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 Silver Tier Standard.

III. GOAL(S) AND MILESTONE(S)

| 2020 Games Goal: | • Win four (4) 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 $1,000,000: $940,000 Cash and $60,000 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>$78,333.37</td>
</tr>
<tr>
<td>February 17, 2020</td>
<td>$78,333.33</td>
</tr>
<tr>
<td>March 23, 2020</td>
<td>$78,333.33</td>
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<tr>
<td>April 20, 2020</td>
<td>$78,333.33</td>
</tr>
<tr>
<td>May 18, 2020</td>
<td>$78,333.33</td>
</tr>
<tr>
<td>June 22, 2020</td>
<td>$78,333.33</td>
</tr>
<tr>
<td>July 20, 2020</td>
<td>$78,333.33</td>
</tr>
<tr>
<td>August 17, 2020</td>
<td>$78,333.33</td>
</tr>
<tr>
<td>September 21, 2020</td>
<td>$78,333.33</td>
</tr>
<tr>
<td>October 19, 2020</td>
<td>$78,333.33</td>
</tr>
<tr>
<td>November 23, 2020</td>
<td>$78,333.33</td>
</tr>
<tr>
<td>December 21, 2020</td>
<td>$78,333.33</td>
</tr>
<tr>
<td>TOTAL CASH</td>
<td>$940,000.00</td>
</tr>
</tbody>
</table>

General Requirements for High Performance Funding are as follows:
• SPORTS ORG will submit expense reports by April 1, July 1 and October 1 that summarizes the USOPC spending from the previous three (3) 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>Competitions and Training Camps</td>
<td>$678,000.00</td>
</tr>
<tr>
<td> Tokyo 2020 Olympic Test Event, Pre-Olympic Training Camp(s), National Team Domestic &amp; International Competitions and Training</td>
<td></td>
</tr>
<tr>
<td>High Performance Management Operations</td>
<td>$185,000.00</td>
</tr>
<tr>
<td> National Coach &amp; Assistant Coach Development and Support Services</td>
<td></td>
</tr>
<tr>
<td>Sport Physiotherapy and Psychology</td>
<td>$85,000.00</td>
</tr>
<tr>
<td>Targeted Athlete High Performance Investment *</td>
<td>$50,000.00</td>
</tr>
<tr>
<td>Ammunition Testing</td>
<td>$2,000.00</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$1,000,000.00</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.

* The “Targeted Athlete High Performance Investment” funding will be directed to eligible athletes for high performance related services: Olympic and/or World Champions that are finalists from Part 1 of Olympic Trials, or athletes named to the 2020 U.S. Olympic Team.

**B. Athlete Support**

Stipulations for Operation Gold, Athlete Stipends, EAHI & Other Resources:

• 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 Summer Olympic Games on July 24 – August 9, 2020 in Tokyo, Japan.

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

<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>Olympic 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>
<td>$4,375</td>
<td>$5,000</td>
<td>$15,000</td>
</tr>
<tr>
<td>4th</td>
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<tr>
<td>5th</td>
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<td>$3,125</td>
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<td></td>
</tr>
<tr>
<td>6th</td>
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</tr>
<tr>
<td>7th</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), & Other Resources**

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

   b. **Athlete Stipends Eligibility and Criteria Approved for this Term:**

      Evaluation Period: January 1, 2020 – December 31, 2020
      (Re-set evaluation periods are in April, July, and October of 2020.)

      - All USOPC Athlete Stipend payments will be focused on preparation for 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.
      - Athletes must be actively in the running for making the Olympic Team in Quarter 1 and named to the Olympic Team in Quarters 2 & 3.
      - The Athlete Support criteria was developed and approved by the Grant Selection Committee which is composed of the USAS AAC Representative, each National Team Head Coach (Rifle, Shotgun), the Senior Managers of High Performance and an additional athlete representative.
      - First quarter stipends are based on results from Part 1 of the Olympic Trials which will be made available at [www.usashooting.org/7-events/101-match-results/nationalresults](http://www.usashooting.org/7-events/101-match-results/nationalresults).
      - Second and third quarters’ stipends are based on qualifying in Rifle and/or Shotgun to the 2020 U.S. Olympic Team. Selection procedures are posted at [www.usashooting.org/11-resources/policiesandprocedures](http://www.usashooting.org/11-resources/policiesandprocedures).

