



Minutes

Board of Directors Meeting
March 22, 2024
Lake Placid, NY

A meeting of the Board of Directors (the "Board") of USA Bobsled/Skeleton occurred on Friday, March 22, 2024. The Chair called the meeting to order at approximately 3:00 PM ET. The following members of the board were present in person at the meeting's commencement: Bob Bergbauer, Randy Aliment, Chris Kinney, Savannah Graybill, and Kaillie Humphries. Paul Pogge, Ryan Bosch, Tristan Gale, David Best, Ann Gaffigan, Elana Taylor, and Lenny Kasten participated virtually. The above members constitute a quorum of the Board under Bylaws Section 6.17.

USABS CEO Aron McGuire, CFO Lisa Carlock, Foundation Chairman Fran Kirley, Ceil Folz, and Advisory Director Len Farber were present for the meeting, while Advisory Directors Javier San Miguel and Jennifer Donnelly participated virtually.

Lisa Carlock recorded the minutes.

1. Call to Order

Mr. Bergbauer called the meeting to order at 2:56 PM ET.

2. Conflict of Interest

Mr. Bergbauer began the meeting by addressing potential conflicts of interest relative to any of the meeting agenda items. He inquired if there were any agenda topics that any director felt represented a conflict of interest whereby they would need to recuse themselves from the discussion. Mr. Pogge disclosed a potential conflict based on his new relationship with the United States Performance Center (USPC) and confirmed that he will fill out a disclosure form to formally document and present for Ethics Committee review. Mr. Bergbauer requested that Mr. Pogge recuse himself if any votes should arise pertaining to the USPC. No additional conflicts were reported.

3. Foundation Update

Mr. Kirley provided a brief update to the board on recent Foundation activity, including their approval of funding support for 2024, their official 501c3 status secured last June, and their focus on expanding the board and bringing in new supporters through fundraising activities, events, and other programs.

The board discussed thereafter their frustrations with CFC, the consulting firm contracted to grow the Foundation board, and asked to receive additional information on whom the Foundation is targeting and how success is being measured.



4. Management Report

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

a. Athlete Development & Well-Being

Emphasizing the positive progress of the athletes and team this season, Mr. McGuire reviewed results earned at all tour levels. He noted the equalizing effect of the standardized monobobs on competition results.

Mr. McGuire informed the board that the US Performance Center is finalizing the design of the new push track which is anticipated to be completed in September of this year. He also shared the new stipend program for athletes living and training in Charlotte in the offseason. Discussion ensued on athlete family housing and whether USABS could offset costs through a stipend or AirBNB access.

b. Resource Growth & Sustainability

Mr. McGuire reviewed the list of companies with current sponsorship proposals, highlighted recent new sponsorships with goodr and AvKARE, and reviewed current sponsorship totals and projections for the remainder of the quad. He also provided a list of categories where assistance is needed in procuring new sponsorships.

Mr. McGuire updated the board on the USABS Foundation Experience auction package that was fulfilled during the Winterberg World Championships this season and discussed promotional ideas for next season's World Championships and other value propositions for sponsors.

c. Organizational Effectiveness

Mr. McGuire informed the board of USABS' recently hired Compliance & Membership Services Manager and reviewed her credentials and job responsibilities. He also provided an update on USABS' insurance broker review, noting USABS' focus on potential gaps in coverage, policy limits, premiums, claims advocacy, and customer service. USABS has completed reference checks and aims to identify a new broker shortly.

Mr. McGuire reviewed the summary of recommendations provided in the Congressional Commission Review and led a brief discussion on removing the term "amateur" from USABS' bylaws and website vernacular. He also noted the Review's support for Paralympians and para sports.

d. Sport Awareness & Continued Engagement

Mr. McGuire updated the board on USABS' social media efforts, including a content creator currently attending the World Cup event to help showcase our sports to a wider audience. He also mentioned USA Winter Sports cross-promotion efforts taking place.



Discussion unfolded regarding USABS' coaching staff and, with more athletes requiring attention at varying ability levels, the potential for there to not be enough support for the highest level of athletes. Suggestions were made to incorporate coaching access into the Bobsled or Skeleton Athlete Progression Pathways, and to potentially narrow USABS' focus to the elite level and decrease development support as the Games approach. Discussion also centered on how to fund more coaches, and the increasing cost of an Olympic medal.

5. AAC Update

Mr. Kinney informed the board that the AAC is ready to operate under its newly revised bylaws and will implement following board approval. He provided an opportunity for the board to raise any questions or concerns with the new bylaws and with none posed, *asked for a motion to approve the new AAC bylaws. The motion was duly made and seconded. It was unanimously approved.*

Mr. Kinney reviewed findings from the Congressional Commission that pertained to the AAC and its activities. He drew attention to IBSF AAC concerns regarding quota spots as pertaining to the maternity policy and fulfilling percentage rules, and informed the board that the IBSF will only answer questions if posted by NGB administration, not by athletes. Accordingly, the AAC will provide its questions to USABS so that USABS can pose them to the IBSF on behalf of the AAC.

Lastly, Mr. Kinney noted recent concerns amongst skeleton athletes, including date conflicts between push championships and self-funded training opportunities in Europe, filling quota spots next season during the Asian World Cup races to maintain World Championships quota spots, and investment in the development of skeleton equipment.

6. Information Complaints Report

Mr. McGuire informed the board that USABS has received no informal complaints over the last quarter.

7. Financial Report

In advance of the meeting, Ms. Carlock provided complete financial reports to the board, including a February Balance Sheet, Cash Flow Statement, and Statement of Activities & Budget to Actual Report. She also distributed the full budget spreadsheet that includes details of all budget line items. She reviewed the four sections of the budget (restricted sport, restricted admin, unrestricted, and parasport), providing details on each, and updated the board on current investment accounts.

As Audit Committee chair, Mr. Bosch confirmed the committee's review of the financial documents and provided the committee's approval. He expressed no concerns and stated that the committee continues to be pleased with USABS' financial position and leadership's work.



8. Diversity Initiative

During the board's December 2023 meeting, a motion was approved to instate an annual DEI training requirement for board members. Ms. Gaffigan updated the board on how this training requirement can be met, with virtual training opportunities to be available through the USOPC in April, or via in-person training to be conducted by the USOPC during the board's June meeting weekend.

Following the December meeting also, the benchmark for the target percentage of People of Color on the board was to be researched. Mr. Bergbauer confirmed through several sources that the working group's proposed 40% benchmark was appropriate. Following discussion on how this benchmark can be reached, a motion was duly made and seconded to establish a target of 40% People of Color on the board by 2030. It was unanimously approved.

9. Executive Session

Mr. Bergbauer requested that Mr. McGuire remain present for the executive session, which the board entered at 5:55 PM ET. USABS' legal counsel provided an update on insurance matters.

10. Adjournment

The meeting was adjourned at 6:51 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

Lisa Carlock

Corporate Secretary

5/28/2024

Date