



USS SPEEDSKATING

## USS Independent Director Nomination Form

There are two Independent Director Positions open for nomination. Preferably, the Independent Directors shall represent experience in business and/or finance, ethics and/or education (with an emphasis on ethics), marketing and sports performance. Selection of the Independent Directors by the Nominating and Governance Committee (NGC) shall be subject to confirmation by the Board of Directors.

Potential Board Members should be prepared to dedicate a significant amount of time toward developing the sport and supporting the USS Strategic Plan. The Board of Directors oversees the management of USS and its affairs, but does not manage the day-to-day operations of USS. The Board shall focus on long-term strategic objectives and impacts rather than on planning and tactical management, empowering the Executive Director to manage a staff-driven organization with effective Board oversight. The specific duties of the board are outlined in the USS Bylaws in article 6.

Qualifications for the Independent Director Positions:

- An individual shall be determined to be “independent” if he or she has no material relationship with USS or the ISU, either directly or through an organization that has a material relationship with USS or the ISU. A relationship is “material” if, in the reasonable judgment of the NGC, it would interfere with the individual’s independent judgment.
- Without limiting the parameters described in the prior paragraph, an individual will not be considered independent if, within the preceding two (2) years, he or she:
  - o Held a position as an Officer or Director of USS or held any governance position (whether a paid or volunteer position) with any speedskating entity and/or the ISU;
  - o Is an immediate family member of a Director of USS;
  - o Was affiliated with or employed by USS’ outside auditor or outside counsel;
  - o is an immediate family member of a Director of USS who was affiliated with or employed by USS’ outside auditor or outside counsel as a partner, principal or manager;
  - o was a coach, official, or an immediate family member of a coach or official, or other organizational member of another speedskating entity, or a member of USS’ Athletes’ Advisory Council (“AAC”); or
  - o Receives any compensation from USS, directly or indirectly, with the understanding that reimbursement for expenses shall not be considered
- Be a natural person, a citizen of the U.S. and eighteen (18) years of age or older
- Not be a paid employee or consultant of USS
- Not have been employed by USS within the last three (3) years
- Not be a person having a record of a felony criminal conviction involving theft, financial improprieties and/or other crimes involving moral turpitude, or who has violated the provisions of the USS Safe Sport program



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- Not have committed, and been sanctioned for, a severe violation of the regulations of USS. A severe violation is defined as one which resulted in a suspension from USS of one (1) year or more within the last ten (10) years. Any person who has committed a severe violation is not eligible to serve as a Director or to stand as a candidate in any USS election or any election conducted by an organizational member of USS
- Possess the highest personal and professional integrity; (ii) demonstrate exceptional ability and judgment; (iii) be effective, in conjunction with the other members of the Board, in collectively serving the long-term interests of USS; (iv) possess the highest personal values and judgment, understanding of athletic competition and the Olympic ideals, qualifications of leadership in business and in ethics; and (v) have diverse experience in the key business, financial, or other challenges that face USS.
- It is the desire of USS to have Directors who demonstrate a high level of experience, capability, success and leadership in Board oversight responsibilities in one (1) or more of the following areas: business, finance, marketing, fundraising, ethics, audit, management, communications, sports and sports performance
- Successfully completed the USOPC Safe Sport Training
- Have a current positive background check on file with USS

If you're interested in nominating someone, please have the nomination form completed along with the conflict of interest disclosure form and return it electronically to:

Kayla Boynton

[kboynton@usspeedskating.org](mailto:kboynton@usspeedskating.org)

The following outlines the timeline for the 2026 USS Board of Directors election process:

- Nomination period opens December 30, 2025
- Nomination period will close on January 30, 2026 (February 13, 2026, for Independent Directors)
- USS confirms nominee's desire to run by February 6, 2026
- NGC and Ethics Committee reviews qualifications and possible conflicts
- NGC presents candidates for election by February 20, 2026
- Election period begins on March 2, 2026
- Election period ends on April 3, 2026
- Election results made public - April 14, 2026
- Board is seated at the 2026 US Speedskating Annual Meeting – May 30, 2026



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## 2026 Independent Director Nomination Form

### Nominee Information for Independent Director Position

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Email address: \_\_\_\_\_

Phone #: \_\_\_\_\_

Please list the candidate's qualifications for this position:

Please list the candidate's career business or volunteer highlights:



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Please share why this individual is the right candidate for the USS Board of Directors:

In addition to the completed form, please attach a resume or bio for the candidate that includes work experience, education and other relevant information.

Nominating Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Please Print Name: \_\_\_\_\_

E-Mail \_\_\_\_\_