

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

Paralympic Games Goal:	Two (2) medals
2022 Milestone(s)	<ul style="list-style-type: none"> • Four (4) medals at World Cups/Championships • Two (2) quotas earned

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:
\$150,000

Cash payments, in 2022, 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 2022, or upon execution of this Agreement.

Upon Execution but not before January 18, 2022	\$ 37,500.00
April 18, 2022	\$ 37,500.00
July 18, 2022	\$ 37,500.00
October 17, 2022	\$ 37,500.00
TOTAL:	\$ 150,000.00

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 a 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 2021, 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 SPORTS ORG the amount of 2021 high performance project funding not spent, based on the submitted 2021 Final Report. The USOPC

will apply the outstanding balance to 2022 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, 2022, 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:

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

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 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 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 must make eligibility and performance criteria for Athlete Stipends available to athletes on its public website in a reasonable and accessible location no later than the PPA Effective Date.
- 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.
- SPORTS ORG must provide athletes with advance notice of any material changes 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 SPORTS ORG athlete agreement or other SPORTS ORG notification, shall solely be resolved between the SPORTS ORG 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. Similarly, SPORTS ORG should encourage Grade and High School students to 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: 2022 World Championships in Al Ain, UAE, November 3-17, 2022.

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; 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 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 be eligible for Operation Gold at the approved qualifying event.

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	

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

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

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

Evaluation Period: January 1, 2022 – December 31, 2022

- All USOPC Athlete Stipend payments will be focused on preparation for the 2024 Paralympic Games and the Quota-bearing competitions.
- 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, the Senior Manager(s) of High Performance and National Paralympic Coach.
- Athletes may qualify for athlete stipends in multiple scenarios listed below

Athlete Stipends (AS)

January – December Paralympic Team Payments - Paid Monthly to 2020 Paralympic Team Members

- 2020 Paralympic Team Athletes will each be paid \$180 per month starting in January 2022 through December 2022.
- In order to be eligible for Athlete Stipends, 2020 Paralympic Team athletes must still be actively competing.

2022 National Team – Paid Monthly to National Team Members

- 2022 National Team Athletes will be paid \$50 per month from the time they are named to the Paralympic National Team through December 2022.
- The National Team criteria can be found here:
https://www.usashooting.org/library/Policies_and_Procedures/Team_Selections/2022/Para/2022_Para_National_Teams.pdf

2022 World Cup Chateauroux Incentive – Paid monthly July - December

- World Cup Chateauroux (Chateauroux, France June 4 – 13, 2022) will have a monthly incentive paid out July – December 2022. Payouts will be as follows:
 - Gold - \$500 per month
 - Silver - \$334 per month
 - Bronze - \$167 per month
 - 4th place finisher - \$84 per month
 - 5th-8th place finisher: \$42 per month

Quota Earning Incentive

- Any athlete who earns a Paralympic Games Quota in 2022 will receive a one-time payment of \$2,000. This payment will be made in the month that the Quota is earned. Should the monthly payments have already gone out, the payment will be received the month following.

December Remaining Funds

- Should any funds remain in Athlete Stipends at the end of 2022, all remaining funds will be split evenly among the athletes who received athlete stipend support in 2022. The exact dollar amount will be known in December and communicated to the eligible athletes at that time.

c. Elite Athlete Health Insurance Criteria Approved for this Term:

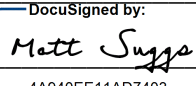
- Any athlete that qualifies for Athlete Stipend support using the above criteria will be eligible for Elite Athlete Health Insurance through December 2022.

IN WITNESS WHEREOF, the Parties hereto have caused this Performance Partnership Agreement for the January 1, 2022 to December 31, 2022 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: CEO

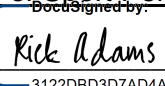
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UNITED STATES OLYMPIC & PARALYMPIC COMMITTEE

By: Rick Adams

Title: Chief of Sport Performance & NGB Services

Signature: 
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Date: January 10, 2022 | 1:02:53 PM PST