

**2024 FUNDING SCHEDULE**

This Funding Schedule between the United States Olympic & Paralympic Committee (“USOPC”) and USA Shooting (“Sports Org”) is entered into as of January 1, 2024 (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, 2024.

**I. Term**

The term of this Funding Schedule is January 1, 2024 to December 31, 2024 (the “Term”).

**II. NGB Services Grant**

The total amount that the USOPC will provide to the Sports Org for NGB Services funding for the Term is \$30,000.

**1. NGB Services Grant Description**

A. Administration: \$30,000

- \$30,000 total to be paid.
  - i. Approved expenses:
    - Billable hours for Laura Peeters and Les Gutches.
    - Compliance, audit, and financial consulting services to address the USOPC’s letter dated August 4, 2023, USOPC audit findings, and general compliance with NGB Compliance Standards, inclusive of use of USOPC funds as outlined in this Schedule.

These funds are to be used to provide administrative resources to assist the Sports Org in its efforts to comply with USOPC compliance standards and requirements. The Sports Org and the USOPC must agree on an approach with the Sports Org administration.

**III. International Relations Grant**

The total amount that the USOPC will provide to the Sports Org for International Relations funding for the Term is \$10,000.

**1. International Relations Grant Description**

\$10,000	Partnering with US venues to bid for future international competitions
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**IV. High Performance Support Grant**

**1. Sports Org High Performance Funding**

The amount that the USOPC will provide to the Sports Org for High Performance funding for the Term is \$1,270,000. \$1,100,000 for Olympic and \$170,000 for Paralympic.

A. Olympic Goal(s) and Milestone(s).

The Sports Org goals and milestones for the Term are:

Goal(s):

- i. Win Five (5) Medals, at least three (3) Gold.

Milestone(s):

Operational

- i. Develop a strategy for obtaining final Olympic quotas at the 2024 CAT Games.
- ii. By April 30, 2024, all Olympic team members will have a high performance plan on file with a detailed plan of action for the Olympic Games.
- iii. Host at least 2 Pre-Olympic Camps for Olympic athletes, coaches and support staff.
- iv. By December 31, 2024, establish a rifle residency program with accountability parameters and a sustainable pipeline of development for LA2028 and beyond.

Results Milestone(s):

Pistol

- i. Win 1 medal at a 2024 World Cup
- ii. Obtain remaining Olympic quotas

Rifle

- i. Win 3 medals at 2024 World Cups
- ii. Obtain remaining Olympic quotas

Shotgun

- i. Win 8 medals at 2024 World Cups

B. Paralympic Goal(s) and Milestone(s).

The Sports Org goals and milestones for the Term are:

Goal:

- i. Win one (1) medal at the 2024 Paralympic games.

Milestone(s):

- i. One world cup medal.
- ii. Individualized plans for each Paralympic Games quota earner for those earned by end of 2023.
- iii. Paralympic games plan for team members obtaining quotas in 2024 or making the team despite not being the quota winner.

C. Approved Projects.

The projects that are approved for the Term are:

<b><u>Olympic Projects</u></b>	<b><u>Amount</u></b>
Competition Travel	\$91,933
HP Staff Travel	\$130,000
Discipline Technical Expert(s)	\$65,400
Targeted Athlete Support	\$396,000
HP Operations	\$66,667
Sports Medicine Therapists Olympic	\$63,800
In Competition Ammunition and Training Time	\$36,200
Range Maintenance	\$26,000
Sport Science & Medicine	\$24,000
Campaign Consulting	50,000
Pre-Olympic Camps	50,000
Olympic High Performance Expenses	100,000
<b>TOTAL:</b>	<b>\$1,110,000</b>

<b><u>Paralympic Projects</u></b>	<b><u>Amount</u></b>
National A Team Support (Training, Competitions, Sport Services, Equipment)	\$120,000
National B Team Support (Training, Competitions, Equipment)	\$35,000
Coaching Support Services	\$15,000
<b>TOTAL:</b>	<b>\$170,000</b>

## 2. Athlete Support

### A. Operation Gold Event

The Operation Gold qualifying event for Sports Org is the 2024 Olympic Games, July 26 – August 11, 2024, in Paris, France.

The Operation Gold qualifying event for Sports Org is the 2024 Paralympic Games, August 28 – September 8, 2024, in Paris, France.

