

Minutes

Board of Directors Meeting
June 30, 2017
Lake Placid, NY
9:00 am EDT

A meeting of the Board of Directors (the "Board") of USA Bobsled / Skeleton occurred on Friday, June 30, 2017. The Chair called the meeting to order at approximately 9:10 AM EDT. The following members of the Board were present at the meeting's commencement: Pete Piechoski, Jean Prahm, John Raftery, Don Schaaf, Jay Eichelberger, Kyle Tress, Veronica Day, Bob Bergbauer, Mac Riley and Bree Schaaf. Lorenzo Smith joined the meeting at 8:25 AM. The above members constitute a quorum of the Board under Bylaws Section 6.17.

Also participating in the meeting were USABS CEO Darrin Steele and staff member Lisa Carlock, and Advisory directors Javier San Miguel, Karen Saunders, and Rusty Buchanan.

The minutes were recorded by Lisa Carlock.

1. Call to Order

The chairman called the meeting to order at 9:10 AM EDT and proceeded to have directors introduce themselves to the new athlete representatives.

2. Board Elections

Mr. Hybl informed the board of three vacancies due to him reaching his term limit, Hal Pittman not running for a second term, and Duane Bailey being moved to an advisory director position. Mr. Buchanan and Ms. Saunders were nominated for director positions and a motion was duly made and seconded, and unanimously approved for them to be named to the board.

Mr. Hybl will work with the NGC to compile candidates for the remaining director position. Candidate information will be distributed to the board and a telephonic meeting will be held to vote on new director and advisory directors. Discussion ensued on candidates who had already submitted resumes.

Mr. Piechoski initiated a discussion on changing the bylaws to allow for a vice chair position. It was decided that a bylaws committee would be created to manage the process of proposed bylaws changes and consideration would be given to a vice chair position.

Mr. Piechoski's first two-year term as chairman concluded so Mr. Hybl conducted an election, in which Mr. Piechoski ran uncontested. Mr. Raftery was nominated but declined the nomination. Mr. Piechoski was unanimously voted in for a second term. He suggested only fulfilling the first year of this term and allowing the vice chair or next incoming chairman to assume the position early to allow for transitional support.

Ms. Schaaf, Ms. Donnelly and Mr. Smith were approved for second board terms.



Mr. Piechoski recognized Mr. Hybl for the contributions he made to the USABS board during his eight years as a director and presented him with a parting gift.

3. Management Report

Mr. Steele began by recognizing Steven Holcomb and his contributions to USABS and the sport of bobsled.

a. PyeongChang

Mr. Steele provided an update on PyeongChang, reviewing the homologations and venue and host city readiness.

b. Quad Update

Mr. Steele presented the board with a comparison of medals earned by USABS from year 3 of the last Olympic quad to the current quad, noting USABS is in a good position heading into the Olympic season.

c. USOC Update

Mr. Steele informed the board of the 2017-18 PPA allocation, which includes special grants for technology. He also explained the USOC's New Olympic Hopeful/Talent Transfer Program, the goal of which is to identify top-level athletes that have a likelihood of success in bobsled, skeleton, cycling or rugby. Thirteen potential bobsled and 13 potential skeleton athletes were to be tested during filming of the show from July 12-16 at the Colorado Springs Olympic Training Center.

d. IBSF Update

The IBSF Congress was held earlier in the week in Salt Lake City, the highlight of which was Lake Placid winning the bid for the 2021 World Championships. Mr. Steele also noted that the 2018 Congress will be held in Rome, and confirmed the 2017-18 World Cup schedule includes races in Lake Placid, Nov 5-10, and Park City, Nov 13-18.

Mr. Steele also mentioned that the Olympic solidarity program would likely be expanded to sharing NGB best practices by offering training to smaller national federations. The newest small nations programs are currently emerging in Nigeria (women's bobsled) and Ghana (men's skeleton).

e. WADA Update

Mr. Steele's update confirmed previously shared information that Russian bobsled and skeleton athletes were named in the doping investigation but it would likely require action from the IOC to disqualify any named athletes and reallocate Sochi Olympic medals.

4. Foundation Update

Ted Offit informed the board that the Foundation is continually looking for new board members with community influence and wealth. He requested help from USABS' board in recruiting members and noted the Foundation will host another recruiting weekend in Park City during the World Cup event, Nov 17-18.



Mr. Offit gave a brief summary of Foundation activity to date, including almost \$600,000 raised since inception with roughly \$360,000 of those funds contributed to the Emerging Elite program.

