITS PERFORMANCE

4.1 REVENUES

Revenues in terms of budgetary classifications amounted to EUR 406,069; representing a total of 100% of the adjusted funds in 2015. This amount was provided continuously at monthly intervals from the total revised budget, increased by the amount of budgetary measures.

Extra-budgetary revenues of the agency were related to provision of services related to anti-doping program SADA. Extra-budgetary revenues amounted to EUR 45,657; which represents 101% of the adjusted budget.

Other income under other source codes

SADA did not have any other income (from other source code) which did not interfere with the activities of the Agency in the monitored period.

SADA did not have any income from the sale of movable and immovable property during the period.

4.2. EXPENSES FROM THE POINT OF VIEW OF FINANCIAL CLASSIFICATION

The approved appropriations of SADA for 2015 amounted to EUR 440,864 and adjusted budget (“AB”) amounted to EUR 525,172. The total implementation of the budget in the monitored period without extra-budgetary funds was EUR 329,316 (63% implementation without EBF of the AB). Implementation with EBF amounted to EUR 448,420 (96 % implementation of the AB).

Current expenditure

SADA’s approved budget for current expenditure for 2015 was EUR 440,864 and adjusted budget was EUR 525,172. Implementation of adjusted budget from source 111 amounted to EUR 406, 069 for the monitored period, without extra-budgetary funds it amounted to EUR 329,316 (81 % implementation of AB). Implementation with EBF was EUR 448,420 (85 % implementation of AB). Implementation according to the source code was as follows: it amounted to EUR 329,316 from source 111; EUR 73,931 from source 131E and EUR 44,888 from source 46.

Expenses in category 610 – salaries

The budget in category 610 (salaries) for 2015 was set at EUR 91,405 and it was adjusted by budgetary measures to EUR 93,240. Implementation in the monitored period amounted to EUR 93,240 without extra-budgetary funds (100 % implementation of the AB). Implementation with extra-budgetary funds amounted to EUR 105,518; which is 100 % implementation of the AB).

Assessment of employment

SADA’s average calculated number of employees on December 31, 2015 was 8.1 employees, out of which 4 were women. In 2015, the number of SADA employees settled at the total number of 9 (out of which 2 were part-time employees).

SADA employees were remunerated in accordance with the provisions of the Act 553/2003 Coll. on Remuneration of Performing Work in the Public Sector and on Amendment of Certain Acts.

Volume of salary measures

- The approved budget for salaries for 2015 amounted to EUR 91,405.
- In 2015, budgetary measures were made and adjusted budget of salaries amounted to EUR 93,240.
- Implementation of budget resources amounted to EUR 93,240 (100% implementation of AB).
- In the monitored period, wage bills in 611 category were paid from extra-budgetary funds amounting to EUR 8 and remuneration of employees in 614 category amounted to EUR 12,270.

Average salary

The average salary of one agency employee in the monitored period amounted to EUR 863 (it was EUR 947 in 2014).

SADA drew funding in the amount of EUR 28,779; which was tied to the performance of special activities of doping control officers and other necessary expert activities resulting from the mission of SADA. These funds were paid to 32 persons working on the basis of Agreement of Performance of Work in accordance with their actual performance in each month.

Expenses in category 620 – Insurance and Contribution to Insurance Companies

In category 620, SADA's approved budget was EUR 31,946. This was subsequently revised on the basis of financial measures to the amount of EUR 32,587. For the purpose of paying levy tied to the amount of actually paid wages, including persons working on Agreement of Performance of Work, the approved budget was adjusted to the amount of EUR 45,072. In 2015, a total amount of EUR 45,072 was implemented (100% implementation of adjusted budget). The increased spending was due to the introduction of a levy to social security institutions, arising from the Agreement of Performance of Work. No extra-budgetary sources were approved or drawn for any funds for contributions to social security and health insurance.

Expenses in category 630 – Goods and Services

SADA had, according to Slovak Republic, approved budget of EUR 284,319 and the adjusted budget amounted to EUR 267,757 in category 630. Spending for the monitored period without extra-budgetary funds amounted to EUR 191,005 (71 % implementation of AB), with EFB it amounted to EUR 223,614 (74 % implementation of AB). This spending was in accordance with the approved agreement and budget of SADA.

Funds for the provision of foreign business trips for SADA employees, which were part of expenditures in category 630, were effectively drawn in a total volume of EUR 10,493 (100% implementation of AB).

Expenses in category 640 – Current Transfer

The funds in this category for the year 2015 were not budgeted or implemented.