In an Olympic and Paralympic Games year, teams and individuals must place in the top-three at the Olympic and 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 Olympic or Paralympic Games.

In non-Olympic and non-Paralympic 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 must finish in one of the top-six places at the qualifying event in a discipline on the program of the Olympic or Paralympic Games to qualify for an Operation Gold Award in a non-Olympic or non-Paralympic Games year.

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

The payment amounts for Operation Gold Event athlete results are as follows:

<b>USOPC Operation Gold Event – Olympic Sport Payment Schedule</b>				
<b>Place</b>	<b>1st Year of Quad</b>	<b>2<sup>nd</sup> Year of Quad</b>	<b>3<sup>rd</sup> Year of Quad</b>	<b>Olympic Games Year</b>
1 <sup>st</sup>	\$6,250	\$6,250	\$7,500	\$37,500
2 <sup>nd</sup>	\$5,000	\$5,000	\$6,250	\$22,500
3 <sup>rd</sup>	\$4,375	\$4,375	\$5,000	\$15,000
4 <sup>th</sup>	\$3,750	\$3,750	\$4,375	
5 <sup>th</sup>	\$3,125	\$3,125	\$3,750	
6 <sup>th</sup>	\$3,125	\$3,125	\$3,750	
7 <sup>th</sup>	\$2,500	\$2,500	\$2,500	
8 <sup>th</sup>	\$2,500	\$2,500	\$2,500	

### **3. Eligibility Criteria for Athlete Stipend and Elite Athlete Health Insurance (EAHI)**

- A. Amount Awarded for Olympic Athletes this Term: \$250,000
- B. Amount Awarded for Paralympic Athletes this Term: \$30,000
- C. Athlete Stipend and EAHI Eligibility Criteria Approved for this Term are contained in Exhibit A.

## **V. Reporting and Other Requirements**

### **1. High Performance Grant Reporting Requirements**

The reporting requirements for Sports Org include the following: i) Sports Org will submit the biannual expense report by August 1st 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 1st of the following year; iii) Olympic and Paralympic project funding are separate and cannot be reallocated from one to the other; iv) Sports Org must include detail in the Final Report showing compliance with athlete disbursements for any received for Enhanced Operation Gold event funds; v) Sport Org will provide quarterly, by named athlete, reporting on Targeted Athlete Support spending and athlete disbursements from the \$396,000 set aside in that deferred revenue account for spending on athlete travel and grants exclusively. Any upspent funds from the Targeted

Athlete Support project cannot be reallocated and must be returned to the USOPC by December 31, 2024.

## **2. All other Grant Reporting Requirements**

Sports Orgs must submit a final funding grant report that contains a description of the way in which it used the grant funds supported by financial detail. Sports Orgs must submit the final grant report no later than 60 days after the end of the program year. Sports Orgs must return any unused funds to the USOPC within 30 days of its final grant report submission.

## **VI. Additional Terms – Athlete Disbursements**

### **1. Athlete Disbursements**

- Sports Org/Athlete Relationship. 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 (i) is not a party to any agreement entered into between the Sports Org and athlete, (ii) has no obligations thereunder, and (iii) nor can it be held liable under any such agreement. Athletes receiving Athlete Stipends or EAHI are not intended third party beneficiaries of this Funding Schedule.
- Advance Notice. 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, 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.
- Pregnancy. 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.
- US Center for SafeSport. 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](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.

- NCAA. 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.
- Athlete Stipends. If the full athlete stipend amount will not be disbursed by the end of the calendar year, the USOPC may reallocate at its discretion.
- Operation Gold. 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.

## VII. Value-In Kind Benefits

### 1. **USOPM VIK: \$5,000**

This VIK is to help pay for rented space used by the Sports Org at the U.S. Olympic and Paralympic Museum ("Museum"). The USOPC agrees to pay up to \$5,000 in venue costs accrued through the Museum. The USOPC shall pay the Museum directly and not as a reimbursement to the Sports Org.

### 2. **Airbnb VIK: \$60,000 (\$50,000 general allocation, \$10,000 Paris allocation)**

This VIK is to help cover accommodation costs of the Sports Org for business travel that directly supports the Sports Org's mission. Through this allocation, VIK utilized for general administration travel expenses will not exceed \$15,000 and the remainder will be used for performance specific travel expenses only.

