

FUNDING SCHEDULE
High Performance Support

This Funding Schedule for High Performance Support between the United States Olympic & Paralympic Committee (“USOPC”) and USA Shooting (“Sports Org”) is entered into as of 1st of January, 2023 (the “Funding Schedule Effective Date”) and is part of the Master Agreement for Sports Organizations (“Agreement”) entered into between the Parties and dated 1st of January 2023

1. Term

The term of this Funding Schedule is January 1st, 2023 - December 31st, 2023 (the “Term”).

2. Goal(s) and Milestone(s)

Paralympic Games Goal:	<ul style="list-style-type: none"> • Two (2) medals at the 2024 Paralympic Games
Milestone(s)	<ul style="list-style-type: none"> • Two (2) medals at World Cups/Championships • Nine (9) medals at ParaPan American Games • Three (3) quotas earned for the 2024 Paralympic Games

3. Sports Org Support

a) High Performance Funding

The USOPC will provide the following funding to Sports Org for the Term: \$170,000

Cash payments will be made on the dates noted in the table below. The first payment to Sports Org will be made upon execution of this agreement, but not before January 17th, 2023.

Upon Execution but not before January 17 th , 2023	\$42,500.00
April 17 th , 2023	\$42,500.00
July 17 th , 2023	\$42,500.00
October 16 th , 2023	\$42,500.00
TOTAL:	\$170,000.00

As a condition of receiving High Performance Funding, Sports Org will comply with the following requirements:

- i. Sports Org will submit the biannual expense report by August 1 that summarizes the USOPC spending from the previous six (6) months’ activities.
- ii. All USOPC funds that are paid during the Term must be accounted for by completing a Final Report on each project by March 1 of the following year.

- iii. Olympic and Paralympic project funding are separate and cannot be reallocated from one to the other.

b) Approved Projects

The specific projects that are approved for the Term are:

<u>Projects</u>	<u>Amount</u>
National Team Training, Competitions, and Equipment	\$ 145,000.00
Coaching Support Services	\$ 15,000.00
Sport Performance Services	\$ 10,000.00
Total	\$ 170,000.00

- i. Sports Org will consult with the USOPC, in writing, before eliminating or making any material changes in the Sport Org's approved projects listed above. No amendment or modification of this agreement shall be effective unless in writing and signed by both parties.

4. Athlete Support

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

- i. 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. Sports Org understands that the USOPC (a) is not a party to any agreement entered into between the Sports Org and athlete, (b) has no obligations thereunder, (c) nor can it be held liable under any such agreement. Athletes receiving Athlete Stipends or EAHI are not intended third party beneficiaries of this Agreement.
- ii. An athlete who meets her Sports Org's 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.
- iii. If the payments for Athlete Stipends exceed the amount awarded, then Sports Org will pay the difference within thirty (30) days of receiving an invoice from the USOPC.
- iv. 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 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.

- v. Sports Org must provide athletes with advance notice of any material changes 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 Funding Schedule and any dispute between Sports Org and an athlete regarding changes to Athlete Stipends or EAHI criteria, which may be contained in a Sports Org's athlete agreement or other Sports Org notification, will solely be resolved between the Sports Org and athlete.
- vi. 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. Similarly, Sports Org should encourage Grade, Middle and High School students to consult with their respective state's High School Federation to determine whether accepting Athlete Support affects their High School sport eligibility. It is the athlete's responsibility to ensure compliance with NCAA and/or State High School Federation rules and regulations as applicable.

a) **Operation Gold**

i. **USOPC Operation Gold Event:**

The Operation Gold qualifying event for USA Shooting is the Lima 2023 WSPS World Championships from September 17-29, 2023 in Lima, Peru.

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

In non-Paralympic years, Operation Gold Awards are limited to one award per athlete in a program year in the respective sport; 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-Paralympic years, provided individuals/teams finish among the top 50% of the individuals/teams who started the event.

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

NOTE: For Paralympic sports with a discipline or event that is not included on the program of the upcoming Paralympic Games, that discipline or event will not be eligible for Operation Gold. However, if a Paralympic sport has a revolving program for the Paralympic Games (i.e., an event is taken from the program one quad, but is added back to the program the next quad), that event or discipline will remain eligible for Operation Gold at the approved qualifying event.

