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MINUTES OF THE MEETING OF
THE BOARD OF DIRECTORS OF
UNITED STATES ROWING ASSOCIATION
February 1, 2024

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 via videoconference on February 1, 2024.

Directors present: Nobuhisa Ishizuka, Chair and At-Large Representative; Dariush Aghai, Male Athlete Representative; Stephen Ciraolo, Atlantic Region Representative; Kirsten Feldman, Northeast Region Representative; Sara Hendershot, AAC Athlete Representative; Robin Prendes, AAC Alternate Athlete Representative; Steven Pritzker, At-Large Representative; Donald R. Reynolds, At-Large Representative; Taylor Ritzel, At-Large Female Athlete Representative; Marnie Stahl, Central Region Representative and Sharon Wienbar, Western Region Representative.

Director absent: Kevin Harris, At-Large Representative.

Also present: Amanda Kraus, Chief Executive Officer; Rich Cacioppo, Executive Director; Jennie Trayes, Chief Community Engagement Officer; and Josy Verdonkschot, Chief High Performance Officer.

Mr. Ishizuka called the meeting to order at approximately 12:30 p.m., Eastern Time, and confirmed all present could hear one another.

Mr. Cacioppo introduced the topic of the Organization's 2024 budget, based on material made available before the meeting. Ms. Wienbar and Mr. Pritzker gave remarks regarding the process to date, including the Audit and Finance Committee's extensive involvement in the process. Discussion topics included key underlying assumptions, differences from the prior year, reasons for those, some of the unique features of the current year including the impact of an Olympic year, risks and upsides, alternate scenarios, Organization internal reporting structures, planned hiring, insurance and benefits costs and efforts to manage them.

After this detailed discussion and upon motion duly made and seconded, the Board unanimously approved and adopted the Organization's 2024 budget as proposed.

Ms. Feldman then raised the topic of the Organization's long-term high performance strategic plan and the possibility of a consulting firm providing the Organization pro bono consulting services to help further develop that plan. Ms. Kraus gave her views on this subject as well.

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There being no further business, the meeting was duly adjourned at approximately 12:55 p.m.

Respectfully submitted,

DocuSigned by:
Donald R. Reynolds
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Donald R. Reynolds, Secretary