MINUTES OF THE MEETING

OF THE BOARD OF DIRECTORS OF

THE UNITED STATES ROWING ASSOCIATION

August 12, 2020

Directors present: Marcia Hooper (Chair), Darlene Disney, Greg Benning, Jamie Redman, Nick LaCava, Steven Shure, Falesha Thrash, Charlie Haight, Lisa Stone, Jimmy Sopko, Nobu Ishizuka, Matt Hughes, Meghan O'Leary, Joe Manion.

Directors Absent: None.

Also Present: Susan Smith (Interim CEO), Andrew Lee (outside counsel), Matt Imes (High Performance Director)

The Chair called the meeting to order.

High Performance Update

Mr. Imes updated the Board on USRowing's return to training protocols, including regular meetings with USRowing's Medical Committee and his work with the High Performance Committee and the coaches to develop the implementation of return to training protocols, including regular progress reviews. Mr. Imes also discussed the expected timing of results of the current National Team athlete selection process.

Ms. Smith advised that she and Mr. Imes had emailed all Princeton TC athletes to advise that USRowing would be engaging an outside expert to assist with the assessment of, and develop a program to address, cultural issues within the organization. Mr. Imes described the qualifications and experience of the expert under consideration, whose focus is on "compassionate-based high performance" in competitive sport. Ms. Smith described the expert's proposal for a 12-week assessment program and advised that she had received positive feedback from athletes in response to the email from her and Mr. Imes.

Mr. Imes left the meeting.

Ms. O'Leary made a motion to enter executive session, which Mr. Shure seconded, and which passed unanimously.

Ms. Stone made a motion to exit executive session, which Ms. Thrash seconded, and which passed unanimously.

Finance Update

Ms. Smith advised the board on the status of the organization's current audit and Form 990 processes, both of which have included substantial involvement of the Finance Committee. Ms. Smith explained that the Finance Committee recommends that the Board approve the audit and the Form 990.

Mr. LaCava made a motion to approve the audit and the Form 990, which Mr. Haight seconded, and which passed unanimously.

Ms. Smith left the Meeting.

Ms. Stone made a motion to enter executive session, which Mr. Ishizuka seconded, and which passed unanimously.

Ms. Stone made a motion to exit executive session and authorize the Search Committee to finalize the terms of employment for Amanda Kraus as USRowing's new Chief Executive Officer on the terms discussed during the executive session, which Mr. Haight seconded, and which passed unanimously.

Ms. Ishizuka made a motion to adjourn the meeting, which Ms. Disney seconded, and which passed unanimously.