Minutes

Board of Directors Meeting
August 8, 2026
Conference Call

A meeting of the Board of Directors (the "Board") of USA Bobsled/Skeleton occurred on Saturday, August 8, 2026. The Chair called the meeting to order at approximately 11:00 AM ET. The following members of the board were present at the meeting's commencement: Randy Aliment, Chris Domingo, Ann Gaffigan, Tristan Gale, Kaillie Armbruster, Lenny Kasten, Chris Kinney, Paul Pogge, John Rigos, and Rashelle Tanner.

The above members constitute a quorum of the Board under Bylaws Section 6.17.

USABS CEO Aron McGuire and CFO Lisa Carlock, as well as Advisory Directors Troy Erickson, Len Farber and Javier San Miguel, also participated in the meeting.

Lisa Carlock recorded the minutes.

1. Call to Order

Mr. Aliment called the meeting to order at 11:03 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. 2026-2030 Strategic Plan

Kelly Stone presented the new strategic plan for the 2026-2030 quad. She reviewed the development process, which included stakeholder surveys, workshops, and feedback sessions to create four strategic priorities: high performance system, sustainable athlete pipeline, athlete environment and performance culture, and sliding as an experience. She explained the plan structure is such that it provides long-term direction while allowing flexibility for annual metrics and goals.

The board discussed development of specific KPIs and determined they would be crafted annually by the CEO and the Compensation and Evaluation Committee. *A motion was duly made and seconded to approve the strategic plan, with the understanding that KPIs would be developed thereafter, and in advance of the November board meeting. It was approved, with two votes opposed.*

4. Financial Report

Ms. Carlock reviewed USABS' financial position as of July 31, noting a healthy cash balance, and discussed revenue sources and budget allocations across USABS programs. The season operating plan allocates 74% of funding to sport programs and 26% to administration.

5. AAC Report

Mr. Kinney and Ms. Armbruster shared bobsled athlete concerns over the resignation of the USABS Technical Director, particularly regarding the impact on the sled development program, sled maintenance and readiness for the upcoming season, and runner development and race prep. Understanding that a replacement for the comprehensive expertise lost presents a significant challenge, possible solutions were discussed, including increased involvement by Honda. Discussion also surrounded knowledge preservation and transfer.

Ms. Gale requested a skeleton-specific report at the next meeting.

6. Management Report

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

a. Athlete Development & Well-Being

Mr. McGuire reviewed competition schedules for the upcoming season and the results of offseason recruiting efforts.

b. Resource Growth & Sustainability

He confirmed sponsor and partner contract extensions and reviewed historical and current sponsorship revenue.

c. Organizational Effectiveness

Mr. McGuire provided updates on staffing, including new hires, departures and open positions. He also informed the board of U.S. representatives recently elected to IBSF committees, and discussed IBSF financial stability and contingency planning. He additionally confirmed that no informal concerns have been received since the last board meeting.

d. Sport Awareness & Continued Engagement

Mr. McGuire highlighted Team USA athletes' recent visit to the White House, and discussed planning for board attendance at the 2027 World Championships in Lillehammer.

7. USABS Board Performance Assessment

Mr. Aliment distributed the 2026 Board Performance Assessment in advance of the meeting and provided an opportunity for questions or discussion. No questions or discussion were raised.

8. Executive Session

Mr. McGuire remained present for the executive session, which the board entered at 1:28 PM ET. Recent social media activity was discussed.

9. Adjournment

The meeting was adjourned at 1:58 PM ET.

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

Lisa Carlock
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Lisa Carlock
Corporate Secretary

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Date