

**2013 Direct Athlete Support  
(DAS) Program for USA Shooting**

**Background Information:**

The Direct Athlete Support (DAS) Program is part of USOC's support for USA Shooting that directly benefits athletes. The DAS program criteria is a segment of the larger Performance Partnership Agreement (PPA) that forms a contract between the USOC and USAS. The PPA is derived from the USAS High Performance Plan (HPP) and reflects a negotiated agreement between the USOC and USAS Staff .

**Important Notes:**

- DAS is awarded on a calendar year basis. DAS is in no way a guarantee of longer term financial commitments by the USOC or USAS.
- DAS Stipends and Elite Athlete Health Insurance (EAHI) assignments are designed to be an investment that assists athletes reach the next podium at the World Championships and Olympic Games. It is not prize money for performance.
- DAS Medal Incentives are prize money for performance at specified competitions and is outlined in the criteria below.
- DAS, EAHI and Medal Incentives are based on criteria below. DAS Stipends are assigned by the Grant Committee. DAS Stipends assignments reflect demonstrated World Class performance and future potential. There is no application process for DAS.

**DIRECT ATHLETE SUPPORT**

**I. DIRECT ATHLETE SUPPORT**

B. Eligibility and Criteria Approved for Direct Athlete Support:

**DAS Description:**

The Direct Athlete Support (DAS) program is an Elite athlete support program designed to specifically assist athletes in reaching the podium in the next World Championships and Olympic Games. DAS is awarded based upon skill level and potential to reach the Olympic podium in 2016. Stipend grants will be distributed to athletes by the USOC via one direct deposit payment each month beginning in January 2013 and ending in December 2013.

**DAS has three components:**

- 1) DAS Stipend Program: Stipends are a “salary like” monthly payment designed to specifically enhance the ability of an athlete to train for the 2016 Olympic Games. The Stipend program requires a training plan, performance reviews, and a commitment to the training level required to reach the Olympic podium. Although partially based upon past performance, the Stipend program is NOT a reward or prize money. A specific example of the intended use of the stipend program would be the ability for an athlete to forgo additional work/income obligations in order to commit to the regimented training schedule that being an elite athlete requires. USOC funds the Stipend program on an annual basis.
- 2) EAHI: Elite Athlete Health Insurance. EAHI is a health insurance grant specifically for elite athletes and is detailed in II below.
- 3) Medal Incentives: Medal Incentives are a monetary payment for winning medals in designated competitions such as World Cups, World Championships, and the Olympic Games. Medal Incentives are a reward for performance and are considered prize money. USOC and USAS contribute to the Medal Incentive pool.

**General Athlete Eligibility for all DAS:**

- 1) Athlete must be a USA Shooting member in good standing and eligible to compete for the USA Team in the 2016 Olympic Games.
- 2) Athlete must commit to competing for the USA Team in the 2016 Olympic Games.
- 3) Athlete must have a training plan that is mutually agreed upon and committed to by the athlete, the National Coach, and the Director of Operations. Monthly reports/updates to the coaches will be required.
- 4) Military athletes in a full time supported training program for the Olympic style shooting events are not eligible for the DAS Stipend program.
- 5) All athletes are eligible for the EAHI and Medal Incentives.
- 6) All athletes must sign and abide by the USAS and USOC Codes of Conduct.
- 7) All athletes must sign a USOC and USAS agreement committing to the requirements outlined above.

**Specific Eligibility and Criteria for DAS Stipend Program:**

**Category I:** 2012 Olympic medalists that have committed to training for the 2016 Olympic Games.

**Category II:** Next highest 2016 Olympic medal potential athletes as determined by Grant Selection Committee. Discretionary criteria for Category II consideration includes:

- Results from 2012 Olympic Games
- Results from 2012 and 2013 World Cups
- Skill Level demonstrated at top international competitions. Athlete must have demonstrated score level on a consistent basis that would make podium at the next Olympic Games.
- National results from 2012 and 2013 receive consideration, but International results are a key factor and are more important than national results.
- Quality of the International competitions is a factor. World Cups that feature a higher level of competition are more important than Cups with lower competitive levels. Level may be judged by number of World ranked competitors in attendance or other factors as appropriate.
- Athlete Work Ethic: Athlete participation with coach in creating a logical long term training plan and their commitment/adherence to the plan is critical. Monthly reports/updates to the coaches will be required.
- Athlete history with previous support: Previous use of grants/stipends will be considered. Committee will consider if the athlete used the support as intended in the past. Did it make a difference? Did the athlete commit to and execute a training plan required to produce Olympic podium score levels?
- Athlete's use of all available resources to increase performance will be considered. The critical question: is the athlete doing all they can to achieve the level needed to reach the podium at the next Olympic Games?

