

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

Olympic Games Goal:	<ul style="list-style-type: none"> • 6 Medals
2022 Milestone(s)	<p><u>Rifle & Shotgun:</u></p> <ul style="list-style-type: none"> • Win eight (8) medals at four (4) 2022 ISSF World Cup competitions between the rifle and shotgun disciplines • Earn seven (7) Olympic quotas [if applicable] • Have twelve (12) total final appearances at the 2022 ISSF World Championships <p><u>Pistol:</u></p> <ul style="list-style-type: none"> • Win two (2) medals at two (2) 2022 ISSF World Cup competitions • Earn two (2) Olympic quotas [if applicable] • Have U.S. athletes compete in at least four (4) 2022 ISSF World Cup finals

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:
\$1,130,000

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	\$ 94,166.67
February 21, 2022	\$ 94,166.67
March 21, 2022	\$ 94,166.67
April 18, 2022	\$ 94,166.67
May 16, 2022	\$ 94,166.67
June 20, 2022	\$ 94,166.67
July 18, 2022	\$ 94,166.67
August 15, 2022	\$ 94,166.67
September 19, 2022	\$ 94,166.66
October 17, 2022	\$ 94,166.66
November 21, 2022	\$ 94,166.66
December 19, 2022	\$ 94,166.66
TOTAL:	\$1,130,000.00

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:

Competitions	\$750,000
High Performance Management Operations	\$100,000
2024 Development Camps and Competitions	\$75,000
Sport Physiotherapy	\$60,000
Gunsmith Contracting & Facility	\$45,000
Sport Psychology	\$40,000
2024/28 Pistol Initiative	\$40,000
Nutrition Services	\$15,000
Ammo Testing	\$5,000
Total	\$1,130,000

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 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.
- SPORTS ORG will consult with the USOPC before eliminating or making material changes in the criteria for Athlete Stipends or EAHI. 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 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

Performance Partnership Agreement and any dispute between SPORTS ORG and an athlete regarding changes to Athlete Stipends or EAHI 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 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 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 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 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	

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

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

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

General Criteria (Rifle, Shotgun and Pistol Disciplines)

- In order to be eligible for Athlete Stipends, athletes are required to be active members of the Open National Team, with the exception of athletes eligible for Career Achievement athlete stipends. Athletes eligible for Career Achievement athlete stipends are not required to be active members of the Open National Team, but must be actively competing in the current Open National Team selection process (<https://www.usashooting.org/11-resources/policiesandprocedures>). Removal from the team for any reason will result in the immediate suspension of funding.
- For Career Achievement athlete stipends, only the last two Olympic Games, dating back to the 2016 Olympic Games will be considered.
- Payments may be suspended at any time due to SafeSport, USA Shooting Code of Conduct, or other disciplinary-based actions.
- Only Olympic Events will be considered. Non-Olympic Events will not be considered under any circumstances.
- Any funding as the result of Mixed-Team events will be the amount shown for each athlete, not split amongst the team members.
- Athletes are eligible for awards in all disciplines and events that they qualify for.

Rifle & Shotgun Disciplines - \$350,000

January 1, 2022– December 31, 2022: Career Achievements

- To qualify for Career Achievement athlete stipends an athlete must either have competed on the Olympic Team in either an individual or mixed team event from 2016-2021 or have medaled at World Championships in an individual or mixed team event from 2016-2021. Athletes are eligible for all listed career achievements and would be awarded for both the 2021 Olympic Games and 2016 Olympic Games/ 2016-2021 World Championships. These funds will be distributed monthly as follows:
 - Tokyo Olympian Gold Medal - \$2,800 per month
 - Tokyo Olympian Silver Medal - \$2,100 per month
 - Tokyo Olympian Bronze - \$1,000 per month
 - Tokyo Olympian Non-Medalist Finalist - \$300 per month
 - Tokyo Olympian Non-Finalist - \$85 per month
 - 2016 Olympic Medalist or 2016-2021 World Championship Medalist - \$300 per month

Olympic Quota One-Time Payment [if applicable]

- Any athlete that earns an Olympic Quota in 2022 through competition will receive a one-time payment of \$2,000 the month after they earn their Olympic Quota. For example, in the event an athlete earns an Olympic Quota in March, the athlete will receive a one-time payment of \$2,000 in April.

World Cup One-Time Incentive(s)

- Athletes will receive a one-time payment at the conclusion of a Team sponsored 2022 ISSF World Cup for results as follows. Athletes can qualify for this payment more than once and should athletes medal or make a final in multiple events they will be eligible for incentive
- s from all events. 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

2022 Open National Team Monthly Payment

- Athletes named to the 2022 Open National Team will receive a monthly payment as follows in addition to any career achievement athlete stipends they have already qualified for:
 - Current Open National Team and World Cup Medalist in previous year - \$590 per month
 - Current Open National Team with no World Cup Medals in previous year - \$30 per month

2022 December Remaining Funds

- Any remaining athlete stipends balance will be split evenly amongst all athletes who were eligible for athlete stipends in 2022. The exact stipend amount will be known in December and communicated to the athletes at that time.

Pistol Discipline - \$20,000

January 1, 2022 – December 31, 2022: Career Achievements

- To qualify for Career Achievement athlete stipends an athlete must have competed on the 2020 Olympic Team in either an individual or mixed team event. These funds will be distributed monthly as follows:
 - Tokyo Olympian - \$70 per month

Olympic Quota One-Time Payment [if applicable]

- Any athlete that earns an Olympic Quota in 2022 through competition will receive a one-time payment of \$2,000 the month after they earn their Olympic Quota. For example, in the event an athlete earns an Olympic Quota in March, the athlete will receive a one-time payment of \$2,000 in April.

World Cup One-Time Incentive(s)

- Athletes will receive a one-time payment at the conclusion of a Team sponsored 2022 ISSF World Cup for results as follows. Athletes can qualify for this payment more than once and should athletes medal or make a final in multiple events they will be eligible for incentives from all events. 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

Continental American Championships (CAT) One-Time Incentive

- Athletes will receive a one-time payment at the conclusion of the 2022 CAT Games for results as follows. All results will be based on the final finishing position and not that of qualification.
 - Gold Medal - \$2,000
 - Silver Medal - \$1,250
 - Bronze Medal - \$750
 - Finalist - \$500

2022 Open National Team Monthly Payment

- Athletes named to the 2022 Open National Team will receive a monthly payment as follows in addition to any Career Achievement athlete stipends they have already qualified for:
 - Current Open National Team - \$35 per month

2022 December Remaining Funds

- Any remaining athlete stipends balance will be split evenly amongst all athletes who were eligible for athlete stipends in 2022. The exact stipend amount will be known in December and communicated to the athletes at that time.

c. EAHI Eligibility and Criteria Approved for this Term:

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

Rifle, Shotgun & Pistol

When an athlete qualifies for Athlete Stipends (AS), with the exception of athletes earning World Cup One-Time Incentives and CAT One-Time Incentives, the athlete will be offered EAHI and remain eligible for the remainder of the year.