

United States  
Olympic & Paralympic  
Committee

1 Olympic Plaza  
Colorado Springs, CO 80909

# MEMO

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To: Mike McAtee, Stacy Arrendondo  
From: USOPC Compliance Operations  
Date: December 18, 2025  
Subject: Annual Compliance Scorecard

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As part of the USOPC's Compliance Check-In program, our team conducts ongoing reviews of certain requirements of the NGB Compliance Standards. The Compliance Check-in Scorecard summarizes this evaluation of your organization. The Scorecard is divided into three key sections: Annual Submissions, Website Check, and Other Ongoing Requirements. Annual Submissions and Website Check include comprehensive lists of deliverables required to be provided to the USOPC and information that is required to be present on an NGB's website. The Other Ongoing Requirements section evaluates your organization's status as it pertains to ongoing compliance with applicable requirements from the IRS, the U.S. Center for SafeSport, the U.S. Anti-Doping Agency, and maintenance of required insurance coverage. The Scorecard also includes Upcoming Key Dates and Resources to share relevant information and services that you may use to assist your organization in continuing to meet the NGB Compliance Standards.

Effective January 1, 2025, some Standards are now evaluated through the Compliance Check-In process instead of the NGB's quadrennial audit and have been added to the Scorecard. These additions include the verification of athlete representation percentages against the Board of Directors roster on your organization's website, ensuring Paralympic classification documents are published to the website, delegation list submissions, USOPC Funding report submissions, financial reporting to the board, and the publication of athlete support criteria and selection procedures.

NGBs receive a Compliance Check-In Scorecard annually. The Scorecard is not shared publicly; rather, its purpose is to validate your organization's compliance efforts. The Scorecard is also not an audit report, and it does not evaluate the substance of USA Boxing's policies. However, if USA Boxing is found to be consistently delinquent in meeting the obligations evaluated in the Compliance Check-In, it may be considered during the organization's next NGB certification renewal review and / or USOPC resource allocation review. The appendix includes charts depicting your organization's historical performance in its Compliance Check-In evaluations.

On behalf of the USOPC Compliance team, we appreciate your organization's work to meet the NGB Compliance Standards and your commitment to organizational excellence as a certified NGB. Please do not hesitate to reach out if we can assist in any way.

# 2025 Annual Submissions

Key	
Compliant	Submitted correct report prior to or by the deadline
Needs Improvement	Submitted correct report up to 30 days past the deadline
Deficient	Submitted report 31+ days past the deadline or did not submit report

Standard		Status	Comment	Process of Evaluation
A.7.a	Demographic Data Report	Compliant		Confirm NGB data submission by March 14.
A.8.a	Athlete Safety Report	Compliant		Confirm NGB report submission by April 30.
A.8.b	Complaints & Cause for Action Report	Compliant		Confirm NGB report submission by April 30.
A.8.c & d	Athlete Expenditure Report	Compliant		Confirm NGB report submission by April 30.
	Equal Pay for Team USA Report			
B.2.a	USOPC Funding	Compliant		Confirm applicable NGB end of year grant report submission by February 3 (Other Grants and Summer High Performance Grants); and August 4 (Winter High Performance Grants).
B.3.a	IRS Form 990	Compliant		Confirm NGB document submission by IRS extension deadline.
B.3.b	Audited Financial Statements	Compliant		Confirm NGB document submission by IRS extension deadline; if applicable, collect External Auditor Management Letter.
B.3.d	Board-Approved Budget	Compliant		Confirm NGB document submission and review board minutes to ensure budget is approved before or at the start of the fiscal year.

# 2025 Website Check

As of November 21, 2025

Key	
Present / Compliant	Requirement is fully present on the website
Partially Present	Requirement is partially present on the website ( <i>e.g.</i> , missing occurrences or components)
Absent / Deficient	Requirement is not present or not accessible

Standard		Status	Comment	Process of Evaluation
A.1.a	Board Composition: Athlete Representation	Compliant	Specify ED is Non-Voting.	Check website for evidence of 33.3% athlete representation.
B.1.b	Financial Reporting to Board	Present		Check board meeting minutes to ensure that financial updates are provided at least three times per annum.
C.3.b	Anti-Doping Policy Language	Partially Present	Missing Organizational Membership language.	Check for USADA-required anti-doping language in bylaws or a board-approved document.
D.3.c	Paralympic Classification	N/A		Check for publication of required information on website.
E.7.a.i	Bylaws	Present		Check publication on website.
E.7.a.ii	Board Meeting Minutes	Compliant		Check website for prior three years board meeting minutes.
E.7.a.iii	Board Roster	Present		Check website for each board members' name, term, position, and class.
E.7.a.iv	Code of Conduct	Present		Check publication on website.