- Sports Org Responsibilities. It is the responsibility of the Sports Org to ensure all property amenities, location, cancellation, and accessibility are suitable for the travelers before booking. It is also the responsibility of the Sports Org to ensure guests are adhering to property rules and acting in a respectful manner when on site. If a cancellation occurs that violates the cancellation policy, the Sports Org will be charged 10% of the incurred cancellation fee if the Sports Org has allocated VIK remaining. If the Sports Org does not have any VIK allocation remaining, it will be charged the entire cancellation fee.
- Athlete Safety. For all VIK Airbnb requests made by a Sports Org, all rooming arrangements will be the responsibility of the Sports Org and must follow all applicable Sports Org policies related to athlete safety, to include the Minor Athlete Abuse Prevention Policies (MAAPP). It will be the responsibility of the Sports Org to assess and mitigate any risk associated with

those rooming arrangements and obtain and maintain a record of any necessary parental consent forms as required by the MAAPP. The USOPC highly encourages the Sports Org to follow best practices in abuse prevention when making rooming arrangements, including but not limited to, ensuring that minor athletes who are housed in an Airbnb with adult participants have a separate and lockable room, and that the Sports Org is also mindful of power imbalances when making rooming arrangements. Should any allegations of misconduct arise during the Sports Org's stay at the Airbnb, those allegations would fall under the jurisdiction of the Sports Org or the U.S. Center for SafeSport, depending on the nature of the conduct, and would not be under the jurisdiction of the USOPC.

- Shared Costs. USOPC will monitor VIK funds overall and will have access to Sports Org's Airbnb Dashboard for financial tracking purposes. Sports Orgs will be responsible for paying 10% of each VIK dollar. This applies to all costs that hit the VIK fund – including cancellations, cleaning fees, booking fees, etc. This charge will be sent in the form of an invoice from the USOPC to each Sports Org monthly. USOPC has the authority to adjust this percentage in future years. If a Sports Org goes over their allocated/approved amount of VIK funds, the overage will be invoiced to the Sports Org in full.

To apply for additional Airbnb VIK funds or for assistance in general financial inquiries, please contact Alyson.Cannone@usopc.org.

### **VIII. Funding Amount and Payment Schedule**

#### Summary of Grant Funding

NGB Services	\$30,000
International Relations	\$10,000
Olympic High Performance	<u>\$1,350,000</u>
• Sports Org Funding	\$1,100,000
• Athlete Support	\$250,000
Paralympic High Performance	<u>\$200,000</u>
• Sports Org Funding	\$170,000
• Athlete Support	\$30,000
<b>TOTAL:</b>	<b>\$1,590,000</b>

Cash payments will be made on the dates noted in the table below. The first payment to the Sports Org will be made on the later of January 15, 2024, or upon execution of this funding schedule.

#### Total Funding per Quarter

Upon execution but not before January 15, 2024	\$632,000**
April 15, 2024	\$236,000**
July 15, 2024	\$221,000
October 21, 2024	\$221,000
<b>TOTAL:</b>	<b>\$1,310,000</b>

\*NGB Administrative Grant support is included in the Total Funding for Quarter 1 and Quarter 2 in the table above.

Please note, if the USOPC provides notice to the Sports Org that funds were not used appropriately, the USOPC reserves the right to require the Sports Org to return any previously disbursed funds the USOPC determines were not used in accordance with the approved purposes. The USOPC also reserves the right to deduct from future payments any previously disbursed funds the USOPC determines were not used in accordance with the approved purposes.

If this funding schedule correctly sets forth your understanding of the terms of this grant, please indicate USA Shooting’s agreement to such terms by countersigning this funding schedule. If you need further clarification related to the specific allocations, please contact your USOPC representative at your earliest convenience.

