

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

March 14, 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 14, 2026, via videoconference.

Directors present at the beginning of the meeting: Kirsten Feldman, Chair and Northeastern Region Representative; Stephen Ciraolo, Atlantic Region Representative; Grace Latz, Athlete Representative; Andy Merrill, At-Large Representative; Robin Prendes, Athlete 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 at the beginning of the meeting: Dariush Aghai, Athlete Representative; Mary Cranston, At-Large Representative.

Also present: Andy McLane, US Rowing Foundation Vice Chair.

Ms. Feldman called the meeting to order at approximately 12:00 p.m., Eastern Time, confirmed all parties could hear one another. She gave some opening remarks and reviewed agenda for the meeting.

Ms. Feldman and Mr. Merrill reported on communications matters, including their meeting with Organization staff earlier in the week, and feedback received from various constituents regarding Amanda Kraus’s resignation as Chief Executive Officer of the Organization, and the Organization’s path forward. Discussion ensued.

Ms. Wienbar then reviewed the terms of the proposed separation agreement with Ms. Kraus, a draft of which had been made available for review prior to the meeting. Discussion ensued, and a motion to approve the agreement was tabled pending discussion of additional related matters.

Next, Ms. Feldman reported on strategic planning and related matters. Discussion ensued, including of risks and opportunities facing the Organization, how to address those, and financial matters and implications. Mr. Aghai joined during this discussion at approximately 12:40 p.m.

Mr. McLane then reviewed progress to date of the Executive Search Committee, including that Committee’s recommendation to hire Elevate Talent to assist with the search for a permanent CEO, based on material made available before the meeting. Discussion ensued, including of

Elevate's experience in the space and the proposed terms of their engagement and its negotiation to date.

After detailed discussion of all of the foregoing, upon duly made and seconded, the Board approved both the Elevate engagement and the CEO separation agreement in substantially the form proposed, and authorized and directed Ms. Feldman to sign and deliver them on behalf of the Organization.

Ms. Wienbar then updated the other directors on the status of the search for a potential interim CEO for the Organization. Discussion ensued, including of the ideal skills and experiences of a person to fill that role.

Ms. Feldman raised the subject of the agenda for next Saturday's Board meeting in Boston. Discussion ensued of that and of certain other matters under consideration by the Compensation and Talent Committee.

There being no further business, the meeting was duly adjourned at approximately 1:40 p.m.

Respectfully submitted,

Signed by:

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Donald R. Reynolds, Secretary