E.7.a.v	Conflict of Interest Policy	Present		Check publication on website.
E.7.a.vi	Gifts and Entertainment Policy	Present		Check publication on website.
E.7.a.vii	Athlete Ombuds' Policy	Present		Check publication on website.
E.7.a.viii	IRS Form 990s	Present		Check website for publication of three most recent IRS Form 990s.
E.7.a.ix	Audited Financial Statements	Present		Check website for publication of three most recent Audited Financial Statements.
E.7.a.x	Athlete Support Criteria	Present		Check website for publication of Athlete Support Criteria.
E.7.a.xi	Selection Procedures Publication	Present		Check website for publication of Selection Procedures for upcoming Protected Competitions.
E.7.a.xii	Complaint Resolution and Hearing Procedures	Present		Check publication on website.
E.7.a.xiii	Whistleblower and Anti-Retaliation Policy	Present		Check publication on website.

## Other Ongoing Requirements

Key	
Compliant	NGB is fulfilling the associated Compliance Standard
Needs Improvement	NGB is partially fulfilling the associated Compliance Standard
Not Compliant / Deficient	NGB is not fulfilling the associated Compliance Standard

Standard		Status	Comment	Process of Evaluation
A.5.a	IRS Status	Compliant		Check for current tax-exempt status on the IRS's website.
C.1.b	US Center for SafeSport Audit	N/A	Pending Report, Audit Date 8/30/2025.	Check for current Administrative and Event Audits, and respective Corrective Actions Update Form on the Center's website.
C.3.a	2024 USADA Submissions	Compliant		Check with USADA on NGB deliverables.
	2025 USADA Submissions	Compliant		
D.1.b	Delegation Event Selection Procedures Approval	N/A		Check with USOPC Selection Procedures team on approvals for 2026 Milano-Cortina Winter Olympic & Paralympic Games.
D.2.a	Delegation List Submission	N/A		Check with USOPC Games Operations on NGB Delegation list submission for 2026 Milano-Cortina Olympic & Paralympic Games.
E.2.a	Insurance Coverage	Compliant		Check Vertikal on NGB insurance coverage status.

