



U.S. Ski & Snowboard Equal Pay Act Policy

General Pronouncement on the Equivalent and Non-Discriminatory Consideration for Athletes

All athletes, regardless of gender, representing the United States at an equivalent level of competition shall receive the equivalent and non-discriminatory compensation, wages, benefits, medical care, travel arrangements, and reimbursements for expenses from U.S. Ski & Snowboard.

Policy Language Related to Compensation, Wages, and Benefits

For any athlete representing the United States on the National Team, U.S. Ski & Snowboard has established equivalent and nondiscriminatory criteria for athletes of equivalent disciplines, level of team nomination, and levels of competition to qualify for support payments regardless of gender.

U.S. SKI & SNOWBOARD may provide to its athletes representing the United States on the national team the following benefits:

- Coaching staff,
- Onhill training space,
- Medical and physical therapy support,
- Sport science benefits and learnings,
- Strength and conditioning support,
- Nutrition and sports psychology support,
- Access to the USANA Center of Excellence,
- Technician support,
- Team Uniform apparel for competitions,
- Team manager and national office support (travel and logistics coordination),
- Season passes to select U.S. Ski & Snowboard partner resorts (subject to resort support),
- Career and education support services, including tuition reimbursement up to a set annual amount, and
- partner discounts.

While the above list is not comprehensive nor is it a guarantee of benefits to be provided, U.S. SKI & SNOWBOARD will ensure that all athletes, regardless of gender, representing the United States at an equivalent level of competition receive the same benefits. This applies only to benefits provided by U.S. SKI & SNOWBOARD – outside parties may provide such benefits to athletes or teams in their own discretion and U.S. SKI & SNOWBOARD shall not require that the athlete or team decline if similar benefits are not offered to other athletes or teams.

Medical Care

U.S. Ski & Snowboard has established equivalent and nondiscriminatory criteria for male and female athletes to qualify for USOPC-funded Elite Athlete Health Insurance (EAHI). Qualification criteria is based on athlete team nomination level in the respective discipline and athletic ranking by the international federation. Gender is not a criteria for EAHI determination.

U.S. Ski & Snowboard also provides to national team members Participant Accident Insurance and Catastrophic Medical Insurance when training or competing with U.S. Ski & Snowboard.



U.S. Ski & Snowboard is also committed to ensuring that all athletes have equivalent and nondiscriminatory medical care available at events when representing the United States. For events, U.S. SKI & SNOWBOARD assigns medical providers to ensure that athletes competing at equivalent levels receive equivalent opportunities for medical care. Criteria for assigning medical care includes the risk level of the event, medical provided by the local organizing committee, and proximity to emergency medical services.

Travel Arrangements

All athletes traveling to events are entitled to equivalent and nondiscriminatory travel arrangements. U.S. SKI & SNOWBOARD will cover travel arrangements for athletes in accordance with the level of team nomination within each sport discipline. These requirements shall apply to all athletes whose travel is funded by U.S. SKI & SNOWBOARD.

- Airfare, lodging, planned meals, lifts, and other travel expenses while traveling with the national team will be covered.

Reimbursements

If not otherwise provided in the travel arrangements, then based on the level of team nomination within each sport discipline, athletes will be reimbursed for the following expenses by U.S. SKI & SNOWBOARD: meals or a per diem during official, sanctioned travel with the team, transportation directly to/from events, and airfare directly to/from events.

Athletes must submit expenses for reimbursement through U.S. Ski & Snowboard's expense program.

Advocacy for Equal Pay on the International Level

U.S. SKI & SNOWBOARD will take reasonable steps to advocate for the equalization of prize money, compensation, funding, and other support provided to athletes by FIS and event organizers. If it becomes aware of unequal support for athletes of different genders, U.S. SKI & SNOWBOARD may consider the following actions as reasonable steps:

- Formal letters to the event organizers
- Direct advocacy from U.S. SKI & SNOWBOARD to FIS

U.S. SKI & SNOWBOARD may consider the USOPC International Relations Task Force's recommendations for effective advocacy on the international stage in taking steps to advocate for equal pay in the international context.