**Category III:** Strong Emerging Elite athletes with potential to medal/final in the 2016 and 2020 Olympic Games as determined by Grant Selection Committee. Discretionary criteria for Category III consideration includes:

- Results from 2012 and 2013 Selection matches and other top National competitions
- Results from 2012 and 2013 World Cups and other international regional competitions
- Skill Level demonstrated at top international competitions. Athlete must have demonstrated score level and potential that is capable of reaching the podium at the next Olympic Games.
- National results are considered, but International results are a key factor and are more important than national results.
- Depth/quality of the talent pool in the event in which the athlete participates. Committee may target different events unequally in order to raise competitive level of specific events.

- Athlete Work Ethic: Athlete participation with coach in creating a logical long term training plan and their commitment/adherence to the plan is critical. Monthly reports/updates to the coaches will be required.
- Olympic Quota Slot Impact: Committee will consider impact on the US Team's ability to win quota slots in specific events.
- Athlete history with previous support: Previous use of grants/stipends will be considered. Committee will consider if the athlete used the support as intended in the past. Did it make a difference? Did the athlete commit to and execute a training plan required to produce Olympic podium score levels?
- Athlete's use of all available resources to increase performance will be considered. The critical question: is the athlete doing all they can to achieve the level needed to reach the podium at the next Olympic Games?
- Category III is for EE athletes on the way up in skill level. This category is NOT for previous Category I and II support awardees.

#### **Grant Selection Committee:**

- 1) AAC Athlete Representative
- 2) USAS National Coaches
- 3) USAS Director of Operations
- 4) Other members with "Voice without vote": Example-Other assistant coaches and mentors could be asked for input regarding specific athletes.

#### **Term of DAS Stipend Program and Reset Points:**

- 1) Category I will reset after the 2014 World Shooting Championships in Granada, Spain (September 2014), as long as other criteria above are still met, if athletes are properly adhering to the training plans agreed upon in January 2013 and they are meeting all the eligibility requirements. Athletes must be, at a minimum, a finalist in the 2014 World Shooting Championships to remain in Category I.
- 2) Category II and III will reset after the 2013 World Cup in Granada, Spain (July 3-12, 2013) (Rifle/Pistol Athletes) and following the 2013 World Shotgun Championships in Lima, Peru (September 14-25, 2013) (Shotgun Athletes).
- 3) Resets will be done by the Grant Selection Committee using the criteria posted above.
- 4) Changes to the DAS Stipend level (increase or decrease) can occur during the calendar year based upon performance and criteria.
- 5) All DAS ends yearly in December. The following year's DAS support levels will be published the following January. USOC awards DAS on a calendar year basis and the level may vary.
- 6) All DAS may be immediately discontinued by the USOC in the case of a doping violation in accordance with the USOC National Anti-Doping Policy

#### **Specific Eligibility and Criteria for Medal Incentives:**

The USOC has allocated up to a maximum of \$15,000 of DAS funds to go towards Medal Incentives for the 2013 international competitive season. If athlete performances exceed \$15,000, USA Shooting will be responsible for funding the difference if the athlete meets the specific criteria outlined below. All athletes are eligible for the USOC

medal incentive funds; only athletes who sign and abide by USA Shooting's Athlete Agreement are eligible for USA Shooting medal incentive funds.

Recognizing that some athletes may choose not to abide by USA Shooting's Athlete Agreement), the following format will apply:

1. Athletes who sign and abide by USA Shooting's Athlete Agreement and earn an eligible medal will receive their full medal incentive within two weeks after the competition. 50% of the funds will be USOC medal incentive funds and will be distributed via direct deposit from the USOC. The other 50% of the funds will be USA Shooting medal incentive funds and will be distributed via a check from USA Shooting.
2. Athletes who do not sign or abide by USA Shooting's Athlete Agreement and earn an eligible medal will receive 50% of their medal incentive within two weeks after their competition. This 50% will be USOC medal incentive funds and will be distributed via direct deposit from the USOC. The remaining 50% of the medal incentive will be determined at the end of the season based upon how much USOC medal incentive funds remain from the original allocation of \$15,000. If no funds remain, USA Shooting will not fund the remaining 50%.

Eligible Medal Events:

- 1) 2013 World Cup Granada, Spain (July 3-12, 2013) in Open Individual Olympic Events Only:  
Gold - \$2,000 Silver - \$1,200 Bronze - \$800
- 2) 2013 World Shotgun Championships (September 14-25, 2013) in Open Individual Olympic Events Only:  
Gold - \$1000 Silver - \$700 Bronze - \$400
- 3) 2013 World Cups (other than Spain) in Open Individual Olympic Events Only:  
Gold - \$500 Silver - \$300 Bronze - \$200
- 4) New World Record: With the significant changes in ISSF Rules, most events will have new world records starting with the first World Cup. Recognizing this reset, \$2,000 will be paid to any ISSF World Record with Finals achieved in 2013 that is still standing at the end of the last World Cup Final in the Open Individual Olympic events only.

