

STATEMENT OF PERFORMANCE SUPPORT ("SOPS")

This Statement of Performance Support is part of the 2018-2020 Performance Partnership Agreement.

I. TERM

The term of this Statement of Performance Support is January 1-December 31, 2019.

II. TIER STANDARD

A. Tier Standard

For the Term of this Statement of Performance Support SPORTS ORG is assigned the Silver Tier Standard.

III. GOAL(S) AND MILESTONE(S)

A. Goal(s) and Milestone(s)

| | |
|-------------------------|---|
| 2019 Annual Milestones: | <ul style="list-style-type: none">• Win fifteen (15) medals at 2019 ISSF World Cups (Shotgun and Rifle Only)• Win eight (8) Olympic quotas (Shotgun and Rifle only)• Win two (2) medals at the 2019 ISSF Shotgun World Championships in Lonato del Garda, ITA, June 30 - July 10, 2019• Contract a National Team Rifle Coach through the 2020 Olympic Games by March 1, 2019• Conduct monthly case conferences on each athlete receiving Targeted Athlete Funding |
| 2020 Games Goal: | <ul style="list-style-type: none">• 4 Medals |

If any of the milestones are not met, the USOC and SPORTS ORG will meet to discuss the extent to which the goal is still achievable.

IV. HIGH PERFORMANCE SUPPORT

A. SPORTS ORG Support

1. High Performance Funding

Funding for this Term is \$1,000,000: \$940,000 Cash, \$60,000 United Airlines VIK. VIK must be used between January 1 and December 31. As of the date of this Agreement, there are not any United blackout dates for travel using VIK. Should that change, additional details will be provided.

Payments will be made on the dates noted in the table below. The first payment to SPORTS ORG will be made on the later of the third Monday of January 2019, or upon execution of this Agreement.

| | |
|------------------|-----------|
| January 21, 2019 | \$235,000 |
| April 15, 2019 | \$235,000 |

| | |
|-------------------|------------------|
| July 15, 2019 | \$235,000 |
| October 21, 2019 | \$235,000 |
| TOTAL CASH | \$940,000 |

General Requirements are as follows:

- o SPORTS ORG will submit the biannual expense report by August 1 that summarizes the USOC spending from the previous six (6) months' activities.
- o All USOC funds that are paid during the course of the year must be accounted for by completing Final Reports on each project by March 1 of the following years.
- o Any funds provided by the USOC under this Statement and not spent by the SPORTS ORG in the manner provided in this Statement will be returned to the USOC, unless this Agreement is amended to reflect reallocation of funds within the same grant year. No amendment or modification of this Statement shall be effective unless in writing and signed by both Parties.
- o SPORTS ORG shall comply with selection procedures requirements set forth in Section 6. Noncompliance with Section 6 may result in delayed quarterly payments.
- o United Airlines VIK may not be sold or exchanged to any other SPORTS ORG or entity. Unused VIK will not carry over to the next calendar year. If usage of United VIK exceeds the amount awarded, then SPORTS ORG will pay the difference via an invoice from the USOC.
- o Under the discretion of USAS' Sr. Manager, High Performance and the USOC's High Performance Director, athletes can be added or removed from the targeted athlete high performance investment grant.

2. Approved Projects

The specific projects that are approved for the Year are:

| <u>Projects</u> | <u>Amount</u> |
|--|--------------------|
| Competitions and Training Camps (World Cups and World Cup Finals, National Team Training and Competition, International Camps and Competitions, World Cup Final Shotgun Emerging Elite Training and Competitions) | \$660,500 |
| High Performance Management Operations | \$185,000 |
| Sport Physiotherapy and Psychology | \$85,000 |
| Targeted Athlete High Performance Investment Grant (Identified Athletes: Kim Rhode, Vincent Hancock, Caitlin Connor, Mike McPhail, Virginia Thrasher) | \$50,000 |
| User Day Program | \$17,500 |
| Ammunition Testing | \$2,000 |
| Total | \$1,000,000 |

SPORTS ORG will consult with the USOC, in writing, before eliminating or making any material changes in the SPORTS ORG's approved projects listed above. No amendment or modification of this SOPS shall be effective unless in writing and signed by both Parties.

B. Athlete Support

Stipulations for Operations Gold, Athlete Stipends, and EAHI:

- Each athlete recipient will be required to execute an agreement with the USOC, and may be required to also sign an agreement with SPORTS ORG, outlining the athlete's commitment with respect to training, drug testing, compliance with applicable athlete codes of conduct and other matters. Athletes receiving Athlete Stipends are not intended third party beneficiaries of this Agreement.
- SPORTS ORG will consult with the USOC before eliminating or making material changes in the Operation Gold, Athlete Stipends, or EAHI or program. No amendment or modification of this Agreement shall be effective unless in writing and signed by both Parties.
- If the payments for Athlete Stipends exceed the amount awarded, then SPORTS ORG will pay the difference via an invoice from the USOC.
- Once elite athlete health insurance is offered to an athlete, the athlete will have 45 days to activate their coverage. Athletes not activating their coverage within 45 days of notification of eligibility will forfeit their slot.
- Sports Org agrees to make eligibility and performance criteria for DAS and EAHI available to athletes.

