Minutes

Board of Directors Meeting
June 25, 2026
Conference Call

A meeting of the Board of Directors (the "Board") of USA Bobsled/Skeleton occurred on Thursday, June 25, 2026. The Chair called the meeting to order at approximately 6:00 PM ET. The following members of the board were present at the meeting's commencement: Randy Aliment, Tristan Gale, Brock Kreitzburg, Paul Pogge, JP Davies, John Rigos, Chris Kinney, and Chris Domingo.

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 Directors Troy Erickson and Javier San Miguel, also participated in the meeting.

Lisa Carlock recorded the minutes.

1. Call to Order

Mr. Aliment called the meeting to order at 6:06 PM 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. AAC Update

Mr. Kinney updated the board on recent activities and initiatives of both the USABS Athlete Advisory Committee and the USOPC Athlete Commission. Work is being done to help define roles, build strong AACs, and help AAC members be more effective in board roles. Attention is also being given to making sure USABS athlete voices are heard, trust is built between management and the athletes, and communication is effective during conflict resolution processes.

Bradley Nicol was present to provide a skeleton report, however had to depart the meeting prior to completing his report. Mr. Kinney confirmed the AAC would distribute the skeleton report to the board following the meeting.

Discussion ensued on where communication breakdowns are happening and how they can be eliminated.

4. 2026-2027 Budget

Ms. Carlock presented USABS' 2026-2027 Proposed Operating and Capital Budgets, following prior review and discussion with the Audit Committee. She provided a high-level look at revenue and expense lines comprising each of the restricted sport, restricted admin, unrestricted and parasport budgets to summarize the detailed proposed budget spreadsheet distributed to the board in advance of the meeting.

Mr. Kreitzburg confirmed the Audit Committee's review, discussion and support of the proposed budget, noting USABS' ability to offset the proposed deficit with cash reserves if needed. *A motion was duly made and seconded to approve the 2026-2027 Operating and Capital Budget. It was unanimously approved.*

Mr. Kreitzburg also confirmed the Audit Committee's review of Waugh & Goodwin's engagement letter for the external audit of USABS' 2025-2026 fiscal year. *A motion was duly made and seconded to engage Waugh & Goodwin for the 2025-2026 audit. It was unanimously approved.*

5. Sport Integrity Policy

Mr. McGuire reviewed the new Sport Integrity Policy which will be implemented on July 1, 2026.

6. Executive Session

Mr. McGuire and Ms. Carlock remained present for the initial portion of the executive session, which the board entered at 6:45 PM ET. SafeSport and litigation issues were discussed. Mr. McGuire and Ms. Carlock left the meeting at 6:57 PM ET at which time the board discussed the CEO Compensation & Evaluation Committee's review and recommendations for the next quad.

7. Adjournment

The meeting was adjourned at 7:08 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

7/13/2026
Date