



As we enter the fall training season, I want to thank all of the athletes, coaches, parents, staff, and club leaders who have participated in surveys and interviews over the past few months. Vestry Laight, the independent consultant hired by the task force, has been impressed with the amount of information and feedback that members of the biathlon community have shared with them.

Vestry Laight is now compiling its findings into a report that will include recommendations to improve policies and communications, enhance safeguards for athletes, and strengthen oversight and U.S. Biathlon's culture. These findings and recommendations, along with an action plan, will be shared with membership later this fall.

Updated Timeline

February-April

- Task force established
- Consultant selected

May

- Town halls (3)

June-July

- Vestry Laight site visit to Lake Placid National Development Camp
- Athlete survey
- Stakeholder interviews
- Vestry Laight review of U.S. Biathlon policies and materials

August-October

- Vestry Laight evaluates information and develops summary of findings and recommendations
- Present to task force and Board of Directors
- Action plan

October-November

- Finalize action plan
- Information shared with membership

Sincerely,

Rachel Steer
U.S. Biathlon Board Vice Chair
Task Force Chair