CAPITAL EXPENDITURES

There were no approved or budgeted capital expenditures for SADA in 2015. SADA neither planned nor budgeted capital transfers in 2015.

4.3. ASSESSMENT OF MANAGEMENT IN RELATION TO COSTS, REVENUES AND ECONOMIC RESULT

The assessment of management in connection with costs, revenues and economic result is related to SADA anti-doping program activities of the organization.

Revenues

In 2015, implementation of extra-budgetary funds was achieved, amounting to EUR 45,657; which represents 101% of AB. These funds were acquired for requested doping control services, therapeutic use exemptions and participation fees for doping control officers at SADA seminars, amounting to EUR 525. In 2015, SADA was provided with current transfers amounting to EUR 406,069 from the state budget via The Ministry of Education, Science, Research and Sport of the Slovak Republic.

Costs

Spending of funds in particular categories and subcategories was in line with the approved budget for 2015.

Total costs of EUR 436,355 were implemented mostly for the following costs:

101 136 Eur	analyses of doping control testing
24 273 Eur	educational tools
28 918 Eur	consumables
18 206 Eur	travel costs
16 437 Eur	professional legal services
11 880 Eur	operating costs in accordance with Rental Agreement with Statistical Office of the Slovak Republic
6 439 Eur	service activities, maintenance and repair of company vehicles
4 684 Eur	courier services
4 532 Eur	translation services
3 623 Eur	seminar, workshop, congress
3 405 Eur	production and print of forms, brochures

Economic result

During the monitored period, SADA reached a positive economic result which amounted to EUR 12,607. The balance of budgetary sources amounted to EUR 76,753 and will be used to cover the

costs related to tasks arising from the new Act No. 440/2015 Coll. on Sport and on Amendments to Certain Acts in force since January 1, 2016, mostly for doping control analysis and execution of prevention measures in fight against doping in sport.

4.4. ASSESSMENT OF TASK FULFILLMENT ACCORDING TO THE CONTRACT

SADA performed all its duties and tasks in accordance with the concluded Contract for year 2015.

The approved budget amounted to EUR 407,670 according to Contract and was reduced by budgetary measures to EUR 406,069 and subsequently adjusted by EUR 73,931 (balance from the previous period) and was used continuously in accordance with the approved Contract.

4.5. OTHER TASKS OF THE ORGANIZATION

SADA has records of its assets in the total aggregate of EUR 92,282. SADA does not own any immovable property. SADA is based in the Statistical Office, Hanulova 5/C. Inventory control and regular quarterly checks did not find any differences between the actual state and the reported financial condition of the organization.

4.6. RECEIVABLES AND PAYABLES OF THE ORGANIZATION

SADA did not recognize any receivables and it recorded payables which amounted to EUR 15,884; out of which EUR 80 was for goods and services ordered and executed in 2015, EUR 8,387 for financial obligations to employees, EUR 6,595 for tax obligations and obligations related to social and health insurance and EUR 822 for other obligations.

5. CONCLUSION

Act 440/2015 Coll. on Sport and on Amendments to Certain Acts, in force since January 1, 2016, changed the status of SADA. Given the need to increase its degree of independence (based on the World Anti-Doping Code) it received the status of contributory organization **established by law** as an independent organization, which fulfils the role of prevention and control of doping in the Slovak Republic (in contrast to the prior status when it was also a contributory organization but established by the Ministry of Education - that means it was a directly controlled organization).

In accordance with the model rules of the World Anti-Doping Agency, personal scope of the agency is also amended.

In accordance with two international documents, mainly based on the UNESCO Convention and the World Anti-Doping Code, the authority of the agency is extended and clarified (such as control authority in relation to the implementation of main parts of the World Anti-doping Program by sports organizations), and so are its obligations.

In line with the UNESCO Convention and the World Anti-Doping Code, the scope of activities covered by the term doping control is amended (that means doping control is not only collection of samples, but it covers all actions until the outcome of the case is reached). It defines the position of a DCO as a person through whom the Agency carries out doping control. It also establishes conditions for the performance of his duties / activities and formalities necessary for the performance of doping control. It regulates the procedural requirements of discussing the case before the Commission, including the prerequisites for membership in such a commission, so that the Commission is particularly neutral in relation to the athletes or his / her accompanying person.

The main task of SADA is organization of doping controls and decision-making in matters related to doping controls.

SADA will continue to prioritise providing cross-border cooperation in the framework of doping controls and entering reciprocal testing agreements in accordance with the World Anti-Doping Programme.

Bratislava, March 31, 2016

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