

STATEMENT OF PERFORMANCE SUPPORT (“SOPS”)

This Statement of Performance Support is part of the 2018-2020 Performance Partnership Agreement between the USOPC and American Canoe Association (“SPORTS ORG”).

I. TERM

The term of this Statement of Performance Support is January 1 – December 31, 2020.

II. TIER STANDARD

For the Term of this Statement of Performance Support SPORTS ORG is assigned the Bronze Tier Standard.

III. GOAL(S) AND MILESTONE(S)

2020 Games Goal:	• 1 Olympic Medal
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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.

IV. HIGH PERFORMANCE SUPPORT

A. SPORTS ORG Support

1. High Performance Funding

Funding for this Term is \$112,700: \$105,938 Cash and \$6,762 United Airlines VIK.

United Airlines VIK must be used between January 1 and December 31. As of the date of this Agreement, there are not any United blackout dates for travel using VIK. Should that change, additional details will be provided.

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 third Monday of January 2020, or upon execution of this Agreement.

January 20, 2020	\$ 26,484.50
April 20, 2020	\$ 26,484.50
July 20, 2020	\$ 26,484.50
October 19, 2020	\$ 26,484.50
TOTAL CASH	\$105,938.00

General Requirements for High Performance Funding are as follows:

- 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 Final Reports 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.

- SPORTS ORG shall comply with selection procedures requirements set forth in Section 6. Noncompliance with Section 6 may result in delayed quarterly payments.
- United Airlines VIK may not be sold or exchanged to any other SPORTS ORG or entity. Unused VIK will not carry over to the next calendar year. If usage of United VIK exceeds the amount awarded, then SPORTS ORG will pay the difference via an invoice from the USOPC.

2. Approved Projects

The specific projects that are approved for the Term are:

<u>Projects</u>	<u>Amount</u>
Slalom Competition	\$ 26,840
Slalom High Performance Management Support	\$ 38,860
2020 Olympic Games Expenses	\$ 31,000
Sprint Competition	\$ 16,000
Total	\$ 112,700

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 SOPS 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. Athletes receiving Athlete Stipends are not intended third party beneficiaries of this Agreement.
- An athlete who meets the eligibility criteria for EAHI and/or Athlete Stipends at the time of 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 that the athlete agrees that it is her intent to return to competition at an elite level. 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 after the birth of the child or end of 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 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 agrees to make eligibility and performance criteria for Athlete Stipends and EAHI available to athletes.

1. Operation Gold

a. USOPC Operation Gold Event

The Operation Gold Event for SPORTS ORG is the Summer Olympic Games on July 24 – August 9, 2020 in Tokyo, Japan.

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.

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

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

- Amount Awarded for this Term: \$47,500
- Athlete Stipends Eligibility and Criteria Approved for this Term:

Athlete Stipends will be provided to athletes who meet the criteria below:

Athletes who finish in the top-3 (in an Olympic event) at one of the following competitions will be provided \$30,000 to be distributed as a one-time payment in February 2020).

Athletes who finish in the top-8 (in an Olympic event) at one of the following competitions will be provided \$17,500 annually (to be distributed as a one-time payment in February).

International Canoe Federation (ICF) results: <https://www.canoeicf.com/results>

2019 World Championships

- Slalom
- 2019 ICF Canoe Slalom World Championships in La Seu d'Urgell, Spain, September 24-29, 2019
- Sprint

- 2019 ICF Canoe Sprint World Championships in Szeged, Hungary,
August 21-25, 2019

c. EAHI Eligibility and Criteria Approved for this Term:

Elite Athlete Health Insurance (EAHI) will be offered to athletes who meet the criteria below:

- Athletes achieving the above Athlete Stipend criteria are eligible for EAHI.
- Any athlete named to the 2020 U.S. Olympic Team will be eligible for EAHI.
 - Olympic Team Selection Procedures can be found at:
Sprint: <https://www.americancanoe.org/page/Sprint>
Slalom: <https://www.americancanoe.org/page/Slalom>
- Any athlete enrolled in EAHI as of January 1, 2020 will maintain eligibility for EAHI until the Olympic Qualification process concludes. Should an athlete receiving EAHI not qualify and be nominated to the 2020 U.S. Olympic Team, they will be removed from EAHI at the conclusion of the Olympic Qualification process.

d. Other Resources Approved for this Term:

Athletes who meet the criteria above will be eligible and may be offered one or more of the following USOPC resources:

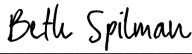
- Olympic & Paralympic Training Center (OPTC) Access
- Sport Science Service Provision
- Sports Medicine Service Provision
- National Medical Network (NMN)
- OPTC Recovery Center

IN WITNESS WHEREOF, the Parties hereto have caused this Statement of Performance Support for calendar year 2020 to be executed by their duly authorized corporate officers or representatives as of the date first written below.

AMERICAN CANOE ASSOCIATION

By: Beth Spilman

Title: Interim Executive Director


Signature: 
5139578A79064AF...

Date: January 20, 2020 | 11:50:20 AM PST

UNITED STATES OLYMPIC & PARALYMPIC COMMITTEE

By: Rick Adams

Title: Chief of Sport Performance & NGB Services

Signature: 
926C1E44459A4B7...

Date: January 17, 2020 | 2:12:41 PM PST

Certificate Of Completion

Envelope Id: 362E219459664F9AB21CD7B04AF455FB	Status: Completed
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Source Envelope:	
Document Pages: 5	Signatures: 2
Certificate Pages: 5	Initials: 0
AutoNav: Enabled	Envelope Originator:
Envelopeld Stamping: Enabled	USOPC DocuSign
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	1 Olympic Plaza
	Colorado Springs, CO 80909
	usoc.docusign@usoc.org
	IP Address: 63.240.201.131

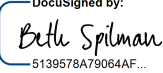
Record Tracking

Status: Original	Holder: USOPC DocuSign	Location: DocuSign
1/17/2020 2:10:37 PM	usoc.docusign@usoc.org	

Signer Events

Beth Spilman
 bspilman@americancanoe.org
 Interim Executive Director
 Security Level: Email, Account Authentication (None)

Signature

DocuSigned by:

 5139578A79064AF...
 Signature Adoption: Pre-selected Style
 Using IP Address: 173.53.82.80

Timestamp

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 Viewed: 1/17/2020 2:26:33 PM
 Signed: 1/20/2020 11:50:20 AM

Electronic Record and Signature Disclosure:
 Accepted: 1/17/2020 2:26:33 PM
 ID: 3b307146-c404-403f-a51b-97646f890dcb

Rick Adams
 Rick.Adams@usoc.org
 Chief of Sport Performance
 Security Level: Email, Account Authentication (None)

DocuSigned by:

 926C1E44459A4B7...
 Signature Adoption: Drawn on Device
 Using IP Address: 107.77.198.141
 Signed using mobile

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 Signed: 1/17/2020 2:12:41 PM

Electronic Record and Signature Disclosure:
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In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Signing Complete	Security Checked	1/20/2020 11:50:20 AM
Completed	Security Checked	1/20/2020 11:50:20 AM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

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You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

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To advise United States Olympic & Paralympic Committee of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at GeneralCounselOffice@usoc.org and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

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To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;

ii. send us an email to GeneralCounselOffice@usoc.org and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

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