



## Minutes

Board of Directors Meeting  
October 25, 2025  
Park City, UT

A meeting of the Board of Directors (the "Board") of USA Bobsled/Skeleton occurred on Saturday, October 25, 2025. The Chair called the meeting to order at approximately 1:00 PM MT. The following members of the board were present at the meeting's commencement: Randy Aliment, Ann Gaffigan, Chris Domingo, Rashelle Tanner, JP Davies, Tristan Gale, and Lenny Kasten. Paul Pogge, John Rigos, Mike Regan, Brock Kreitzburg, Savannah Graybill, 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 were present at the meeting. Advisory Director Javier San Miguel participated virtually as well.

Lisa Carlock recorded the minutes.

### 1. Call to Order

Mr. Aliment called the meeting to order at 1:03 PM MT.

### 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

In the absence of a formal AAC update, Mr. McGuire informed the board that he and Chris Kinney meet weekly to discuss any topics of interest or areas of concern amongst the athletes. Currently there are no topics of board concern.

### 4. Management Report

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

#### a. Athlete Development & Well-Being

Mr. McGuire briefly reviewed the team's schedule for the season on the various circuits, noting the length of time the World Cup team will spend in Europe, and reminding the board that the Olympic team will be named after the Altenberg World Cup event.



b. Resource Growth & Sustainability

Mr. McGuire updated the board on new sponsorships and reviewed historical and current sponsorship revenue statistics. He highlighted funding that will directly support USABS athletes as a result of team sponsorships. He also noted USABS' goal of supporting relationship-building with current sponsors to increase their likelihood of resigning for future seasons.

Mr. McGuire informed the board of the IBSF's current financial challenges, noting the IBSF will run out of money in December if new revenue is not secured. The IBSF anticipates signing a 14-year sponsorship agreement in the coming weeks, but national federations have inquired on contingency plans if the agreement is not signed. The IBSF confirmed that if no agreement is in place by the end of October, it will request a loan from the IOC in order to finish the season.

c. Organizational Effectiveness

Mr. McGuire confirmed that no informal concerns have been submitted since the last report to the board. A few grievances have been filed, however, and the Grievance Committee chairman will prepare a summary to be distributed to the board.

Mr. McGuire reviewed the new Competition Category policy, which was distributed to the board in advance of the meeting. The policy clarifies gender and participation rules for USABS. It does not affect any current athletes, but USABS is addressing the topic to meet USOPC requirements and align with the direction of the IOC. USABS' policy was reviewed and approved by the USOPC. *A motion was duly made and seconded to approve the Competition Category policy. It was unanimously approved.*

d. Sport Awareness & Continued Engagement

Mr. McGuire updated the board on several exciting initiatives designed to increase sport awareness, including announcing Flavor Flav as the new hype man for USABS for the 2025-26 season. He additionally noted soon-to-be released commercials for Honda and Native that will feature bobsled and skeleton, and a Raising Cane's campaign launching in the coming months.

**5. Financial Report**

Ms. Carlock reviewed USABS' Q1 financial reports, discussing several improvements from the approved budget. Among these are a reduction in the restricted sport budget deficit, a significant increase in sponsorship revenue, and approval of a VA grant to support the parasport program. She highlighted new direct athlete funding support as a result of two new sponsorships, and also confirmed receipt of all applied-for quarters of Employee Retention Credits.

Mr. Kreitzburg informed the board that the Audit Committee met in advance of the meeting to review the financial reports in detail, and confirmed that the committee has no concerns and is pleased with USABS' current financial position.



## **6. Report on IBSF Congress**

Mr. McGuire and Mr. Aliment shared primary topics addressed at the recent IBSF Congress. In addition to the IBSF's financial state discussed earlier, Mr. Aliment recapped the situation surrounding neutral athletes from Russia and their ability to participate in the 2026 Olympic Winter Games. While a proposal for neutral athlete participation was voted down during Congress, it has since been under review and the current understanding is that individual athletes will be allowed to apply for the right to participate.

## **7. Development of Strategic Plan, 2026-2030**

Mr. McGuire informed the board that following the conclusion of the 2025-26 season, a group of constituents will be identified, in addition to a facilitator, to update USABS' strategic plan for the 2030 quad.

## **8. Executive Session**

Mr. McGuire and Ms. Carlock remained present for the executive session, which the board entered at 2:45 pm MT. Topics addressed included: the USABS Foundation.

## **9. Adjournment**

The meeting was adjourned at 3:06 PM MT.

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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Corporate Secretary

11/24/2025  
Date