



**Board of Directors | Closed Meeting | December 30, 2024
Meeting Minutes**

Location: Held Remotely via Zoom

Present: Jenny Schumacher (Chair), Shameeka Quallo (Vice Chair), Erin Andica, Mike Choi, Andy Coggins, Mario Dispenza, John McGovern, Sara Soto, Sally Van de Water, Tayler Harris

Staff Present: None

Guests: None

1. **Call to Order:** 6:06 pm MT, JS called the meeting to order, welcomed Directors, and reviewed agenda
 - Approving 12/16/24 Meeting Minutes
 - Vote on Independent Director
 - CEO Review & Compensation

2. **Declaration of Conflicts of Interest:**
 - Mike Choi: No conflicts
 - Andy Coggins: No conflicts
 - Shameeka Quallo: No conflicts
 - Sara Soto: No conflicts
 - Erin Andica: No conflicts
 - Mario Dispenza: No conflicts
 - John McGovern: No conflicts
 - Jenny Schumacher: No conflicts.
 - Tayler Harris: Married to a USAW contractor, no other conflicts.
 - Sally Van de Water: No conflicts

JS shared that JP and Matt had the meeting minutes were provided to Chair to Jenny within 24 hours of the last meeting.

3. **Approval of Minutes:** JS motioned to “Approve the meeting minutes from 12/16/24, as presented.” AC second. Motion carried.
4. **Election of Independent Director,** JS motioned to elect Elizabeth Grossman as Independent Director to the USA weightlifting board of directors for the term of January 1, 2025 - December 31, 2028. SQ second. Motion carried.

Ms. Grossman attended the evening’s onboarding meeting and is prepared to start January. JS will notify Elizabeth after tonight’s meeting.

5. **Executive Session:** 6:13 pm: JS motioned to enter Executive Session to discuss CEO compensation and review committee findings. MD seconded. Enter Executive Session. Discussion in Executive Session re CEO Compensation. Motion made by JS to exit Executive Session; AC seconded. Motion carried and the Board exited Executive Session at 8:26 pm MT.
6. **Adjournment:** EA motioned to adjourn; SV seconded. Motion carried and the meeting adjourned at 8:27 pm MT.