STATEMENT OF PERFORMANCE SUPPORT ("SOPS")

This Statement of Performance Support is part of the 2018-2020 Performance Partnership Agreement between the USOPC and USA Shooting ("SPORTS ORG").

I. TERM

The term of this Statement of Performance Support is January 1-December 31, 2020.

II. TIER STANDARD

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

III. GOAL(S) AND MILESTONE(S)

| 2020 Games Goal: | • 2 Medals |

If any of the milestones are not met, the USOPC 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 $150,500: $141,470 Cash and $9,030 United Airlines VIK.

United Airlines 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.

Cash 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 2020, or upon execution of this Agreement.

<table>
<thead>
<tr>
<th>Date</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 20, 2020</td>
<td>$35,367.50</td>
</tr>
<tr>
<td>April 20, 2020</td>
<td>$35,367.50</td>
</tr>
<tr>
<td>July 20, 2020</td>
<td>$35,367.50</td>
</tr>
<tr>
<td>October 19, 2020</td>
<td>$35,367.50</td>
</tr>
<tr>
<td><strong>TOTAL CASH</strong></td>
<td><strong>$141,470.00</strong></td>
</tr>
</tbody>
</table>

General Requirements for High Performance Funding are as follows:

- SPORTS ORG will submit the biannual expense report by August 1 that summarizes the USOPC spending from the previous six (6) months’ activities.
- All USOPC 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 year.
- Any funds provided by the USOPC under this Statement and not spent by the SPORTS ORG in the manner provided in this Statement will be returned to the USOPC, 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.

- SPORTS ORG shall comply with selection procedures requirements set forth in Section 6. Noncompliance with Section 6 may result in delayed quarterly payments.
- 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 USOPC.

2. **Approved Projects**

The specific projects that are approved for the Term are:

<table>
<thead>
<tr>
<th>Projects</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Team Camps &amp; Competitions</td>
<td>$125,500</td>
</tr>
<tr>
<td>Coaching Support Services</td>
<td>$10,000</td>
</tr>
<tr>
<td>Sports Psychology Services</td>
<td>$10,000</td>
</tr>
<tr>
<td>Paralympic Team Equipment</td>
<td>$5,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$ 150,500.00</strong></td>
</tr>
</tbody>
</table>

SPORTS ORG will consult with the USOPC, 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 Operation Gold, Athlete Stipends, and EAHI:

- Must be in good standing with USA Shooting.
- Must be actively competing in the current season.
- Must abide by the USA Shooting Athlete Agreement.
- Each athlete recipient will be required to execute an agreement with the USOPC, and may be required to also sign an agreement with SPORTS ORG, outlining the athlete’s commitment with respect to training, SafeSport requirements, anti-doping policies, compliance with applicable athlete codes of conduct and other matters, provided that such agreement complies with the USOPC Policy on NGB Athlete Agreements and does not condition receipt of USOPC Athlete Stipends, EAHI and Operation Gold on commercial terms. Athletes receiving Athlete Stipends are not intended third party beneficiaries of this Agreement.
- An athlete who meets the eligibility criteria for EAHI and/or Athlete Stipends at the time of pregnancy will continue to receive EAHI and/or the same amount of qualified USOPC Athlete Stipends for the duration of the pregnancy plus an additional one-year period from the date of birth of the child or end of pregnancy, provided that the athlete agrees that it is her intent to return to competition at an elite level. Receipt of these benefits shall not be conditioned upon any agreement that the athlete must
continue to train during pregnancy or for the one-year period after the birth of the child or end of pregnancy. Upon the conclusion of the one-year period, the athlete will then have to re-qualify for EAHI and/or Athlete Stipends.

- SPORTS ORG will consult with the USOPC before eliminating or making material changes in the criteria for Athlete Stipends or EAHI. 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 USOPC.
- SPORTS ORG agrees to make eligibility and performance criteria for Athlete Stipends and EAHI available to athletes.

