

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 January 1, 2023 (the “Funding Schedule Effective Date”) and is part of the Master Agreement for Sports Organizations (“Agreement”) entered into between the Parties and dated January 1, 2023.

1. Term

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

2. Goal(s) and Milestone(s)

| | |
|----------------------------|---|
| Olympic Games Goal: | <ul style="list-style-type: none"> • Win Five (5) Medals (at least 3 gold) |
| Milestone(s) | <p><u>Pistol:</u></p> <ul style="list-style-type: none"> • Win at least one (1) medals at four (4) 2023 ISSF World Cups • Earn at least two (2) more quotas in 2023 • Make at least one (1) final in an Olympic event at the 2023 ISSF World Championships <p><u>Rifle:</u></p> <ul style="list-style-type: none"> • Win at least five (5) medals at four (4) 2023 ISSF World Cups • Earn two (2) more quotas in 2023 • Win at least two (2) medals in Olympic events at the 2023 ISSF World Championships <p><u>Shotgun:</u></p> <ul style="list-style-type: none"> • Win at least twelve (12) medals at four (4) 2023 ISSF World Cups • Earn one (1) more quota in 2023 • Win at least four (4) medals in Olympic events at the 2023 ISSF World Championships <p><u>Programmatic:</u></p> <ul style="list-style-type: none"> • Hire a National Team pistol coach by May 31, 2023 • Hold at least one National Team camp for each discipline in Q2 or Q3 in preparation for the 2023 ISSF World Championships; strive for 75% of the World Team in attendance • Gather input and formalize a talent development plan for LA 2028; to be included in the 2024 High Performance Plan • Have 4 total coach development camps in 2023 (can be any discipline) |

3. Sports Org Support

a) High Performance Funding

The USOPC will provide the following funding to Sports Org for the Term: **\$1,130,000**. The following amount will be deducted from the Q1 and Q2 payments of the High Performance Allocation as repayment for debt from 2019 & 2020: **\$105,888.01**. The adjusted amount is reflected in the payment schedule below.

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 17th of January 2023, or upon execution of this Funding Schedule.

| | |
|--|-----------------------|
| Upon Execution but not before January 17, 2023 | \$229,556.00 |
| April 17, 2023 | \$229,555.99 |
| July 17, 2023 | \$282,500.00 |
| October 16, 2023 | \$282,500.00 |
| TOTAL: | \$1,024,111.99 |

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

- i. Sports Org will conduct monthly financial and project allocation progress updates with USOPC Sport Performance.
- ii. Sports Org will submit the biannual expense report by August 1 that summarizes the USOPC spending from the previous six (6) months' activities.
- iii. 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.
- iv. 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> |
|--|------------------------|
| Competitions & Camps | \$855,000.00 |
| HP Operations and Coach Management/Development | \$100,000.00 |
| 2028 Development Camps and Competitions | \$40,000.00 |
| Sport Physiotherapy | \$45,000.00 |
| Range Maintenance and Gunsmithing | \$45,000.00 |
| Sport Psychology | \$20,000.00 |
| USOPC Sport Performance and Practitioner Support | \$15,000.00 |
| Ammo Backfill and Testing | \$10,000.00 |
| Total | \$ 1,130,000.00 |

- i. Funding for Competitions & Camps must be used on senior level, Olympic-discipline competitions and camps.

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.

USA Shooting Stipulations

- Payments may be suspended at any time due to SafeSport, USA Shooting Code of Conduct, or other disciplinary based actions.
- 3-Person Team events will not count towards Athlete Support stipends; however Mixed-Team events will be eligible. Any funding as the result of Mixed-Team events will be the amount shown for each athlete, not split amongst the team members.

If the payments for Athlete Stipends exceed the amount awarded, then Sports Org will pay the difference via an invoice from the USOPC. If the payments for Athlete Stipends do not exceed the amount awarded, then Sports Org, with coordination and approval by the USOPC, may transition unspent funds to support High Performance projects via the official reallocation process.

a) Operation Gold

i. USOPC Operation Gold Event:

The Operation Gold qualifying event for Sports Org is the 2023 ISSF World Shooting Championships.

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.

In non-Olympic Games years, Operation Gold Awards are limited to one award per athlete in the Term; 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 (for Shooting, Mixed Teams) must finish in one of the top-six places at the qualifying event in a discipline on the program of the Olympic Games to qualify for an Operation Gold Award in a non-Olympic Games year.