1. Operation Gold

The Operation Gold qualifying event for SPORTS ORG is the ISSF Shotgun World Championships, June 30 – July 10, 2019 in Lonato del Garda, ITA.

In an Olympic Games year, teams and individuals must place in the top-three at the Olympic Games to qualify for Operation Gold Awards; multiple Operation Gold Awards can be received if an athlete has multiple top-three finishes at the Olympic Games.

In non-Olympic Games years, Operation Gold Awards are limited to one award per athlete in a program year; athletes who qualify for more than one award automatically receive the higher award. Individuals must finish in one of the top eight places, while teams must finish in one of the top six places at the qualifying event in order to qualify for Operation Gold Awards in non-Olympic Games years.

For purposes of Operation Gold, a team is defined as three or more athletes (pairs are awarded at the same rate as individual athletes).

| Olympic Sport Payment Schedule | | | | |
|---------------------------------------|-------------------------|-------------------------|-------------------------|---------------------------|
| Place | 1st Year of Quad | 2nd Year of Quad | 3rd Year of Quad | Olympic Games Year |
| 1 st | \$6,250 | \$6,250 | \$7,500 | \$37,500 |
| 2 nd | \$5,000 | \$5,000 | \$6,250 | \$22,500 |
| 3 rd | \$4,375 | \$4,375 | \$5,000 | \$15,000 |
| 4 th | \$3,750 | \$3,750 | \$4,375 | |
| 5 th | \$3,125 | \$3,125 | \$3,750 | |
| 6 th | \$3,125 | \$3,125 | \$3,750 | |
| 7 th | \$2,500 | \$2,500 | \$2,500 | |
| 8 th | \$2,500 | \$2,500 | \$2,500 | |

2. Athlete Stipends & Elite Athlete Health Insurance (EAHI)

a. Amount Awarded for this Term: \$300,000

b. Athlete Stipends and Criteria Approved for this Term:

i. Resources

Athletes who meet the criteria below will be eligible for the following USOC resources:

- Athlete Support (AS)
- Elite Athlete Health Insurance (EAHI)
- Olympic Training Center (OTC) Access
- Sport Science Service Provision
- Sports Medicine Service Provision
- National Medical Network (NMN)
- OTC Recovery Center

ii. Criteria

**Duration Period: January 1, 2019 – December 31, 2019
(Re-sets will occur on April 3, 2019, July 10, 2019 and October 2, 2019)**

- All USOC Athlete Support payments will be focused on preparation for the 2019 World Championships, the 2019 Pan American Games and the 2020 Olympic Games and will only go towards Rifle and Shotgun athletes, with priority on enhancing medal potential in events where athletes have a realistic performance chance of reaching the podium.
- Support will be prioritized towards preparation to allow athletes the maximum opportunity to use the funds to enhance their training. Examples include taking time off from work, scheduling additional training time, attending additional competitions and making gear improvements.
- Athletes must be actively training for the 2020 Olympic Games.

Career Achievement Award– Paid for one calendar year from January 1 – December 31. In order to be eligible for this payment you must be an active and current team member. Career achievements are as of January 1, 2019 and will not be updated throughout 2019.

Athlete only qualifies for his/her highest career achievement award.

- Four or More Olympic Medals - \$2500 per month
- Two or More Olympic Medals - \$2000 per month
- One Olympic Medal or two or more World Championship medals- \$1200 per month
- Olympic Finalist - \$800 per month
- Three or more World Cup, World Cup Final or World Championship Medals includes Olympic event Mixed Teams

starting in 2018, must be current Olympic Events - \$750 per month

- Three or more World Cup, World Cup Final, World Championship, Pan American Games, Confederation of the Americas medals, includes Olympic event Mixed Team's starting in 2018, must be current Olympic Events - \$500 per month

Athletes may earn and be awarded multiple non-Career Achievement Awards listed below (e.g. 2018 World Championship Achievement Award, 2019 World Cup Achievement Award, 2019 Pan American Games, 2018 Confederation of the Americas Achievement Award, Mixed Team for 2019 Pan American Games, 2019 World Cups, 2018 Confederation of the Americas Achievement Award and Olympic Country Quota Winner Award) in addition to his/her Career Achievement Award.

2018 World Championship Achievement Award– Paid for one calendar year from January 1 – December 31.

- Gold - \$1200 per month
- Silver - \$1100 per month
- Bronze - \$1000 per month
- 4th - \$500 per month
- 5th - \$400 per month
- 6th - \$200 per month
- 7th - \$100 per month
- 8th - \$100 per month

2019 World Cup Achievement Award– Payment starts the first reset month after the athlete achieves the award through December 31. The amount listed below will be paid in equal, monthly payments through the end of the year. This award only applies to the athletes designated to compete in the first three World Cups in a calendar year.

