



Minutes

Board of Directors Meeting
May 16, 2026
Lake Placid, NY

A meeting of the Board of Directors (the "Board") of USA Bobsled/Skeleton occurred on Saturday, May 16, 2026. The Chair called the meeting to order at approximately 8:00 AM ET. The following members of the board were present at the meeting's commencement: Randy Aliment, Ann Gaffigan, Tristan Gale, Brock Kreitzburg, and Paul Pogge. Lenny Kasten and Chris Domingo participated virtually.

The above members do not 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 and Javier San Miguel, and AAC representative Bob Balk, also participated in the meeting.

Lisa Carlock recorded the minutes.

1. Call to Order

Mr. Aliment called the meeting to order at 8:04 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. Alumni Committee

Ms. Gale updated the board on the growth of the alumni program, noting the committee's inclusive definition of "alumni" to allow participation of athletes, officials, volunteers, etc. The committee is planning an alumni race at the Utah Olympic Park in November and will look to pair the event with USABS selection races and training taking place at that time as well. A post-season Lake Placid event around National Championships is being considered as well.

4. Foundation Update

Mr. McGuire recapped recent foundation changes and pending structure improvements that will focus on recruitment of "Trustees" as donors rather than "Directors" who hold additional governance responsibilities. USABS will work with foundation members, to include recently appointed former USABS Chairman Bob Bergbauer, to redraft the bylaws and operating agreement to ensure alignment between the two organizations.



5. Development Working Group

Mr. Kreitzburg presented plans for a new advisory working group to be co-chaired by himself and Mr. McGuire to support USABS' overall fundraising strategy. This 6-member group will operate for an initial 4-month period focusing on fundraising strategy insights, network expansion, corporate and foundation targets, engagement and event concepts, and foundation board recommendations. Its effectiveness will be evaluated after the initial 4-month period to determine continuation.

6. Management Report

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

a. Athlete Development & Well-Being

Mr. McGuire reviewed the 2026-27 season schedule, noting another all-European season due to IBSF financial constraints. He provided a medal count analysis, leading to discussion on how to encourage parity across participating nations.

Mr. McGuire updated the board on recruitment efforts, which included paid ads run during the Olympics to encourage athlete participation in the 13 scheduled combines this offseason. He noted increased combine registrations and iHeart Media as the new combine title sponsor, who will promote these events regionally for USABS.

b. Resource Growth & Sustainability

Mr. McGuire reviewed new and renewing sponsors and partners, as well as USABS' historical sponsorship revenue figures, noting the 2025-26 fiscal year as the best in organization history. Also noted was the anticipated revenue decline in the upcoming post-Olympic year, though USABS' strategic focus is now on 8-year agreements extending through the 2034 Utah Games.

c. Organizational Effectiveness

Mr. McGuire discussed the National Team Camp taking place concurrently with the board meeting and Annual Assembly and strategic planning meeting, and highlighted media training being provided to the athletes by NBC Sports reporter Lewis Johnson. He provided updates on coach/staff turnover and the new skeleton technology hire. Mr. McGuire also confirmed that no informal concerns have been received since the last board meeting.

d. Sport Awareness & Continued Engagement

USABS participated as a pilot organization in the USOPC's "Team USA Now" media initiative, which featured interviews, behind-the-scenes access, and real-time content from Cortina across six dedicated episodes. The program generated 11.8 million impressions during February and March.



The IBSF World Championships in Lillehammer have been selected as the event for board and foundation members to attend next season. USABS will provide travel information, access to event passes, suggest local activities, and generate team experiences for attendees.

7. Financial Report

Ms. Carlock reviewed the organization's current financial position, including year-to-date budget performance, revenue and expense variances, restricted sport funding, and remaining activity anticipated through fiscal year-end. Discussion included key drivers impacting results, updates on sponsorship and grant revenue, operational and Olympic Games-related expenses, and preliminary planning assumptions for the 2026-27 budget. Ms. Carlock additionally provided the proposed budget review and approval timeline.

8. Executive Session

Mr. McGuire and Ms. Carlock remained present for the executive session, which the board entered at 11:30 AM ET. Current litigations were discussed.

9. Adjournment

The meeting was adjourned at 11:40 AM ET.

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

Lisa Carlock

Lisa Carlock
Corporate Secretary

June 8, 2026

Date