Summer Paralympic Sport Payment Schedule		
Place	2023	2024
1 st	\$7,500	\$37,500
2 nd	\$6,250	\$22,500
3 rd	\$5,000	\$15,000
4 th	\$4,375	
5 th	\$3,750	
6 th	\$3,750	
7 th	\$2,500	
8 th	\$2,500	

b) 2023 Athlete Stipends, Elite Athlete Health Insurance (EAHI) & Other Resources

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

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

Evaluation Period: January 1, 2023 – December 31, 2023

- All USOPC Athlete Stipend payments will be focused on preparation for the 2024 Paralympic Games and the Quota bearing competitions
- All eligible athletes must sign and comply with the 2023-24 National Para Teams Selection Procedure
- The Athlete Support criteria was developed and approved by the Grant Selection Committee which is composed of the USOPC AAC Representative, Paralympic Discipline Athlete Representative, and the Director of High Performance

Athlete Stipends

January – December Paralympic Team Payments - Paid Monthly to 2021 Paralympic Team Members

- 2021 Paralympic Team Athletes will each be paid \$200 per month

January – December 2023 Qualify Score Average – Paid Monthly to Athletes who have attained the National Team Qualifying Score Average as of Monthly Submission

- In order to be eligible athletes must meet or exceed the National Team Qualifying Score Average (QSA) for their event. Athletes may join or leave this anytime based on their current QSA as of the monthly submission, approximately the 3rd Friday of every month.
- Athletes who have met or exceeded the QSA as of the monthly submission will be granted \$100 per month on a monthly basis
- QSA's can be found here:
<https://usashooting.org/app/uploads/2022/12/2023-Para-National-Teams.pdf>

2022 Finalist Achievements : January – June Monthly

- To qualify for 2022 Medal Achievements athlete stipends an athlete must have competed and won a medal or made a final at either the 2022 World Championships or 2022 World Cup(s). Should an athlete qualify by both World Championship Medal and World Cup Medal designations, they will receive the higher amount. These funds will be distributed monthly as below:
 - World Championship Gold - \$750 per month
 - World Championship Silver - \$550 per month
 - World Championship Bronze - \$350 per month
 - World Cup Gold - \$350 per month
 - World Cup Silver - \$250 per month
 - World Cup Bronze - \$150 per month

- World Cup Finalist – \$100 per month

Paralympic Quota One-Time Payment

- Any athlete that earns a Paralympic Quota in 2023 through competition will receive a one-time payment of \$2,000 in the month that they achieve the Paralympic Quota. Should funding already be distributed for the month they earn the quota in, they will receive the amount the following month.

2023 World Cup One-Time Incentive

- Athletes finishing in a medal or finals position at a 2023 World Cup will receive a one-time payment at the conclusion of the World Cup they earned their result. Athletes can qualify for this payment more than once and there is no limit on the amount of incentive payments they can receive. All results will be based on the final finishing position and not that of qualification.
 - Gold Medal - \$5,000
 - Silver Medal - \$4,000
 - Bronze Medal - \$3,000
 - Finalist - \$500

2023 ParaPan American One-Time Incentive

- Athletes finishing in a medal or finalist position at 2023 ParaPan American Games will receive a one-time payment at the conclusion of the World Cup they earned their result. Athletes can qualify for this payment more than once and there is no limit on the amount of incentive payments they can receive. All results will be based on the final finishing position and not that of qualification.
 - Gold Medal - \$3,000
 - Silver Medal - \$2,000
 - Bronze Medal - \$1,000
 - Finalist - \$500

2023 Medal Achievements : Monthly

- To qualify for 2023 Monthly Medal Achievement stipends an athlete must have competed and won a medal or made a final at either the 2023 World Championship or 2023 World Cup(s). Should an athlete qualify by both World Championship Medal and World Cup Medal designations, they will receive the higher amount. Athletes may move up to a higher amount after completion of a World Cup or World Championship should the medal payout they earn be higher than that of what they previously had. These funds will be distributed monthly as below:
 - World Championship Gold - \$750 per month
 - World Championship Silver - \$550 per month
 - World Championship Bronze - \$350 per month
 - World Championship Finalist - \$100 per month
 - World Cup Gold - \$350 per month
 - World Cup Silver - \$250 per month
 - World Cup Bronze - \$150 per month
 - World Cup Finalist - \$100 per month

2023 December Remaining Funds

- Any athlete stipend remaining balance will be split evenly amongst all athletes who won a medal at World Championships, a World Cup, or won a Quota in 2023. The exact stipend amount will be known in December and communicated to the athletes at this time.

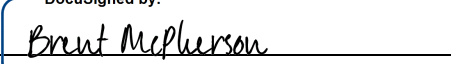
ii. **Athlete Stipends and EAHl Eligibility and Criteria Approved for this Term:**

Elite Athlete Health Insurance Criteria Approved for this Term:

- Any athlete that qualifies for Athlete Support using the above criteria will be eligible for Elite Athlete Health Insurance through them being on Athlete Support starting the month they qualify per the criteria listed above.

IN WITNESS WHEREOF, the Parties hereto have caused this Funding Schedule to be executed by their duly authorized corporate officers or representatives as of the date first written below.

USA Shooting

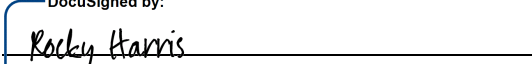
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Date: January 9, 2023 | 9:10:08 AM PST

Name: brent.mcpherson@usashooting.org

Title: COO

United States Olympic & Paralympic Committee

By: 
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Date: January 4, 2023 | 6:59:16 AM PST

Name: Rocky Harris

Title: Chief of Sport & Athlete Services