NATIONAL TRIATHLON LEAGUE

NTL Personnel Compensation Matrix

Board Meeting Presentation Document

Prepared for: NTL Board of Directors

Prepared by: Hon. Tyree J. Mason I, Founder & CEO

Official Framework Basis: National Triathlon League — League, Team, Athlete & Competition Framework and Dynamic Course Deployment & Maintenance Framework

Framework timestamp: August 26, 2026 • 16:38:31 EDT

Purpose

This document establishes an initial institutional compensation architecture for the National Triathlon League (NTL), translating the league's organizational framework and the proposed compensation packages into a consolidated personnel payroll model for board-level consideration.

The underlying framework establishes 14 professional teams—7 Men's Teams and 7 Women's Teams—with 13 athletes per team, of whom up to 7 may compete simultaneously. It also establishes centralized league administration and a permanent Course Maintenance Team (CMT).

Board-Level Compensation Standard

Classification	Annual Compensation
Starting / Active Athlete	$9,000,000
Reserve / Development Athlete	$4,000,000
Head Coach	$5,000,000
Other Professional Staff	$2,000,000
CMT Coordinator	$150,000
CMT Employee	$90,000
Security Personnel	$100,000
Onsite Medical Team Contract	$3,000,000

I. Team Compensation Architecture

The proposed standard team model expands the staff functions identified in the NTL framework into an initial operational headcount. The framework specifically identifies General Management, Coaching, Performance, Medical, Sports Science, Athletic Training, Strength & Conditioning, Nutrition, Tactical/Performance Analysis, and Athlete Development functions.

Team Position	Headcount	Rate	Annual Cost
Starting / Active Athletes	7	$9.0M	$63.0M
Reserve / Development Athletes	6	$4.0M	$24.0M
Head Coach	1	$5.0M	$5.0M

Team Position	Headcount	Rate	Annual Cost
General Manager	1	$2.0M	$2.0M
Performance Director	1	$2.0M	$2.0M
Medical Director	1	$2.0M	$2.0M
Sports Science Director	1	$2.0M	$2.0M
Athletic Trainers	3	$2.0M	$6.0M
Strength & Conditioning Staff	2	$2.0M	$4.0M
Nutrition Staff	1	$2.0M	$2.0M
Tactical / Performance Analysts	2	$2.0M	$4.0M
Athlete Development Staff	2	$2.0M	$4.0M
TOTAL PER TEAM	28		$120.0M

14-Team Franchise Payroll

Category	14-Team Headcount	Annual Payroll
Athletes	182	$1.218B
Head Coaches	14	$70M
Other Team Personnel	196	$392M
TOTAL TEAM WORKFORCE	392	$1.680B

II. Centralized League Personnel

The NTL League Office is the central administrative authority responsible for compensation administration, team financial administration, scheduling, course certification, safety and medical standards, timing, licensing, sponsorship, media, statistics, logistics, championships, and organizational development.

League Office Function	Headcount	Annual Cost
League Executive Administration	2	$4M
Competition Administration	3	$6M
Athlete Administration	2	$4M
Finance & Team Administration	2	$4M
Course Certification	2	$4M
Safety & Regulatory Administration	2	$4M
Statistics / Data / Records	2	$4M
Scheduling & Logistics	2	$4M
Sponsorship / Commercial Administration	1	$2M
Media / Broadcast Administration	1	$2M
Organizational Development	1	$2M
TOTAL	20	$40M

III. Competition Operations Corps

The NTL deployment hierarchy places human authority above autonomous systems: NTL League Office → Director of Course Operations → Course Director → Course Maintenance Team Commander → Human Deployment Supervisors → Autonomous Systems. The proposed compensation matrix therefore provides a dedicated competition-operations workforce.

Position	Headcount	Annual Cost
Director of Course Operations	1	$2M
Course Directors	7	$14M
Competition / Technical Officials	14	$28M
Human Deployment Supervisors	7	$14M
TOTAL	29	$58M

IV. Permanent Course Maintenance Team

The CMT is a league-level infrastructure organization rather than a franchise-owned workforce. Its responsibilities include course infrastructure, tents, barriers, signage, timing, communications, generators, drones, autonomous ground systems, medical infrastructure, inventories, pre-deployment inspections, post-event recovery, and equipment lifecycle management.