5. Athlete Mentorship/Internship Program

Emily Azevedo, former women's bobsled athlete, joined the meeting by phone. Mr. Raftery led the discussion and began by having Ms. Azevedo summarize the concerns she expressed in an earlier letter to the board. Ms. Azevedo explained that many athletes, following the conclusion of their athletic career, lack direction, goals, and a balanced lifestyle, and have a very difficult transition to life after athletics. She requested greater support for athletes in preparing for post-bobsled/skeleton life.

The board felt it was a very worthwhile initiative and engaged in discussion on how to proceed. Veronica Day offered insight on the USOC's ACE program and mentioned other NGB's that have successful programs in place. It was decided that an Athlete Mentorship committee consisting of Mr. Smith, Mr. Bergbauer, Ms. Donnelly, Ms. Prahm, Ms. Schaaf and Mr. Riley would pursue the initiative. The committee will report on initial progress at the next board meeting.

6. Alumni Program

Ms. Prahm reviewed the status of USABS' alumni program, highlighting the fact that there is no current "owner". Ms. Prahm volunteered to be such owner and suggested combining efforts with the Athlete Mentorship committee, as other alumni who have already navigated the transition to life after sport may be willing to assist. Adding an advisory director specifically focused on the alumni program was also suggested. A Facebook page was recently created for the program but needs to be promoted on USABS' website and USABS should also consider reinitiating the alumni newsletter.

7. Management Report cont.

f. Financial Update

Ms. Carlock presented the current financials including estimates for fiscal year end. Mr. Steele also reviewed historical net income from 2005 to present. It was suggested that USABS revisit which directors represent USABS with the Trust board.

8. 17-18 Budget Proposal

Ms. Carlock reviewed the proposed 2017-18 budget with the board. Following discussion, a motion was duly made and seconded to approve the 2017-18 budget. It was unanimously approved.

9. Sponsorship Update

Mr. Steele updated the board on companies that USABS is currently in sponsorship negotiations with and/or currently pursuing. Mr. Steele will send the sponsorship deck to the board.

10. SafeSport Program

Ashley Walden informed the board that as a member NGB of the US Center for Safe Sport, amendments to USABS bylaws are mandated to include language to the effect that Covered Individuals are bound by the safe sport rules, policies



and procedures. Ms. Walden will send the proposed new language to Mr. Raftery, who will review the bylaws and make a recommendation to the board.

11. Diversity & Inclusion

Ms. Walden also informed the board of recent USOC diversity and inclusion initiatives, noting that a bylaws amendment may be needed in order to expand USABS' coverage of protected classes. Ms. Walden will send the proposed new language to Mr. Raftery for review and consideration.

12. DC Fundraiser

USABS' D.C. fundraising event is scheduled for Tues, Jan 23 and an initial planning committee meeting is scheduled for Aug 2. Sherry Cushman will lead the planning committee. BMW has funds allocated to help with event costs and USABS, BMW and sponsors will collectively assemble auction items and packages. Board members are asked to send names of potential invitees to Mr. Schaaf.

13. Parasport Program

Mr. Steele updated the board on his recent meeting with the USOC regarding ownership of the parasport program. The discussion centered on sport expertise versus availability of resources to adequately support the program. Ultimately, Mr. Steele doesn't feel USABS has adequate resources to effectively support the program. Mr. Steele recommended that USABS partner with the USOC by offering expertise and any support available, but have the USOC take initial ownership of the program. USABS should keep the door open for program management in the future. After discussion the board accepted Mr. Steele's recommendation.

14. Committee Updates

a. Audit Committee

Mr. Raftery recommended the board engage auditors Waugh & Goodwin for the external audit of the 2016-17 fiscal year. A motion was duly made and seconded to engage Waugh & Goodwin. It was unanimously approved.

b. AAC

Kyle Tress is the new USOC AAC rep on the board and Ms. Schaaf is the alternate. Veronica Day is the USABS AAC rep on the board and skeleton athlete Alex Ivanov was recently elected to the AAC.

Current concerns being expressed to the AAC by USABS athletes include lack of clarity on allocation of stipends.

c. Committee assignments

Mr. Piechoski reviewed committee assignments and several adjustments were made.





USA Bobsled / Skeleton

National Governing Body for the sports of Bobsled and Skeleton

15. Schedule for 17-18 Board Meetings

Board meetings for the 2017-18 season are scheduled as follows:

- i. Park City – morning of Saturday, Nov 18
- ii. D.C. – April date TBD
- iii. Colorado Springs – June 21-24

16. Review of Action Items

Directors reviewed individual action items.

17. Adjournment

The meeting was adjourned at 4:25 PM EDT.

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

Lisa Carlock

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Corporate Secretary

September 1, 2017
Date



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