C. Stipulations for Direct Athlete Support:

- Any Direct Athlete Support funds not used by December 31, 2013 will be forfeited.
- Direct Athlete Support criteria, amounts, distribution dates, re-set dates and current status must be communicated to eligible athletes in writing by January 31, 2013. Changes to an athletes' status must be communicated at least one month in advance in writing to affected athletes and USA Shooting must provide justification and documentation to the athlete and the USOC if/when a change occurs. Changes are subject to USOC approval. In addition, criteria must be posted on USA Shooting's website.
- Each athlete recipient will be required to execute an agreement with NGB and the USOC outlining the athlete's commitment with respect to training, drug testing and other matters. Athletes receiving Direct Athlete Support are not intended third party beneficiaries of this Agreement.
- NGB is required to have a USOC-approved Athlete Code of Conduct. Such Code of Conduct, any similar NGB requirements for athlete conduct, or any applicable National Team Agreement shall comply with the requirements of the USOC's Rules on Commercial Terms. The Rules on Commercial Terms are set forth on the USOC's website at <http://www.TeamUSA.org>.
- NGB will consult with the USOC before eliminating or making changes in the Direct Athlete Support program.

**II. ELITE ATHLETE HEALTH INSURANCE (EAHI)**

- A. Number of EAHI slots allocated: 25
- B. EAHI will be offered to qualified athletes effective January 1, 2013.
- C. The award criteria and process is as follows:

**Specific Eligibility and Criteria for EAHI Elite Athlete Health Insurance Grant:**

- 1) Cat I and II DAS Stipend Recipients will be offered EAHI Grants first.
- 2) Resident Athletes will be offered EAHI Grants next (including RA's entering program later in year). Four grants will be held in reserve at the start of the year as athletes may become eligible later in the year/training cycle per criteria.
- 3) Remaining EAHI grants (including grants declined above) will be offered as follows:
  - i. 2012 USA National Open Champions in order of Shotgun-Rifle-Pistol based upon discipline results at the Olympic Games. If a grant is declined, it does not pass down to the next finisher in the event. Offering simply goes to the next event per the chart below. After all National Champions have accepted or declined, the system restarts at the top with the Silver medalist at Nationals; after the silver medalists, then the bronze medalists.

EAHI Grant	Event
1st Remaining Grant	SG M SK

2nd Remaining Grant	R W 3P
3rd Remaining Grant	P M FP
4th Remaining Grant	SG W SK
5th Remaining Grant	R M 3P
6th Remaining Grant	P M RFP
7th Remaining Grant	SG W TR
8th Remaining Grant	R W AR
9th Remaining Grant	P M AP
10th Remaining Grant	SG M DT
11th Remaining Grant	R M PR
12th Remaining Grant	P W AP
13th Remaining Grant	SG M TR
14th Remaining Grant	R M AR
15th Remaining Grant	P W SP
Repeat	

**Term of EAHI Grants and Reset Points:**

- 1) EAHI is awarded for the calendar year.
- 2) Since the EAHI Grants are linked to the Cat I and II DAS Stipend program, if an athlete is removed from the Stipend program, the EAHI grant will also be discontinued. The athlete may still be qualified for the grant based upon other criteria as listed above.
- 3) If an athlete stops following the agreed upon training plan or drops out of the sport, the EAHI grant may be discontinued.
- 4) If an EAHI Grant is discontinued, the athlete will be notified by the USOC of the termination and any allowable grace period prior to final termination of benefits.
- 5) EAHI recipients are responsible for any taxes related to the grant.
- 6) All EAHI may be immediately discontinued by the USOC in the case of a doping violation.

**III. OPERATION GOLD**

Athletes that qualify for Operation Gold payments at the 2013 qualifying event are eligible for the following payment amounts:

1<sup>st</sup> Place: \$5,000  
2<sup>nd</sup> Place: \$4,000  
3<sup>rd</sup> Place: \$3,500  
4<sup>th</sup> Place: \$3,000  
5<sup>th</sup> Place: \$2,500  
6<sup>th</sup> Place: \$2,500  
7<sup>th</sup> Place: \$2,000  
8<sup>th</sup> Place: \$2,000

The 2013 Operation Gold qualifying event for Rifle & Pistol is the 2013 World Cup in Granada, Spain (July 3-12, 2013), pending the Athlete Support Working Group approval, in Open Olympic Events and for Shotgun the 2013 World Shotgun Championships in Lima, Peru (September 14-25, 2013). In the Olympic year, multiple Operation Gold Awards will be paid to qualifying athletes. In non-Olympic years, Operation Gold Awards are limited to one award per athlete in a program year. In non-Olympic years, athletes who qualify for more than one award automatically receive the higher award.