CMT Function	Headcount	Rate	Annual Cost
CMT Coordinator	1	$150K	$150K
Course Engineering	3	$90K	$270K
Logistics	4	$90K	$360K
Electrical / Power Systems	2	$90K	$180K
Communications	2	$90K	$180K
Timing Systems	2	$90K	$180K
Autonomous Systems	3	$90K	$270K
Drone Operations	3	$90K	$270K
Medical Logistics	2	$90K	$180K
Safety Operations	3	$90K	$270K
Transportation	2	$90K	$180K
Equipment Maintenance	2	$90K	$180K
Inventory Management	2	$90K	$180K
TOTAL	31		$2.850M

V. Security and Medical Operations

Function	Proposed Units	Compensation Basis	Annual Cost
Permanent NTL Security Corps	40 personnel	$100K/person	$4.0M
Onsite Medical Teams	14 contracts	$3M/team	$42.0M
TOTAL			$46.0M

Medical contracts are modeled as league-level competition infrastructure rather than franchise payroll. Security is likewise modeled as a centralized NTL corps, supplemented by event-specific local security when required.

VI. Master NTL Personnel Compensation Matrix

Personnel Division	Headcount	Annual Compensation
14 Team Athletes	182	$1.218B
14 Head Coaches	14	$70M
Other Team Professional Staff	196	$392M
NTL League Office	20	$40M
Competition Operations	29	$58M
Course Maintenance Team	31	$2.850M
Security Corps	40	$4.0M
Onsite Medical Contracts	14 contracts	$42.0M
TOTAL	512 personnel + 14 contracts	$1.82685B

PRELIMINARY BASE PERSONNEL COMPENSATION: $1,826,850,000 ANNUALLY

VII. Compensation Classes

Class	Purpose	Compensation Standard
A — Elite Athlete	Starting / active competitive talent	$9M
B — Strategic Athlete	Reserve / development / rotation capacity	$4M
C — Executive & Professional	Coaching and professional team expertise	$5M / $2M
D — Infrastructure	CMT and security operational workforce	$150K / $90K / $100K
E — Critical Contract Services	Onsite competition medical capability	$3M/team contract

VIII. Budget Interpretation

The $1.82685 billion figure should be treated as the NTL's preliminary **Base Personnel Compensation Budget**, not as the league's complete annual operating budget. The NTL framework already anticipates additional compensation mechanisms including competition compensation, performance bonuses, championship bonuses, team achievement bonuses, individual achievement bonuses, appearance compensation, sponsorship revenue, record bonuses, and longevity incentives.

Accordingly, the next financial layer should be developed separately as the NTL Total Annual Operating Budget, incorporating personnel benefits and payroll burden, travel and housing, course deployment, equipment, transportation, autonomous systems, medical infrastructure, security event costs, technology, broadcasting, insurance, and operating reserves.

IX. Governance and Implementation Notes

1. The 14-team and 13-athlete-per-team structure is directly grounded in the NTL framework.

2. The detailed headcounts proposed for professional staff, League Office personnel, Competition Operations, CMT, and security are an initial board-level planning model. The source framework establishes functions and organizational responsibilities but does not prescribe exact headcounts for every function.

3. The compensation rates in this document follow the payment packages established for this planning exercise.

4. The CMT is budgeted as a permanent league-level organization, consistent with the framework's requirement that it be incorporated into the annual League Operations Budget rather than funded solely on an event-by-event basis.

5. Human personnel retain final authority over course certification and autonomous deployment; compensation architecture therefore supports the human-supervised operational model.

X. Board Consideration

The proposed matrix establishes a compensation foundation capable of supporting the NTL as a year-round professional team sport with centralized administration, rotating competition geography, permanent course infrastructure capability, professional medical coverage, security, and human-supervised autonomous deployment.

The proposed base personnel commitment of **$1.82685 billion annually** provides the Board with a defined starting point for subsequent capitalization, revenue, salary-cap, bonus-pool, benefits, insurance, and total operating-budget analysis.

NTL OPERATING PRINCIPLE

The stadium is not the constant. The NTL infrastructure system is the constant.

“Deploy Anywhere. Certify Completely. Compete Without Compromise.”