MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS OF UNITED STATES ROWING ASSOCIATION

March 30, 2026

Pursuant to notice duly given, a meeting of the Board of Directors of the United States Rowing Association, a Pennsylvania corporation (the "Organization"), was held on March 30, 2026, via videoconference.

Directors present at the beginning of the meeting: Kirsten Feldman, Chair and Northeastern Region Representative; Dariush Aghai, Athlete Representative; Stephen Ciraolo, Atlantic Region Representative; Mary Cranston, At-Large Representative Grace Latz, Athlete Representative; Andy Merrill, At-Large Representative; Steven Pritzker, At-Large Representative; Donald R. Reynolds, Independent At-Large Representative; Taylor Ritzel, Athlete Representative; Marnie Stahl, Central Region Representative; Sharon Wienbar, Western Region Representative.

Directors absent: Robin Prendes, Athlete Representative.

Also present: Bill McNabb and Andy McLane, US Rowing Foundation Board chair and Vice Chair.

Ms. Feldman called the meeting to order at approximately 7:00 p.m., Eastern Time, confirmed all parties could hear one another.

Ms. Ritzel and Ms. Wienbar reported to the other directors about the process to date regarding the search for an interim CEO for the Organization. Discussion topics included the characteristics of an ideal candidate, the numerous candidates considered and the process to vet them.

At approximately 7:15 p.m., Peter Roby, whose basic biography had been circulated to all the directors before the meeting, joined the meeting. He introduced himself in greater detail and gave his perspectives on the Organization and what the interim CEO should focus on. The directors asked a number of questions of Mr. Roby, all of which he answered to their satisfaction.

Mr. Roby left the meeting at approximately 8:10 p.m., at which point the Board discussed in some detail his candidacy, others considered for the role, the salary to be offered, and the process followed and related governance matters, all in the context of the circumstances and the directors' duties to the Organization. After this discussion and upon motion duly made and seconded, the Board approved the hiring of Mr. Roby as interim CEO and authorized and directed the HR Committee and Ms. Feldman to finalize the arrangements. Ms. Wienbar then reviewed in some detail next steps to implement this, which the Board discussed in some detail.

Next, upon motion duly made and seconded, the Board unanimously approved the minutes of its meetings held on February 23, March 14 and March 21, 2026, which were made available for review prior to the meeting.

There being no further business, the meeting was duly adjourned at approximately 8:45 p.m.

Respectfully submitted,

Signed by:

Donald R. Reynolds

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Donald R. Reynolds, Secretary