



Adidas Group 2011-2015 Medal Performance Bonus Program

A. Bobsleigh Performance Bonus:

- Payment is based upon the team that participated in the medal competition. The amount won will be divided between the team members equally: 2man divided by 2 (50%/ 50%), 4man divided by 4(25%/ 25%/ 25%/ 25%).
- If an alternate is used in any run, the division of the medal performance bonus will be for the 2man Pilot 50%/ 1st Brakeman 25%/ 2nd Brakeman 25%. In the 4man situation the bonus would be split Pilot 25%/ 25%/ 25%/ 12.5%/ 12.5% between the participating brakeman.
- In the case of the World Championship and Olympic Games, because of 4 runs, if an alternate is used the same process would be in play but the number of runs would also be factored in to the payment. If the brakeman and the alternate both participated in 2 runs it would be as above. If it was a 1 run / 3 run split then the remaining 25% would be split 25%: 75%

Competition	Result	Bonus (in €)
World Cup:	1 st	750
World Championships	1 st	4000
	2 nd	2000
	3 rd	1000
Olympic Games	1 st	6000
	2 nd	3000
	3 rd	1500

B. Skeleton Performance Bonus:

Competition	Result	Bonus (in €)
World Cup:	1 st	500
World Championships	1 st	3000
	2 nd	1500
	3 rd	750
Olympic Games	1 st	4500
	2 nd	2250
	3 rd	1250

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C. Bonus payment cannot exceed an accumulated total of 20,000€ (in total) per contract year. If the bonus payment amount is greater than 20,000€ the amount for each performance will be adjusted in order to meet 20,000€.

D. Payments will be made to Bobsleigh CANADA Skelton and disbursed to the athletes.

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