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:  
By: Craig Kozeniesky  
7653D94374FC4F1...  
Date: December 21, 2023 | 2:40:51 PM PST  
Name: Craig Kozeniesky  
Title: CEO USA Shooting

**United States Olympic & Paralympic Committee**

DocuSigned by:  
By: Rocky Harris  
B52CEBAE85554A7...  
Date: December 22, 2023 | 5:40:13 AM PST  
Name: Rocky Harris  
Title: Chief of Sport & Athlete Services



## EXHIBIT A

### Athlete Stipend and EAHl Criteria

#### Olympic:

##### 2024 USA Shooting National Athlete Categorization Framework

1. Most recent games
2. Prior year ranking
3. Olympic Disciplines Only
4. 2024 Olympian
5. Olympic Quota Obtained for the Event

#### Podium\*

Athletes achieve Podium status through any three of the following criteria:

- Olympic Games medalist<sup>1</sup>
- World Championships medalist<sup>1,3</sup>
- World Cup Final medalist<sup>2,3</sup>
- Top 5 ISSF ranking<sup>2,3</sup>

#### Podium Ready\*

Athletes achieve Podium Ready status through any three of the following criteria:

- Olympic Games medalist<sup>1</sup>
- World Championship Medalist<sup>2,3</sup>
- ISSF World Cup medalist<sup>2,3</sup>
- Obtained an Olympic quota in current quad<sup>4</sup>

#### Podium Potential\*

Athletes achieve Podium Potential status through any two of the following criteria:

- Top 5 at the Senior World Championships<sup>2,3</sup>
- ISSF World Cup medalist<sup>2,3</sup>
- Obtained an Olympic quota in current quad<sup>4</sup>
- Junior World Champion<sup>2,3</sup>

#### Emerging

Athletes achieve Emerging status through any one of the following criteria:

- Pan American Games Champion<sup>2,3</sup>
- CAT Games Champion<sup>2,3</sup>
- Obtained an Olympic quota in current quad<sup>4</sup>
- Junior World Championship Medalist<sup>2,3</sup>

#### Olympic Team

- Become an Olympian<sup>4,5</sup>

Table 1. 2024 National Athlete Categorization Framework

## National Performance Pathway Categorization

National Performance Pathway Categorization	TAS Stipend	Performance Stipend	USOPC Insurance	Residency	USOPC Performance Services
Podium	\$5,000/quarter	\$2,400/quarter	Eligible for EAHl	Eligible	Eligible
Podium Ready	\$3,750/quarter	\$1,800/quarter	Eligible for EAHl	Eligible	Eligible
Podium Potential	\$2,250/quarter	\$1,200/quarter	Eligible for EAHl	Eligible	Eligible
Emerging	N/A	\$3,000/year	Eligible for EAHl	Eligible	Eligible
Olympic Team	N/A	\$3,000/year	Eligible for EAHl	Eligible	Eligible

**\*In addition to the above, athletes in Podium, Podium Ready and Podium Potential will receive Up to \$3500 for 3 competitions and emerging athletes or those making the Olympic team will receive up to \$3500 for 2 competitions identified in the athletes high performance plan.**

### Paralympic:

National A Team Athletes (athletes that have secured a Paris quota for USA Shooting or have medaled at a World Championships or World Cup)

- Athletes that have earned a quota for USA Shooting will also receive an annual stipend of \$1,200 to be paid monthly from the month they earn the slot until December 2024. If an athlete earned the quota in 2023, the payments will start in January 2024.

National B Team Athletes (All remaining athletes on the current National Team that have not secured a Paris quota slot nor medaled at a World Championships or World Cup).

- Upon earning a quota for USA Shooting in 2024, a one-time payment of \$2000 to be paid to the athlete.

### Incentive Support:

#### World Cups:

- Gold Medalist: one time payment of \$2,000 and a monthly stipend of \$350.00. The last payment will be December 2024
- Silver Medalist: one time payment of \$1,500 and a monthly stipend of \$250.00. The last payment will be December 2024
- Bronze Medalist: one time payment of \$1,000 and a monthly stipend of \$150.00. The last payment will be December 2024

**\*\*If an athlete earns more than one medal per World Cup, they receive a one-time payment for each medal. Their monthly stipend will be that of the highest ranked medal. (Example: If they earn a bronze at the first world cup, they'll receive the \$150/month. If the athlete then earns a silver at the next world cup, their monthly stipend will increase to \$250/month).**

#### 2023 World Championships:

- Gold Medalist: Monthly stipend of \$750.00.
- Silver Medalists: Monthly stipend of \$550.00.
- Bronze Medalists: Monthly stipend of \$350.00.

**\*\*The payments will run monthly from January 2024-June 2024. \*\***

Athletes on the National A and National B team will be eligible for EAHI

If any funds remain at the end of the year, it will be disbursed evenly amongst the Paralympic Games Team.