

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

November 12, 2025

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 November 12, 2025, via videoconference.

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

Directors absent at the beginning of the meeting: Dariush Aghai, Athlete Representative; Andy Merrill, At-Large Representative; and Taylor Ritzel, Female Athlete Representative.

Also present: Organization employees Tracy Brown, Christopher Furlow Amanda Kraus, Sarah May, Lori McBride, Thomas Rooks, Theo Simko and Jennie Traves; and US Rowing Foundation representatives Bill McNabb and Andy McLane.

Ms. Feldman called the meeting to order at approximately 12:05 p.m., Eastern Time, confirmed all parties could hear one another, and gave some opening remarks.

Ms. Kraus also gave some introductory remarks. Ms. Traves then gave an update regarding 2026 membership and insurance matters, based on material made available before the meeting. Discussion topics included inflation and increased costs of insurance, this year’s process for renewal of insurance, the current insurance market, alternatives considered, membership retention, community engagement and communications matters. After discussion and upon motion duly made and seconded, the Board approved the recommended proposals, and delegated to the Audit Committee the authority to approve any material changes.

Mr. Furlow left the meeting at approximately 12:35 p.m., at which time, upon motion duly made and seconded, the Board approved the draft minutes of its meetings held on May 9, June 14, July 16 and September 13, 2025, which were made available for review prior to the meeting.

Mr. Simko then reviewed terms of a proposed Cooperation Agreement with respect to Organization operations at the Chula Vista facility, based on material, including a copy of the draft agreement, made available before the meeting. After discussion, including of the financial impacts

of the arrangement, and upon motion duly made and seconded, the Board approved execution and performance of the Cooperation Agreement in substantially the form presented.

Mr. Reynolds then reviewed certain governance proposals, based on material made available before the meeting. After discussion and upon motion duly made and seconded, the Board approved both an amendment to the Board Guidelines to make clear that timely completion of SafeSport certifications are required of directors, and the following resolution:

RESOLVED, that the Chair of the Board of US Rowing Association, Inc. (the "Organization"), or his or her delegee, is hereby authorized and directed to serve as the individual empowered to exercise the Organization's voting rights as the member of the US Rowing Foundation, subject to any direction given on any particular matter by the Organization's Board of Directors.

Ms. Kraus then updated the Board on the Organization's ongoing strategic planning process. Discussion ensued.

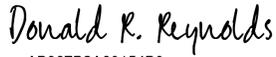
Organization employee Jesse Foglia joined the meeting at approximately 12:45 p.m., at which time Ms. McBride led a discussion of the Casperson Boathouse project, based on material made available before the meeting. Discussion topics included construction progress, financing and cash flow matters. Mr. Prendes left during this discussion at approximately 1:00 p.m.

The Organization employees present, other than Ms. Kraus, left the meeting at approximately 1:05 p.m., at which time the Board discussed further certain topics of the meeting and management performance and hiring matters.

Ms. Kraus left the meeting at approximately 1:20 p.m., at which time the Board continued in executive session. Ms. Feldman gave an update on and the Board discussed various matters, including the strategic planning process, and management performance and staffing matters.

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