

**UNITED STATES ROWING ASSOCIATION**  
**UNANIMOUS WRITTEN ACTION IN LIEU OF MEETING**

September 30, 2026

In accordance with Article 32(B) of the Bylaws of the Association, by submission in writing via electronic mail by all Directors in office to the Secretary of the Association, the Directors approved the Association entering into an employment agreement with Joel Shinofield as Chief Executive Officer in substantially the form reviewed by the Directors, subject to negotiation by the Compensation and Talent Committee of any improved terms from the Association's perspective and/or immaterial other changes.

Signed by:  
  
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Donald R. Reynolds, Secretary