## Upcoming Key Dates

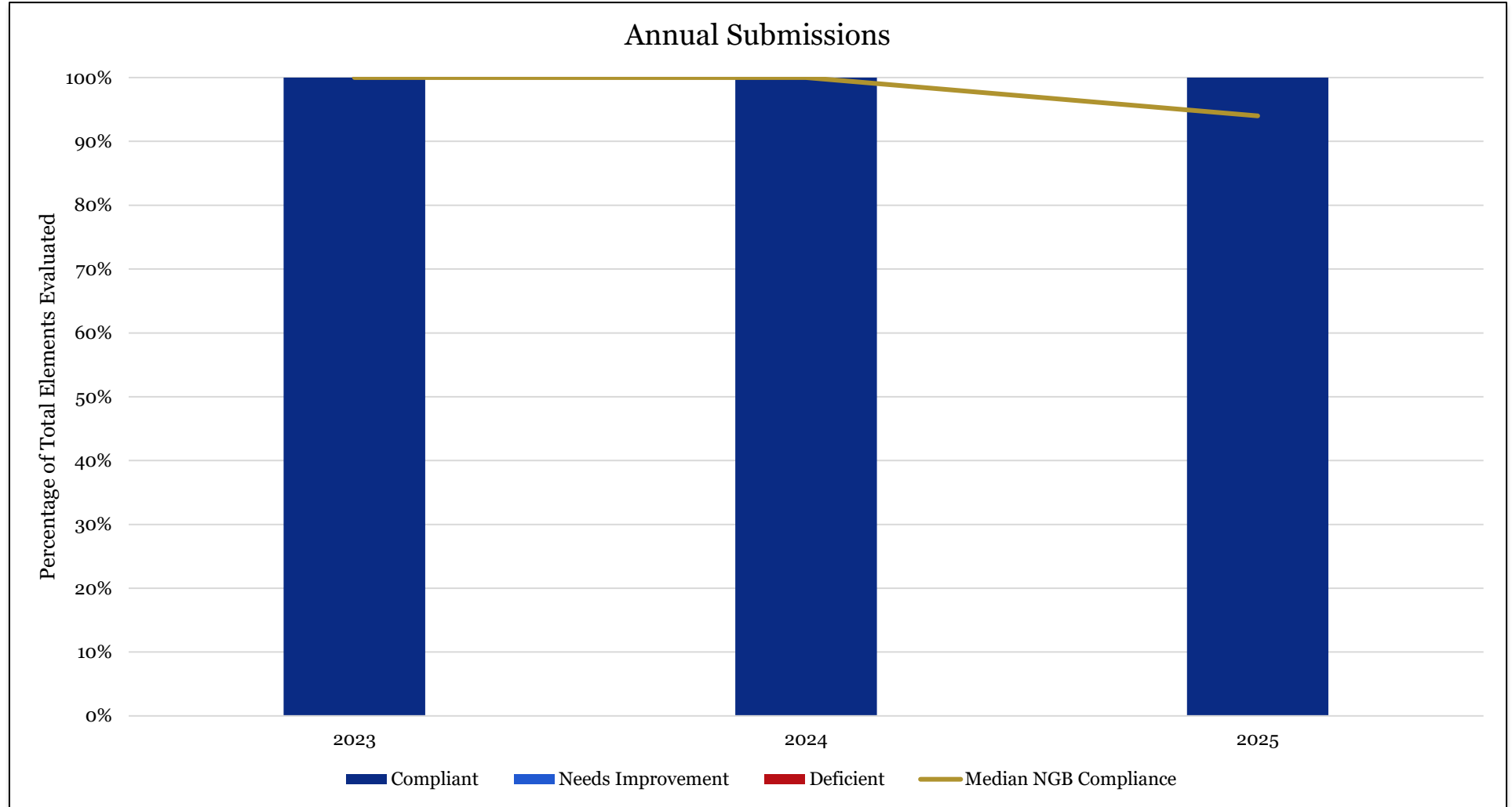
February 2, 2026	2025 End of Year Grant Reports due to USOPC Sport Operations (includes: Summer High Performance grants, NGB Services grants, International Relations grants, Development grants, Technology & Innovation grants)
March 13, 2026	Demographic Data Report due to USOPC Inclusion team
April 17, 2026	2025-2026 Mid-year Grant Reports due to USOPC Sport Operations (includes: Winter High Performance grants)
April 30, 2026	2026 Annual Reporting due; substance based on 2025 data, see resource guide

