



Minutes

Board of Directors Meeting
March 7, 2025
Lake Placid, NY

A meeting of the Board of Directors (the "Board") of USA Bobsled/Skeleton occurred on Friday, March 7, 2025. The Chair called the meeting to order at approximately 10:00 AM ET. The following members of the board were present at the meeting's commencement: Randy Aliment, Paul Pogge, Ann Gaffigan, Savannah Graybill, Chris Kinney, Chris Domingo, Tristan Gale, Brock Kreitzburg, Rashelle Tanner, David Best, and Lenny Kasten. The above members constitute a quorum of the Board under Bylaws Section 6.17.

USABS CEO Aron McGuire and CFO Lisa Carlock were present at the meeting, as were Judicial Committee Chair Peter Antonucci and AAC representative Bob Balk. Advisory Director Javier San Miguel participated virtually.

Lisa Carlock recorded the minutes.

1. Call to Order

Mr. Aliment called the meeting to order at 10:00 AM ET.

2. Conflict of Interest

Mr. Aliment addressed potential conflicts of interest relative to the meeting agenda items. He inquired if there were any agenda topics that any director felt represented a conflict. None were reported.

3. Management Report

Mr. McGuire updated the board on USABS' developments in the following key areas.

a. Athlete Development & Well-Being

Mr. McGuire reviewed the season schedule and results achieved across all disciplines and tour levels. He updated the board on the Cortina pre-homologation event scheduled to take place from March 24-30, in which Kaillie Humphries-Armbruster and Frankie Deluca were randomly selected by the IBSF to participate. The IOC is being pressured to decide on the Olympic Games sliding sports location by April. The board briefly discussed the IOC's decision-making process on back-up locations.

b. Resource Growth & Sustainability

Mr. McGuire briefed the board on new sponsors added, sponsorship revenue to date, and commitments in place for next year. He shared the newly launched "Race with US" campaign designed to



generate financial support for the sport programs. He also informed the board of the USOPC's new athlete support program that will award a cash payout and life insurance to Olympians and Paralympians.

c. Organizational Effectiveness

Mr. McGuire provided an update on three formal concerns filed, one of which is under SafeSport jurisdiction and two under USABS. One claim under USABS jurisdiction was resolved with no finding and the other is being investigated by an outside firm. Additionally, two grievances were processed. Mr. McGuire noted that there are currently two open positions on the Judicial Committee.

The NGB Council, which meets monthly with the USOPC and for which Mr. McGuire serves as Vice Chair, sent a letter to the USOPC identifying its top priorities as High Performance funding, as current resource levels are insufficient to support programs, how the US Center for SafeSport is operating, how to leverage LA28 and Utah34 to promote sports, and NIL's impact on NCAA programs.

d. Sport Awareness & Continued Engagement

Mr. McGuire informed the board of a Team USA digital media review he conducted which revealed a lack of exposure for winter sports. He addressed with the USOPC the heavy focus on summer sports during the winter season and thereafter saw an increase in winter sport publicity.

4. Foundation Update

Chairman of the Foundation board, Fran Kirley, and board member, Lauryn Williams, joined the USABS board meeting with Chase Rose from the Bannack Group. Mr. Rose gave a presentation on Bannack's key activities and initiatives for growing the Foundation board and its sponsor and donor base. He solicited involvement by USABS board members in a new Campaign Committee.

5. Special Report – USABS Performance

Mr. McGuire introduced Pete Naschak, a USOPC contractor who has been working with USABS coaches, staff, and athletes to help enhance performance. Mr. Naschak educated the board on his role and reviewed his goals, areas of focus, and activities conducted to date within USABS. He shared improvements he has seen within the organization and areas in which focus will continue to be given.

6. Bylaw Amendments

Mr. Balk requested a revision to the USABS Bylaws in which the word "disability" would be removed. A motion was duly made and seconded and unanimously approved.



7. Financial Report

Ms. Carlock distributed financial reports via email in advance of the meeting. She reviewed year-to-date net income figures for each budget category and discussed variances and funding reallocations where applicable.

Ms. Carlock also discussed the financial implications of next season's international competition schedule and prepared the board for a costly season that may involve utilization of USABS cash reserves.

8. AAC Update

Mr. Kinney updated the board on recent AAC activities, including election of Manteo Mitchell as the USOPC AAC alternate. The AAC is working to fill board committees with athlete representatives to be in compliance with the bylaws but is finding it challenging to identify 10-year athletes who are interested in being involved. Mr. Kinney would like the AAC to participate in the next board meeting as a learning opportunity on how USABS operates and to allow for interaction between the board and AAC. Mr. Kinney lastly announced that he was appointed as a member of the Salt Lake 2034 Executive Committee.

9. Executive Session

Mr. McGuire and Ms. Carlock remained present for the executive session, which the board entered at 1:15 ET. Mr. Aliment provided an update on current litigation. He then presented nominees for one board position and two advisory positions. The nominees were unanimously approved.

10. Adjournment

The meeting was adjourned at 1:31 PM ET.

This document constitutes a true and correct copy of the minutes of the Board of Directors meeting of USA Bobsled/Skeleton.

DocuSigned by:

Lisa Carlock

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Lisa Carlock

Corporate Secretary

4/20/2025

Date