Minutes

Board of Directors Meeting
December 13, 2025
Conference Call

A meeting of the Board of Directors (the "Board") of USA Bobsled/Skeleton occurred on Saturday, December 13, 2025. 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 Kinney, Ann Gaffigan, Chris Domingo, JP Davies, Tristan Gale, and Lenny Kasten. Paul Pogge, John Rigos, Savannah Strup, and Len Farber participated virtually.

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 Javier San Miguel also participated virtually.

Lisa Carlock recorded the minutes.

1. Call to Order

Mr. Aliment called the meeting to order at 11:04 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. Management Report

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

a. Athlete Development & Well-Being

Mr. McGuire reviewed the season schedule for the various tour levels and highlighted results to date. He shared the upcoming Olympic Winter Games schedule, and asked board members who were planning to attend to communicate their anticipated travel plans.

He provided an update on funding for the simulator project, which is being solicited by USABS sponsor TRCC, with approximately $400,000 currently pledged and an additional $100,000 still needed. To be built by Simcraft, housed in Lake Placid, and having no significant staffing demands, the simulator project should prove to be a high beneficial tool for driver development.

b. Resource Growth & Sustainability

Mr. McGuire discussed new USABS sponsors and the support they are providing to the team. He noted the increasing demand for "show" bobsleds, as well as the increased direct athlete support being provided through sponsorships. He reviewed historical sponsorship revenue, noting the continued upward trend.

c. Organizational Effectiveness

Mr. McGuire confirmed that no informal concerns have been received since the last board meeting. There were, however, two Section 9 arbitrations, both of which were ruled in favor of USABS.

d. Sport Awareness & Continued Engagement

Mr. McGuire informed the board of several sponsor-related initiatives that will elevate sport awareness including Raising Cane's plush puppies, QR codes and social media engagement with Flavor Flav, licensing agreements with Acura and Ororo, commercials by Honda and Native, and Jason Kelce's Park City bobsled experience that will be featured on his YouTube channel at Games-time.

4. Special Report – Olympic Year & Games

USABS Director of Sport Performance, Curt Tomasevicz, provided a special report to the board. He discussed the Olympic season, explaining the athletes' pathway to the Olympics, including season programming, competitions, and Olympic Team selection processes and dates. He discussed allocation of Games quota spots for each discipline by the IBSF, and the number of sleds and athletes USABS anticipates in its Games delegation. Mr. Tomasevicz also discussed Games planning, accommodations, and logistics for Cortina.

5. Financial Report

Ms. Carlock reviewed USABS' financial position as of Nov. 30, highlighting several improvements from the approved budget, including a reduction in the restricted sport budget deficit and further increases in sponsorship revenue. She also updated the board on progress on the 2024-2025 annual audit and 990 filing.

6. Nominations Committee Report

Bob Bergbauer and John B. Donovan, members of USABS' Nominating and Governance Committee, joined the call to present four potential new board candidates. With only one advisory position available, the board discussed other options for involvement by all four individuals, including consideration of a bylaws amendment to allow for more advisory directors. *A motion was duly made and seconded to vote on one candidate now (through close of business on Monday). With one abstention, the motion carried.*

7. AAC Update

Mr. Kinney informed the board that the AAC will be holding an election after the season is over, as the current alternate for the Team USA Athlete Commission is no longer able to serve in his position. This is not a USABS board position. He updated the board on the Athlete Commission's current goals of redefining its place within the Olympic movement and how it can affect change and athlete advocacy.

Ms. Strup informed the board of skeleton athlete concerns over second half team composition decisions given the cancellation of the Igls race.

8. Foundation Update

Mr. Aliment updated the board on his recent discussions with Andrew Kush and Abe Freeland regarding Foundation next steps. He confirmed that work with the Bannack Group has been placed on pause indefinitely. While there is agreement that a "reset" meeting needs to be held, no time has been set for one yet.

Mr. McGuire also confirmed that he has been having constructive conversations with Mr. Kush, and that collectively USABS and the Foundation need to determine the best structure for the Foundation going forward. Mr. McGuire has calls scheduled for next week with NGBs with various foundation/NGB structures to gain insight on best practices.

The Foundation needs to confirm who is interested in continuing their involvement.

9. Board Orientation & Governance Issues

Mr. Aliment distributed the board orientation deck in advance of the meeting to allow directors to refresh their understanding of their roles and responsibilities. Ms. Gaffigan provided additional review and called attention to the board's role of oversight versus the CEO's role of managing the organization. Mr. Aliment also reminded the board of the procedure for requesting meeting agenda items, and encouraged directors to consider making their annual contributions before tax year-end.

10. Executive Session

Mr. McGuire and Ms. Carlock remained present for the executive session, which the board entered at 1:46 PM ET. Topics addressed included litigation and insurance coverage.

11. Adjournment

The meeting was adjourned at 1:55 PM ET.

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

DocuSigned by:
Lisa Carlock
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Lisa Carlock
Corporate Secretary

3/9/2026
Date

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