- Gold - \$7000 (total)
- Silver - \$5000 (total)
- Bronze - \$4000(total)
- Athlete giving up their spot who has already won an Olympic country quota- \$2500 (total)
- Finalist - \$1500 (total)

2019 Pan American Games, 2018 Confederation of the Americas Achievement Award– Payment starts the first reset month after the athlete achieves the award and ends at next reset. Payment schedule – 2019 Pan American Games (October 2019 – December 2019) and 2018 Confederation of the Americas (January 2019 – March 2019).

- Gold - \$900 per month
- Silver - \$750 per month
- Bronze - \$600 per month
- Finalists - \$100 per month

Mixed Team for 2019 Pan American Games, 2019 World Cups, 2018 Confederation of the Americas Achievement Award –
Payment starts the first reset after the athlete achieves the award and ends at next reset.

Payment schedule - 2019 Pan American Games (October 2019-December 2019), 2019 World Cups (payment starts the first reset after the athlete achieves the award and ends at the next reset) and 2018 Confederation of the Americas (January 2019 – March 2019)

- Gold - \$900 per month
- Silver - \$750 per month
- Bronze - \$600 per month

Olympic Country Quota Winner Award – One-time incentive paid to 2018 & 2019 Olympic Country Quota winners. Payment to 2018 Olympic Quota Winners will be made in January 2019. Olympic Country Quota Winners in 2019 will be paid the month following the competition where the award was earned through.

- \$2,000 – one-time payment

Discretionary Criteria:

Under the discretion of USAS' Sr. Manager, High Performance and the USOC's HPD, athletes can be made eligible for specific USOC resources at any point during the timeframe outlined above.

For EAH:

If an athlete is offered Athlete Support (AS), the athlete is also offered EAH. If an athlete enrolls in EAH coverage, he/she will be enrolled for a minimum of 6-months.

- Athlete offered AS January 2019
 - EAH Offer: January 2019
 - EAH Coverage Starts: February 1, 2019
 - EAH Coverage Ends: July 31, 2019
- Athlete offered AS April 3, 2019
 - EAH Offer: April 2019
 - EAH Coverage Starts: May 1, 2019
 - EAH Coverage Ends: October 31, 2019
- Athlete offered AS July 10, 2019
 - EAH Offer: July 2019
 - EAH Coverage Starts: August 1, 2019
 - EAH Coverage Ends: January 31, 2020
- Athlete offered AS October 2, 2019
 - EAH Offer: October 2019
 - EAH Coverage Starts: November 1, 2019
 - EAH Coverage Ends: May 31, 2020

For OTC User Day Program:

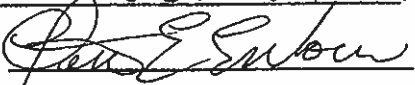
- All USOC resources will be focused on preparation for the 2019 World Championships, the 2019 Pan American Games and the 2020 Olympic Games and will only go towards Rifle and Shotgun athletes, with priority on enhancing medal potential in events where athletes have a realistic performance chance of reaching the podium.
- Support will be prioritized towards preparation to allow athletes the maximum opportunity to enhance their training.
- Athletes will be chosen for the User Day Program using the following criteria (in priority order):
 - 2020 Podium potential (as determined by performance profiles)
 - 2020 Finals potential (as determined by performance profiles)

2019 Key Dates:


- January 11, 2019: Athletes notified of proposed AS and its terms (to include start and end dates as well as the distribution calendar).
- January 21, 2019: All contracts and commitment forms due back to USAS.
- January 2019: January payments made by USOC (if required forms are completed). USA Shooting will continue to issue payments the third week of each month.
- April 3, 2019:
 - Any changes to AS will be sent to athletes by email within 2 days of the review and re-set meeting.
 - Athletes will receive the April 2019 payment even if they are not continued for May- July 2019.
- July 10, 2019:
 - Any changes to AS will be sent to athletes by email within 2 days of the review and re-set meeting.
 - Athletes will receive the July 2019 payment even if they are not continued for August – October 2019.
- October 2, 2019:
 - Any changes to AS will be sent to athletes by email within 2 days of the review and re-set meeting.
 - Athletes will receive the October 2018 payment even if they are not continued for November-December.

IN WITNESS WHEREOF, the Parties hereto have caused this Statement of Performance Support for calendar year 2019 to be executed by their duly authorized corporate officers or representatives as of the date first written below.

USA SHOOTING

By: KEITH E ENLOW
Title: CEO - USA SHOOTING
Signature: 
Date: 1-15-18

UNITED STATES OLYMPIC COMMITTEE

By: RICK ADAMS
Title: CHIEF FINANCIAL SERVICES
Signature: 
Date: 1/23/19