

## USS Board of Directors 4/20/2026 Meeting Minutes

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In attendance for the meeting on 4/20/2026 of the USS Board of Directors (“BOD”) were USS BOD Vice President; Susan Sandvig-Shobe, Treasurer; Duncan White, Secretary; Rusty Smith, Robert Woodbury, Deb Wheelock, Mike Plant, Brittany Bowe, Conor McDermott-Mostowy, and Team USA AC Rep; William Gebauer. The listed members in attendance constitutes a quorum of the Board. USS Executive Director Ted Morris was also in attendance.

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### 1) Welcome

Ms. Shobe called the meeting to order at 6:02 pm MT. Mr. Morris shared comments on the upcoming USS Congress in Milwaukee. The Board discussed plans including a BOD meeting on Friday afternoon.

### 2) Staff Updates

Mr. Morris provided updates on staffing progress. The importance of strong FAST Coaches as the Team heads to UT 2034 was emphasized. Staff is working in collaboration with the Utah Olympic Oval to make sure both groups are aligned. The BOD discussed various candidates for the open Long Track Distance Team Coaching position.

### 3) Nom-Gov Report

Committee members provided recommendations on the re-appointment of Jane Lute and the appointment of Ken Haines as Independent Directors. Staff provided clarification on the current status of existing independent directors and discussed the voting credentials for BOD members. The BOD agreed to consider changes to ensure all board members have voting rights moving forward.

Mr. Gebauer motioned for the appointments of Ms. Lute and Mr. Haines as Independent Directors with four-year terms beginning on May 31, 2026; second by Mr. Plant; approved.

The board also reviewed their process for selecting a new CEO. There are currently seven candidates scheduled for interviews over the next 8 days. The goal is to have a clear candidate identified for confirmation of the BOD by May 29. The new CEO will start on August 1.

### 4) New Business

No new business.

### 5) Conclusion

Mr. Sandvig Shobe ended the meeting at 7:18pm MT.

### 6) Executive Session