



Minutes

Board of Directors Meeting
March 14, 2026
Conference Call

A meeting of the Board of Directors (the "Board") of USA Bobsled/Skeleton occurred on Saturday, March 14, 2026. The Chair called the meeting to order at approximately 11:00 AM ET. The following members of the board were present on the call at the meeting's commencement: Randy Aliment, Chris Kinney, Ann Gaffigan, Chris Domingo, JP Davies, Tristan Gale, Brock Kreitzburg, Lenny Kasten, John Rigos, Mike Regan, Paul Pogge, and Hazel Clark.

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 Director Troy Erickson also participated in the meeting.

Lisa Carlock recorded the minutes.

1. Call to Order

Mr. Aliment called the meeting to order at 11:01 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. Insurance Renewal

Randy Melcher and Cameron Walter of EPIC Entertainment & Sports presented the 2026-2027 insurance program to the board. They reviewed EPIC's history with USABS, including its 2024 comprehensive review of USABS' prior insurance program and improvements EPIC was able to make in policy coverages. They discussed the current state of the insurance market, existing policies, coverages and limits, and intended updates for the April 1 renewal.

4. Management Report

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

a. Athlete Development & Well-Being

Mr. McGuire reviewed Olympic Games successes, including medals won and race results, as well as media exposure. He shared a brief SWOT analysis and discussed the 2026-2027 season schedule, which again features an all-European World Cup tour.



b. Resource Growth & Sustainability

Mr. McGuire highlighted new USABS sponsors and shared current sponsorship revenue totals compared to the last Olympic quad. He informed the board of USABS' new Marketing and Sponsorship Activation Manager hire and explained the position's roles and responsibilities.

c. Organizational Effectiveness

Mr. McGuire confirmed that no informal complaints were received since the last board meeting. However, USABS did face two additional Section 9 arbitrations. He informed the board of plans to hold joint AAC/USABS-led discussions with the athletes at the upcoming team camp to make sure the athletes have a good understanding of how and why decisions are made, in an effort to minimize costly Section 9 claims going forward.

Mr. McGuire reviewed plans for USABS' 2026-2030 strategic plan development, including engagement of a facilitator, scheduling of upcoming planning sessions, and anticipated timeline for plan completion.

d. Sport Awareness & Continued Engagement

Mr. McGuire reviewed USABS exposure across social platforms, noting a sizeable increase in followers and fan engagement leading up to and through the Games.

5. Financial Report

Ms. Carlock provided the board with February 28 year-to-date financial reports in advance of the meeting, and during the meeting reviewed the restricted sport and unrestricted portions of the budget. She highlighted improvements from the approved budget, including a reduction in the restricted sport budget deficit and further increases in sponsorship revenue, and noted increased expenses in marketing, legal and direct athlete support. Plans for surplus spending in the upcoming quad were also discussed.

6. AAC Update

Mr. Kinney informed the board of AAC plans for discussions with USABS staff on sponsorship structure and with athletes on selection criteria.

7. Executive Session

Mr. McGuire and Ms. Carlock remained present for the executive session, which the board entered at 12:46 PM ET. Topics addressed included the Foundation and the bobsled simulator project.

8. Adjournment

The meeting was adjourned at 1:05 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

Lisa Carlock
Corporate Secretary

April 3, 2026

Date