1. **Operation Gold**
   a. **USOPC Operation Gold Event**

   The Operation Gold Event for SPORTS ORG is the 2020 Summer Paralympic Games on August 25 – September 6, 2020 in Tokyo, Japan.

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

   In non-Paralympic years, Operation Gold Event 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 a discipline on the program of the Paralympic Games in order to qualify for Operation Gold Event Awards in non-Paralympic Games years, provided individuals/teams finish among the top 50% of the individuals/teams who started the event.

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

<table>
<thead>
<tr>
<th>Place</th>
<th>1st Year of Quad</th>
<th>2nd Year of Quad</th>
<th>3rd Year of Quad</th>
<th>Paralympic Games Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>$6,250</td>
<td>$6,250</td>
<td>$7,500</td>
<td>$37,500</td>
</tr>
<tr>
<td>2nd</td>
<td>$5,000</td>
<td>$5,000</td>
<td>$6,250</td>
<td>$22,500</td>
</tr>
<tr>
<td>3rd</td>
<td>$4,375</td>
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</tr>
<tr>
<td>4th</td>
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<td>$4,375</td>
<td></td>
</tr>
<tr>
<td>5th</td>
<td>$3,125</td>
<td>$3,125</td>
<td>$3,750</td>
<td></td>
</tr>
<tr>
<td>6th</td>
<td>$3,125</td>
<td>$3,125</td>
<td>$3,750</td>
<td></td>
</tr>
<tr>
<td>7th</td>
<td>$2,500</td>
<td>$2,500</td>
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</tr>
<tr>
<td>8th</td>
<td>$2,500</td>
<td>$2,500</td>
<td>$2,500</td>
<td></td>
</tr>
</tbody>
</table>

2. **Athlete Stipends & Elite Athlete Health Insurance (EAHI)**
   a. Amount Awarded for this Term: $24,500
   b. Athlete Stipends and EAHI Eligibility and Criteria Approved for this Term:
Only athletes that perform in events included on the Paralympic Games program are eligible to receive athlete stipends and EAHI services (finals and medals earned in events not included on the Paralympic Games program will not be considered).

Team medals and team finals will not be considered for athlete stipends

Athlete Stipends and criteria approved for this term:

- Must be a member of the Paralympic Team
- Eligibility to the National Team is outlined in the 2020 National Team Selection Procedures (found on usashooting.org within the Policies and Procedures)
- 2020 National Team athletes will each be paid $200 a month beginning in January 2020 until July. Athletes that join the National Team after January will start payment beginning the month they make the National Team until July. Payments will be made the end of each month.
- Athletes can also earn bonus awards in the following ways:
  - 2020 World Cup Al Ain, UAE
    - Finals-$350 (per event)
    - Medals- $500 (per medal won)
  - 2020 International Shooting Championships of Hannover
    - Finals-$350 (per event)
    - Medals-$500 (per medal won)
  - 2020 World Cup Lima, Peru
    - Finals-$350 (per event)
    - Medals-$500 (per medal won)
    - Quota earned for U.S. for Paralympic Games-$1000
- **If an athlete has previously earned a quota for the U.S. for the 2020 Paralympic Games, they will not be eligible for the award**

- Once the 2020 Paralympic Team is named in July, the remaining stipend amount will be distributed evenly amongst all Paralympic Team athletes, paid in a one-time payment in August. A minimum of $1,000 will be paid out to each athlete.

Elite Athlete Health Insurance (EAHI) and criteria approved for this term:

- Athletes receiving athlete stipends are eligible for EAHI.
IN WITNESS WHEREOF, the Parties hereto have caused this Statement of Performance Support for calendar year 2020 to be executed by their duly authorized corporate officers or representatives as of the date first written below.

**USA SHOOTING**

By: Bob Gambardella  
Title: CEO  
Signature:  
Date: December 27, 2019 | 9:28:09 AM PST

**UNITED STATES OLYMPIC AND PARALYMPIC COMMITTEE**

By: Julie Dussliere  
Title: Chief of Paralympic Sport  
Signature:  
Date: December 27, 2019 | 9:38:36 AM PST