



U.S. Biathlon Board of Directors Special Meeting Minutes

July 29, 2026

2pm MT, Virtual

Attendees: Sarah Konrad, Phyllis Jalbert, Major General Henry Harder, Jerry Baltzell, Bob Hall, Karl Zeile, Hap Brakeley, Chloe Levins, Kelsey Dickinson, Jake Brown, Leif Nordgren, Katherine Kendrick, Justin Gold, Russell Carrier

Additional Attendees: Jack Gierhart, Sara Studebaker-Hall, Laura Macaulay, Lowell Bailey, Tim Burke, Sara Donatello, various other staff and membership (totalling approximately 33 additional attendees).

Bob Hall welcomed all board members, staff and members to the meeting. A change to the agenda was noted and Bob asked for a motion to approve the new agenda. Kelsey Dickinson motioned to approve the new agenda, Karl Zeile seconded the motion, and it was passed unanimously.

Sara Studebaker-Hall noted that Board members with conflicts of interest should bring those up for review. Sara also noted Dexter Paine's email recusing himself from this meeting, despite maintaining he had no conflict of interest as claimed in the complaint filed against him. His email will be copied at the end of these minutes for reference.

Bob then noted the Board would move into executive session to discuss the complaint filed against him and the alliance with USSS. Jerry Baltzell motioned to move into executive session, Katherine Kendrick seconded the motion, and it was approved unanimously.

EXECUTIVE SESSION SUMMARY MINUTES

The Board discussed the complaint against Bob Hall and decided to dismiss the complaint. A discussion was had about the strategic alliance and next steps.

Executive session was adjourned at approximately 5:00pm and the Board rejoined the main meeting.

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Outside executive session, a brief report of the discussion was provided to membership - noting the complaint against Bob was dismissed, and acknowledging the long wait while discussions ensued. Kelsey Dickinson reported some of the athlete representatives work,



including that 61% of athletes surveyed expressed concern about the alliance. The athletes highlighted clear funding benefits as a main issue, as well as three main areas of concern - guarantees of revenue sharing, a more robust development pipeline, and funding guarantees further out than just four years.

Bob Hall and Phyllis Jalbert both spoke about the opportunities, with Phyllis noting she felt this was a slight risk worth taking. Hap Brakeley noted he felt the Board needed to move forward with new strategies.

Bob Hall then made the following motion:

The Board of U.S. Biathlon supports the principles in the non-binding term sheet for the Strategic Operating Alliance between USBA and USSS and looks forward to further negotiation of a definitive agreement that more specifically defines them, and ensures governance autonomy for US Biathlon in compliance with the Ted Stevens Olympic & Amateur Sports Act. The Board approves the appointment of a working group of three to include one athlete representative, the US Biathlon CEO, and one US Biathlon Board member supported by US Biathlon staff and legal counsel for such negotiation. Finally it is agreed that the working group will be tasked in their negotiations through priorities dictated by the Board and will use good faith efforts to present their final draft to the full Board for appropriate review and approval of at least one week by August 29, 2026. Hap Brakeley seconded the motion, and it was approved unanimously.

Bob thanked everyone for their work and involvement, and Kelsey Dickinson motioned to adjourn the meeting, Hap seconded the motion and it was approved unanimously, with the meeting adjourning at approximately 5:30pm MT.



Appendix: Email recusal from Dexter Paine

From: Paine, Dexter <REDACTED>

Date: Tuesday, July 28, 2026 at 11:58 AM

To: Jack Gierhart <jgierhart@usbiathlon.org>

Subject: Board message

Jack - can you please forward this message to my fellow members of the U.S. Biathlon Board of Directors

Dear fellow Board Members,

You will shortly receive from Jack, a communication from Complaint and Grievance Committee along with a copy of a complaint filed against me concerning my service on both the U.S. Biathlon board and as a non-voting ex-officio member of the U.S. Ski & Snowboard board. I believe the complaint against me is without merit and I believe the Complaint filed against Bob is both without merit and very unfair.

Nonetheless, because Wednesday's meeting concerns the proposed Strategic Alliance between U.S. Biathlon and U.S. Ski & Snowboard, and to avoid any perceived conflict, I will voluntarily recuse myself from the discussion and vote on that matter. I will not participate in Wednesday's meeting, and I ask that my recusal be noted in the minutes.

This recusal is not a concession of the complaint, and it does not waive my pending response or any of my rights with respect to the relief the complainants seek. I remain committed to serving U.S. Biathlon as I have for over six years and to the success of our athletes and organization.

Respectfully,

Dexter Paine