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

| Summer Olympic & Paralympic Sport Payment Schedule* | | | |
|--|-------------|-------------|-------------|
| Place | 2022 | 2023 | 2024 |
| 1 st | \$6,250 | \$7,500 | \$37,500 |
| 2 nd | \$5,000 | \$6,250 | \$22,500 |
| 3 rd | \$4,375 | \$5,000 | \$15,000 |
| 4 th | \$3,750 | \$4,375 | |
| 5 th | \$3,125 | \$3,750 | |
| 6 th | \$3,125 | \$3,750 | |
| 7 th | \$2,500 | \$2,500 | |
| 8 th | \$2,500 | \$2,500 | |

For Individual Sports

*In non-Games, non-World Championships years, Operation Gold Payments will be determined after the slate of participating countries is known. Slate must contain at least the World 's top 10 countries for a payout up to 8th place. If the top 7-9 ranked countries are present, payout will include up to 5th place. If the top 4-6 ranked countries are present, payout will include up to 3rd place per USOPC Athlete Support Guidelines.

ii. **Enhanced Operation Gold Event:**

The USOPC has designated the following elite-level events as part of its expanded Enhanced Operation Gold program. Sports Org will assist in the management of the Enhanced Operation Gold program for the designated events listed below. Sports Org must comply, with the terms in this SOF, including the requirement to provide notification to athletes about compliance with NCAA and High School Federation rules and regulations. Events designated by the USOPC under this program include:

IF-sanctioned elite-level events with prize money:

The USOPC has designated the following events as part of the Enhanced Operation Gold program:

2023 ISSF World Cup Final

The following terms apply:

- If one or more athletes qualify for funds that are paid by event organizer directly to Sports Org for disbursement, such funds will be distributed by Sports Org to eligible athlete(s) under the Enhanced Operation Gold program. Sports Org will include details showing compliance with this disbursement to the USOPC in the Final Report.

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

i. **Amount Awarded for this Term:** \$370,000

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

RIFLE/SHOTGUN DISCIPLINES - \$350,000

2021 Tokyo Olympian Achievement : January – December Monthly

- To qualify for the 2020 Tokyo Olympian Achievement athlete stipend an athlete must have competed in the 2021 Tokyo Olympic Games. Should an athlete be a 2021 Olympian and have 2022 Medal Achievements they will be eligible for both payments. These funds will be distributed monthly as below:

- Tokyo Olympian - \$200 per month

2022 Medal Achievements : January – June Monthly

- To qualify for 2022 Medal Achievements athlete stipends an athlete must have competed and won a medal at either the 2022 World Championships or World Cup(s) in either an individual or mixed team event. 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 (Individual or Mixed) - \$750 per month
- World Championship Silver (Individual or Mixed) - \$550 per month
- World Championship Bronze (Individual or Mixed) - \$350 per month
- World Cup Gold (Individual or Mixed) - \$350 per month
- World Cup Silver (Individual or Mixed) - \$250 per month
- World Cup Bronze (Individual or Mixed) - \$150 per month

Olympic Quota One-Time Payment

- Any athlete that earns an Olympic Quota in 2023 through competition will receive a one-time payment of \$2,000 in the next monthly payment opportunity after they achieve their Olympic Quota. Should funding already be distributed for the month in question they will receive the amount the following month.

2023 World Cup One-Time Incentive

- Athletes finishing in a medal position at a 2023 World Cup will receive a one-time payment after the conclusion of the World Cup they earned their result at the next monthly payment opportunity. Athletes can qualify for this payment more than once per year and World Cup 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

2023 Pan American Games One-Time Incentive

- Athletes finishing in a medal position of a 2023 Pan American Games will receive a one-time payment after the conclusion of the Pan American Games they earned their result at the next monthly payment opportunity. 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

2023 World Championships Medal Achievements: Monthly

- To qualify for 2023 Monthly World Championship Medal Achievement stipends an athlete must have competed and won a medal at the 2023 World Championship in either an individual or mixed team event. Should an athlete qualify for multiple medals they will earn the higher amount.. These funds will be distributed monthly as below:
 - World Championship Gold (Individual or Mixed) - \$750 per month
 - World Championship Silver (Individual or Mixed) - \$550 per month
 - World Championship Bronze (Individual or Mixed) - \$350 per month

