

**EXHIBIT 3: STATEMENT OF PERFORMANCE SUPPORT****I. GOAL(S) AND MILESTONE(S)**

<b>Paralympic Games Goal:</b>	<ul style="list-style-type: none"> <li>Two (2) Medals at the 2020 Paralympic Games</li> </ul>
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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.

**II. HIGH PERFORMANCE SUPPORT****A. SPORTS ORG Support****1. High Performance Funding**

The USOPC will provide the following funding to SPORTS ORG for this Term:  
\$150,500

Cash payments, in 2021, 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 18<sup>th</sup> of January 2021, or upon execution of this Agreement.

Upon Execution but not before January 18, 2021	\$37,625.00
April 19, 2021	\$37,625.00
July 19, 2021	\$37,625.00
October 18, 2021	\$37,625.00
<b>TOTAL:</b>	<b>\$150,500.00</b>

As a condition of receiving High Performance Funding, SPORTS org shall comply with the following requirements:

- 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 Report 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.
- Olympic and Paralympic project funding are separate and cannot be reallocated from one to the other.
- For payments granted in 2020, as required in the SOPS, any funds provided by the USOPC not spent on the specific project must be returned to the USOPC. The USOPC will invoice the NGB/HPMO the amount of 2020 high performance project funding not spent, based on the submitted 2020 Final Report. The USOPC will apply the outstanding balance to 2021 quarterly high-performance payment(s),

ultimately reducing future payment(s) until the outstanding balance is met.

- SPORTS ORG shall comply with selection procedures requirements set forth in Section 5 of the PPA. Noncompliance with Section 5 may result in delayed quarterly payments.
- SPORTS ORG will ensure that all applicable individuals receiving these funds are in compliance with the mandatory training requirements of the U.S. Center for SafeSport, and the requirements of the USOPC's Responsible Sport Organization Background Check Policy.
- SPORTS ORG will comply with all requirements pertaining to NGB and member obligations under Section 8.1 of the PPA. As of January 1, 2021, additionally, SPORTS ORG will be required to be certified as a condition of high performance funding. Noncompliance with Section 8.1 or failure to retain certification will result in suspension, modification, or termination of high performance funding.

## 2. **Approved Projects**

The specific projects that are approved for the Term are:

<b><u>Projects</u></b>	<b><u>Amount</u></b>
National Team Training/Competition and Equipment	\$130,500.00
Coaching Support Services	\$10,000.00
Sport Psychology Services	\$10,000.00
<b>Total</b>	<b>\$150,500.00</b>

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 PPA shall be effective unless in writing and signed by both Parties.

## 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. SPORTS ORG understands that the USOPC is not a party to any agreement entered into between the SPORTS ORG and athlete, and the USOPC has no obligations thereunder nor can be held liable under any such agreement. Athletes receiving Athlete Stipends or EAHI are not intended third party beneficiaries of this Agreement.
- An athlete who meets her SPORTS ORG's EAHI and/or Athlete Stipend eligibility criteria in effect as of the date of notification to the USOPC of her 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 the athlete agrees that it is her intent to return to competition at an elite level and has fully complied with the

Pregnancy Support Terms and Conditions. If the athlete re-qualifies for Athlete Stipends at any point during pregnancy or within the year after the end of her pregnancy, the USOPC will honor the higher amount for which she qualified. 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 subsequent to 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 be required to keep this status confidential and cannot discriminate or retaliate against the athlete for being pregnant.

- 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.
- SPORTS ORG will ensure that all applicable individuals receiving these funds/benefits are in compliance with the mandatory training requirements of the U.S. Center for SafeSport, and the requirements of the USOPC's Responsible Sport Organization Background Check Policy. In accordance with the USOPC's NGB and HPMO Athlete Safety Policy, SPORTS ORG will notify the USOPC's Security and Athlete Safety Office via email at [athlete.safety@usopc.org](mailto:athlete.safety@usopc.org) as soon as possible, and in any case within 24 hours of imposing its own or being notified of Center-imposed sanction(s) and/or temporary measure(s), affecting any of the individuals receiving these funds/benefits.
- SPORTS ORG agrees to provide athletes with advance notice to any material change in eligibility and performance criteria to Athlete Stipends and EAHI. Additionally, SPORTS ORG must provide notice to athletes that changes to eligibility and performance criteria in Athlete Stipends and EAHI can be subject to change at any time. SPORTS ORG understands that athletes are not third-party beneficiaries of this Performance Partnership Agreement and any dispute between SPORTS ORG and an athlete regarding changes to Athlete Stipends or EAHI criteria, which may be contained in an NGB athlete agreement or other NGB notification, shall solely be resolved between the NGB and athlete.
- When applicable, SPORTS ORG must notify NCAA student-athletes and prospective NCAA student-athletes that they should consult with their school's NCAA compliance administrator to ensure compliance with NCAA regulations related to accepting Athlete Support to include monthly stipends, incentive/bonus payments or other grants without jeopardizing their eligibility. Grade and High School students should consult with their state's High School Association to determine whether accepting Athlete Support affects their High School sport eligibility. It is the athlete's responsibility to ensure compliance with NCAA or State High School Federation rules and regulations.

**1. Operation Gold**

**a. USOPC Operation Gold Event:**

The Operation Gold qualifying event for SPORTS ORG is the Paralympic Games Tokyo 2020.

Any supplementary funds for the USOPC Operation Gold Event will be distributed by SPORTS ORG to qualified athletes. Details will be outlined and communicated to athletes through SPORTS ORG's athlete agreement, to include

payment criteria, award amounts and athlete eligibility terms.

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 Award; multiple Operation Gold Event Awards can be received if an athlete has multiple top-three finishes at the Paralympic Games.

<b>Olympic and Paralympic Summer Sport Payment Schedule</b>	
<b>Place</b>	<b>2021 Games Year</b>
1 <sup>st</sup>	\$37,500
2 <sup>nd</sup>	\$22,500
3 <sup>rd</sup>	\$15,000

## **2. Athlete Stipends, Elite Athlete Health Insurance (EAHI) & Other Resources**

a. **Amount Awarded for this Term:** \$30,000

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

Athletes named to the 2021 National Team and 2021 National Development Team will be eligible to be paid a monthly Athlete Stipend payment of \$100 per month beginning in January 2021 until June 2021. Athletes that are named to the 2021 National Team or 2021 National Development Team after January 2021 will be eligible for payment starting the month they are named to a team until June 2021. Payments will be processed by the end of each month.

2021 National Team and 2021 National Development Team eligibility criteria can be found here: <https://www.usashooting.org/11-resources/policiesandprocedures>

In July 2021, any remaining Athlete Stipend funding will be evenly distributed to athletes named to the 2020 Paralympic Team. Payments will be processed by the end of the month.

2020 Paralympic Games Athlete Selection Procedures can be found here: [www.usashooting.org/11-resources/policiesandprocedures](http://www.usashooting.org/11-resources/policiesandprocedures).

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

Athletes named to the 2021 National Team and 2021 National Development Team will be eligible for EAHI beginning January 2021 through June 2021. Athletes that are named to the 2021 National Team or 2021 National Development Team after January 2021 will be eligible for EAHI starting the month they are named to a team until June 2021.

Athletes named to the 2020 Paralympic Team in July 2021 will continue their EAHI eligibility through December 2021.

