

USA SHOOTING POLICIES AND PROCEDURES ATHLETE ENDOWMENT POLICY

A. THE ATHLETE ENDOWMENT

1. The Athlete Endowment (Endowment) is established for the benefit of athletes who are in need of justifiable support with the intent of helping those who have demonstrated potential to become Olympic medal winning athletes.
2. Grants will be awarded to assist aspiring and talented athletes develop their shooting skills to become high level competitors and Olympians. Special emphasis will also be given to bolster our junior shooters and their development.
3. The Endowment program will be managed by a committee (Endowment Committee) appointed by the USA Shooting Chairman. The Endowment Committee will meet at least annually. Telephonic meetings are authorized. Recommendations of the Endowment Committee will be forwarded to the USA Shooting Board of Directors for approval.
4. All Endowment Grants shall be awarded only to active developing athletes not already receiving USA Shooting economic support.

B. INVESTMENT POLICY

1. Endowment funds will be invested with the US Olympic Endowment.
2. A deposit will be made to the US Olympic Endowment when the USA Shooting Endowment Fund cash account balance reaches or exceeds \$5,000. It is the objective of the Endowment to have all available cash invested.

C. GRANT AND SPENDING POLICY

1. The Endowment Committee will provide a recommendation to the USAS Board of Directors the amount of the annual grant distribution pool, not to exceed 5% of the Endowment Fund balance based on a rolling three-year account average, calculated on the December 31 Fund balance each of the preceding three-years. Beginning with the annual grant distribution in 2018 the distribution pool shall not exceed 5% of the Endowment Fund balance based on a rolling five-year account average, calculated on the December 31 Fund balance each of the preceding five-years.
2. An Athlete Grant Award Committee will be composed of five members appointed by the CEO consisting of two National Coaches, the Director of Operations, one

member of the Endowment Committee, and one member representing athletes meeting criteria of the current ten-year list as defined by the Amateur Sport Act. The Athlete's Award Committee will review grant requests and recommend awards as deemed appropriate. Awards will be approved by the CEO.

3. Athlete grants will be based on ability, potential, citizenship and sportsmanship. The Athlete Grant Award Committee may establish additional award criteria.

4. The Athlete Grant Award Committee will report annually to the Endowment Committee and USA Shooting Board of Directors offering policy suggestions and recapping awards issued.