# Resources

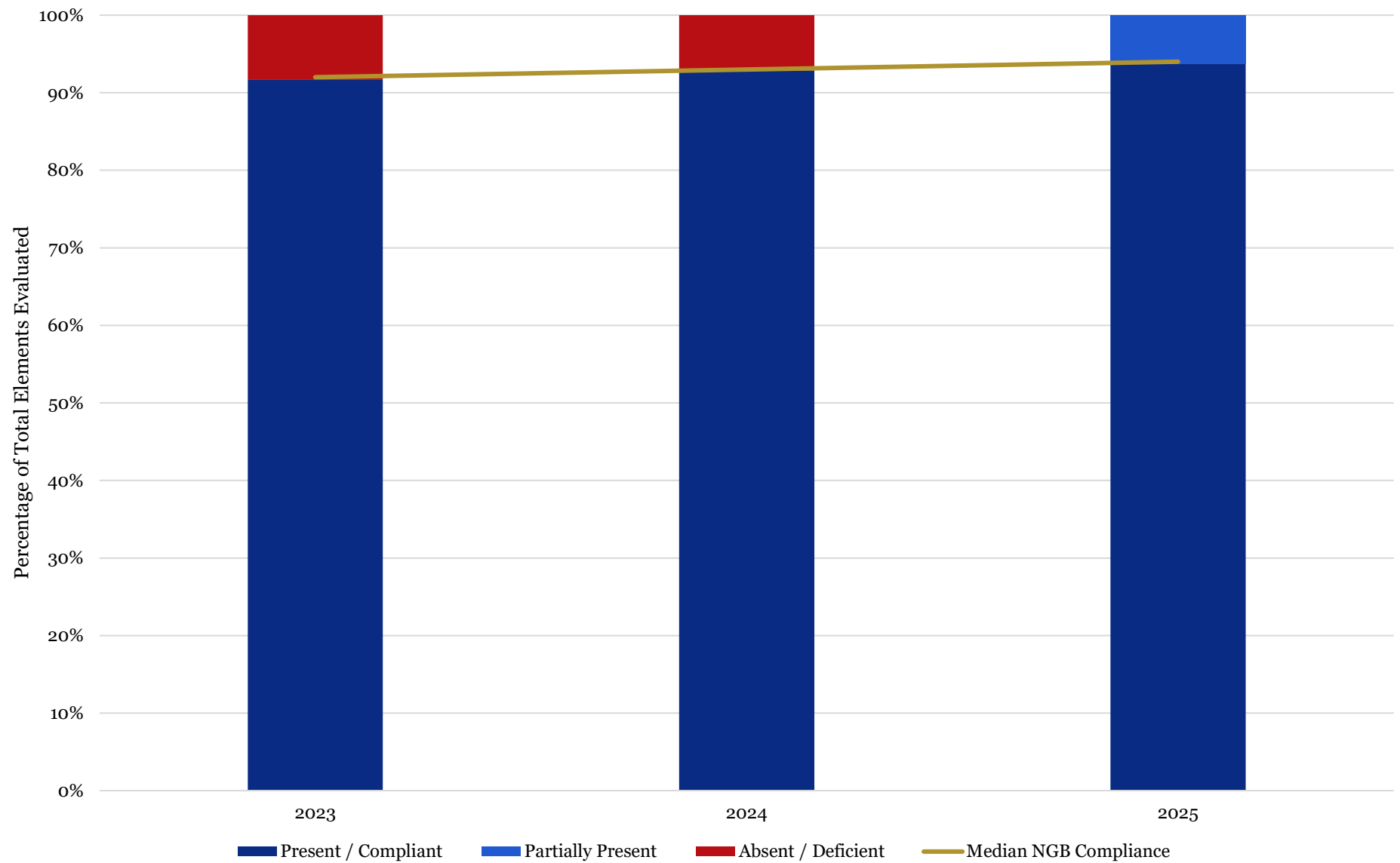
<a href="#">NGB Compliance Resources</a>	This page on NGB Hub includes resources that outline and provide direction on (1) the annual reporting requirements of the Ted Stevens Act, including reporting templates and a comprehensive guide that outlines requirements with instructions on how NGBs can meet requirements; (2) athlete representation resources; and (3) a conflicts of interest resource guide.
<a href="#">NGB Policy Resources</a>	This page on NGB Hub includes all the resources the USOPC has created to assist NGBs in adopting and executing on the policies required by the NGB Compliance Standards. Each .zip folder contains policy templates, audit checklists, and other available resources to help maintain a strong and compliant policy.
<a href="#">Implementation Guide for NGB Compliance Standards</a>	The purpose of the Implementation Guide is to assist NGBs with implementing the NGB Compliance Standards and with understanding the NGB compliance audit and compliance check-in processes. The Implementation Guide provides in-depth explanations and interpretations of the Standards, and explanations of factors that the NGB Audit department may use to assign Demonstration Level ratings for compliance with the Standards.
Compliance Assistance Program	<p>If you have questions about the NGB Compliance Standards, how to prepare for your audit, or where to submit your required annual reporting, the following team members can assist:</p> <ul style="list-style-type: none"><li>• Mark Storey   <a href="mailto:mark.storey@usopc.org">mark.storey@usopc.org</a></li><li>• Laurel Travis   <a href="mailto:laurel.travis@usopc.org">laurel.travis@usopc.org</a></li><li>• Renée Tomlin   <a href="mailto:renee.tomlin@usopc.org">renee.tomlin@usopc.org</a></li><li>• Jordan Linder   <a href="mailto:jordan.linder@usopc.org">jordan.linder@usopc.org</a></li></ul>

# Appendix

The charts in this Appendix reflect your NGB's historical performance within the three evaluation sections of the Scorecard for the years 2023, 2024, and 2025. The Median NGB Compliance trend line indicates the median of all NGBs' compliance in that section year-over-year. If your organization's Compliant (dark blue) bar exceeds the Median NGB Compliance trend line in a given year, then your organization performed above the median NGB for that year.



## Website Checks





# Other Ongoing Requirements