**Athlete Stipends (AS)**

**1st Quarter: January – March 2020 (Paid Monthly)**

- For first quarter payments, an athlete must have made the final during Part 1 of Olympic Trials in their respective event(s) and have a career achievement (as of January 1, 2020) as follows:
  - 3+ Olympic Medals - $3,500 per month
  - 2 Olympic Medals - $2,500 per month
  - 1 Olympic Medal - $1,500 per month
  - Olympic Finalist, World Champion, and/or 3 or more World Cup Medals - $1,000 per month

**2nd Quarter: April – June 2020 (Paid Monthly)**

- To qualify for second quarter payments an athlete must be allocated an Olympic quota and achieved their MQS. If an athlete is allocated a quota but does not have their MQS at this time, payments will be held back until MQS is achieved. When an athlete is officially named to the 2020 U.S. Olympic Team, the athlete will receive payment or, if applicable, receive backpay for any unpaid funds (April – June 2020 payments). All payments will be based on career achievements (as of January 1) as follows:
  - 3+ Olympic Medals - $6,000 per month
  - 2 Olympic Medals - $5,000 per month
  - 1 Olympic Medal - $4,000 per month
  - Olympic Finalist, World Champion, and/or 3 or more World Cup Medals - $3,000 per month
• Athletes allocated an Olympic quota who have yet (as of January 1) to reach one of the career achievements listed above - $1,500 per month

**Tokyo Test Event Bonus: One-Time Payment in May 2020**

• Any athlete named to the 2020 U.S. Olympic Team who makes the final or medals at the Tokyo Test Event will receive a one-time bonus, in addition to any monthly stipend. If an athlete makes multiple finals, the bonus amount will be based on the highest finish. Bonuses will be dispensed as follows:
  • Gold Medal - $3,000
  • Silver Medal - $2,600
  • Bronze Medal - $2,300
  • 4th place - $1,800
  • 5th Place - $1,700
  • 6th Place - $1,600
  • 7th Place - $1,500
  • 8th Place - $1,400

**3rd Quarter: July – September 2020 (Paid Monthly)**

• To qualify for third quarter payments an athlete must be named to the 2020 U.S. Olympic Team. All payments will be based on career achievements (as of January 1) as follows:
  • 3+ Olympic Medals - $6,000 per month
  • 2 Olympic Medals - $5,000 per month
  • 1 Olympic Medal - $4,000 per month
  • Olympic Finalist, World Champion, and/or 3 or more World Cup Medals - $3,000 per month
  • Athletes named to the 2020 U.S. Olympic Team who have yet (as of January 1) to reach one of the career achievements listed above will receive at least $300 per month. If there are any remaining Athlete Stipends after such allocation, these athletes will receive an equally distributed amount per month of the remaining Athlete Stipend balance not to exceed $1,500 per month.

**Potential One-Time Payment in October 2020**

• Any additional remaining Athlete Stipend balance will be split evenly amongst all 2020 U.S. Olympic Team Members including those who have yet to reach the career achievements.

c. **EAHI Eligibility and Criteria Approved for this Term:**

• When an athlete qualifies for Athlete Support (AS), the athlete will also be offered EAHI.

d. **Other Resources Approved for this Term:**

Athletes who meet the criteria above will be eligible and may be offered one or more of the following USOPC resources:
- Olympic & Paralympic Training Center (OPTC) Access
- Sport Science Service Provision
- Sports Medicine Service Provision
- National Medical Network (NMN)
- OPTC Recovery Center
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: Interim Chief Executive Officer

Signature: ____________________________

Date: January 7, 2020 | 12:49:53 PM PST

**UNITED STATES OLYMPIC & PARALYMPIC COMMITTEE**

By: Rick Adams

Title: Chief of Sport Performance & NGB Services

Signature: ____________________________

Date: January 7, 2020 | 8:05:04 AM PST