2023 World Cup Medal Achievements: Monthly

- To qualify for 2023 Monthly World Cup Medal Achievement stipends an athlete must have competed and won a medal at 2023 World Cup(s) in either an individual or mixed team event. Should an athlete qualify for multiple medals they will receive the higher amount. Athletes may move up to a higher amount after completion of a World Cup should the medal payout they earn be higher than that of what they previously had. These funds will be distributed monthly as below:
 - World Cup Gold (Individual or Mixed) - \$350 per month
 - World Cup Silver (Individual or Mixed) - \$250 per month
 - World Cup Bronze (Individual or Mixed) - \$150 per month

2023 December Remaining Funds

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

PISTOL DISCIPLINE - \$20,000

2021 Tokyo Olympian Achievement : January – December Monthly

- To qualify for the 2020 Tokyo Olympian Achievement athlete stipend an athlete must have competed in the 2021 Tokyo Olympic Games. Should an athlete be a 2021 Olympian and have 2022 Medal Achievements they will be eligible for both payments. These funds will be distributed monthly as below:
 - Tokyo Olympian - \$200 per month

2022 Medal Achievements : January – June Monthly

- To qualify for 2022 Medal Achievements athlete stipends an athlete must have competed and won a medal or finalized at either the 2022 World Championships or World Cup(s) in either an individual or mixed team event. 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 (Individual or Mixed) - \$750 per month
 - World Championship Silver (Individual or Mixed) - \$550 per month
 - World Championship Bronze (Individual or Mixed) - \$350 per month
 - World Cup Gold (Individual or Mixed) - \$350 per month
 - World Cup Silver (Individual or Mixed) - \$250 per month
 - World Cup Bronze (Individual or Mixed) - \$150 per month
 - World Cup Non-Medaling Finalist (Individual or Mixed) - \$100 per month

Olympic Quota One-Time Payment

- Any athlete that earns an Olympic Quota in 2023 through competition will receive a one-time payment of \$2,000 in the next monthly payment

opportunity after they achieve their Olympic Quota. Should funding already be distributed for the month in question they will receive the amount the following month.

2023 World Cup One-Time Incentive

- Athletes finishing in a medal or finalist position at a 2023 World Cup will receive a one-time payment after the conclusion of the World Cup they earned their result at the next monthly payment opportunity. Athletes can qualify for this payment more than once per year and World Cup 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 Pan American Games One-Time Incentive

- Athletes finishing in a medal or finalist position at the 2023 Pan American Games will receive a one-time payment after the conclusion of the Pan American Games they earned their result at the next monthly payment opportunity. 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 World Championships Medal Achievements: Monthly

- To qualify for 2023 Monthly World Championship Medal Achievement stipends an athlete must have competed and won a medal at the 2023 World Championship in either an individual or mixed team event. Should an athlete qualify for multiple medals they will earn the higher amount.. These funds will be distributed monthly as below:
 - World Championship Gold (Individual or Mixed) - \$750 per month
 - World Championship Silver (Individual or Mixed) - \$550 per month
 - World Championship Bronze (Individual or Mixed) - \$350 per month

2023 World Cup Medal Achievements: Monthly

- To qualify for 2023 Monthly World Cup Medal Achievement stipends an athlete must have competed and won a medal or made a final at 2023 World Cup(s) in either an individual or mixed team event. Should an athlete qualify for multiple medals they will receive the higher amount. Athletes may move up to a higher amount after completion of a World Cup should the medal payout they earn be higher than that of what they previously had. These funds will be distributed monthly as below:
 - World Cup Gold (Individual or Mixed) - \$350 per month

- World Cup Silver (Individual or Mixed) - \$250 per month
- World Cup Bronze (Individual or Mixed) - \$150 per month
- World Cup Non-Medaling Finalist (Individual or Mixed) - \$100 per month

2023 December Remaining Funds (all disciplines)

If there is an athlete stipend remaining balance in December of 2023, the balance will be split evenly amongst all athletes who won a World Championship or World Cup medal or Quota in 2023. The exact stipend amount will be known in December and communicated to the athletes at this time.

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

When an athlete qualifies for Athlete Support (AS), the athlete qualifies for and will be offered EAHI for the remainder of the year.

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

DocuSigned by:
7653D31374FC4F1...
By: Craig Kozeniesky
Date: January 9, 2023 | 2:51:27 PM PST
Name: Craig Kozeniesky
Title: CEO

United States Olympic & Paralympic Committee

DocuSigned by:
B52CEBAE85554A7...
By: Rocky Harris
Date: January 9, 2023 | 8:38:47 AM PST
Name: Rocky Harris
Title: Chief of Sport & Athlete Services