

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

Olympic Games Goal:	• Win four (4) medals
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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:
\$1,000,000.00

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 18th of January 2021, or upon execution of this Agreement.

Upon Execution but not before January 18, 2021	\$ 83,333.37
February 22, 2021	\$ 83,333.33
March 22, 2021	\$ 83,333.33
April 19, 2021	\$ 83,333.33
May 17, 2021	\$ 83,333.33
June 21, 2021	\$ 83,333.33
July 19, 2021	\$ 83,333.33
August 16, 2021	\$ 83,333.33
September 20, 2021	\$ 83,333.33
October 18, 2021	\$ 83,333.33
November 22, 2021	\$ 83,333.33
December 20, 2021	\$ 83,333.33
TOTAL:	\$1,000,000.00

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:

Projects	Amount
Competitions and Training Camps	\$ 678,000.00
High Performance Management Operations	\$ 185,000.00
Sport Physiotherapy and Psychology	\$ 85,000.00
Targeted Athlete High Performance Investment Grant	\$ 50,000.00
Ammunition Testing	\$ 2,000.00
Total	\$ 1,000,000.00

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 EAHl are not intended third party beneficiaries of this Agreement.

- An athlete who meets her SPORTS ORG's EAHl and/or Athlete Stipend eligibility criteria in effect as of the date of notification to the USOPC of her pregnancy will continue to receive EAHl 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 EAHl 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 EAHl. 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 EAHl 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 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 EAHl. Additionally, SPORTS ORG must provide notice to athletes that changes to eligibility and performance criteria in Athlete Stipends and EAHl 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 EAHl 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 Olympic 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 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.

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

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

a. **Amount Awarded for this Term:** \$300,000.00

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

For all athlete stipends paid from January 1, 2021 through December 31, 2021, the following shall apply:

- 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 already named or in the running to be named to the Olympic Team to be eligible for support.
- The Athlete Support criteria was developed and approved by the Grant Selection Committee, which is composed of the USOPC AAC Representative, each National Team Head Coach (Rifle, Shotgun), the Senior Manager(s) of High Performance and additional athlete representatives.
- Smallbore Rifle stipends prior to Trials Part II are based on results from Part 1 of the Olympic Trials, available at www.usashooting.org/7-events/101-match-results/nationalresults.

- Olympic Team stipends are dependent 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.

OLYMPIC NAMED SHOTGUN AND AIR RIFLE ATHLETES

January – August 2021 (Paid Monthly)

- To qualify for Olympic Team payments, an athlete must have been allocated an Olympic Quota through the USA Shooting Olympic Selection Procedures in their respective Shotgun or Air Rifle event(s) and have a career achievement (as of January 1, 2021) 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

SMALLBORE RIFLE ATHLETES

January – Smallbore Olympic Trials Part II

- Smallbore Rifle Athletes who placed in the top 8 at Olympic Trials Part I will receive a monthly payment of \$100. (Please Note: if a Smallbore Rifle athlete has already made the Olympic Team in another event they will not be eligible for this payment.)

Month After Smallbore Olympic Trials Part II through August 2021

- Named Smallbore Olympic Team Athletes will be back-paid the funds that they would have received January 2021 – Smallbore Olympic Trials Part II minus funds received according to the career achievements outlined below. The back-pay will be paid in a one-time payment; thereafter, the athlete will begin receiving the full monthly amount he or she qualifies for (as outlined below) in monthly payments through August 2021 (Please Note: if a Smallbore Rifle athlete has already made the Olympic Team in another event they will not be eligible for this payment.)
 - EX: If an athlete who was in first place after Smallbore Trials Part I wins an Olympic Team Nomination following Trials Part II and has no prior career achievements, they will receive the \$1500 per month career achievement minus the \$100 monthly smallbore payout for a total of \$1400 per month they were not yet paid and will begin receiving monthly payments of \$1500 thereafter (through August).
 - 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

**OLYMPIC NAMED SHOTGUN, AIR RIFLE AND SMALLBORE RIFLE
ATHLETES**

September - December

- All Olympic Team Members will receive an equally distributed payout over the course of four months (September – December). The equal payout, regardless of career achievements, will be an even split of remaining funds from Athlete Support after the August payouts.

c. EAHI Eligibility and Criteria Approved for this Term:

Eligibility Period: January 1, 2021 – December 31, 2021


- All Olympic nominated athletes (Shotgun, Rifle & Pistol) will be offered EAHI.
- Smallbore Rifle athletes who qualify for Athlete Stipends in January will be offered EAHI. Following Smallbore Olympic Trials Part II, only those athletes named to the Olympic Team will be eligible to continue receiving EAHI.

IN WITNESS WHEREOF, the Parties hereto have caused this Performance Partnership Agreement for the January 1, 2021 to December 31, 2021 Term to be executed by their duly authorized corporate officers or representatives as of the date first written below.

USA SHOOTING

By: Matt Suggs

Title: Chief Executive Officer

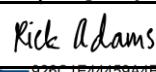
Signature:  C0B632A39006406

Date: December 21, 2020 | 9:30:24 AM PST

UNITED STATES OLYMPIC & PARALYMPIC COMMITTEE

By: Rick Adams

Title: Chief of Sport, Performance & NGB Services

Signature:  926C1E44439A4B7...

Date: December 22, 2020 | 2:38:10 PM PST