

Minutes
USOPC Board of Directors Meeting
Conducted by Telephone and Videoconference
April 23, 2020

A meeting of the Board of Directors (the “Board”) of the United States Olympic & Paralympic Committee (“USOPC”) took place on April 23, 2020 via telephone and videoconference following notice duly given pursuant to the USOPC Bylaws. Present (throughout, except as indicated) were Susanne Lyons (Chair), Robbie Bach, Rich Bender, Cheri Blauwet, Beth Brooke-Marciniak, Anita DeFrantz (IOC Member, *ex officio*), David Haggerty (IOC Member, *ex officio*), Sarah Hirshland (USOPC CEO, *ex officio*), Bill Marolt, Steve Mesler, Whitney Ping, Kikkan Randall (IOC Member, *ex officio*), Brad Snyder, Kevin White, and Robert Wood. Unable to attend was Vivek Murthy. Attending Board members constituted a quorum of the Board under USOPC Bylaws.

USOPC staff member attendees included Rick Adams, Katie Bynum, Morane Kerek, Bobbi McPherson, Kevin Penn, Bahati VanPelt, and Christine Walshe. The minutes were recorded by Christopher McCleary, Secretary.

1. Call to Order

The Chair called the meeting to order at 9:00am Mountain Time. She thanked Board members for joining another special Board meeting aimed at continued discussion on developments related to the current global COVID-19 health crisis and its impact on the organization and the athletes it serves.

2. Organizational Update

The Chair introduced Sarah Hirshland to preview and launch the day’s discussion topics. Ms. Hirshland indicated that the discussion would include both financial and logistical topics, and informed the Board that USOPC Chief Marketing and Communications Officer Luella Chavez D’Angelo had decided to step away from the organization to focus on a difficult situation facing her family. Ms. Hirshland briefed the Board on the organizational approach to covering Ms. D’Angelo’s work and expertise via a combination of internal and external resources in the near term.

At Ms. Hirshland’s invitation, USOPC General Counsel Chris McCleary provided the Board with a short update on pending litigation matters, with a special focus on likely timing and next steps in the USA Gymnastics bankruptcy proceedings that form the current platform for attempts to resolve dozens of pending Nassar-related sexual abuse lawsuits around the country. Mr. McCleary explained the basic substance of important filings anticipated

in that matter and USOPC's continued efforts to help resolve these suits in a way that is fair to Nassar's victims and to all parties involved.

3. Financial Planning Update

Turning to USOPC efforts to manage through the current COVID-19-driven health and economic crisis, the Chair asked Sarah Hirshland to update the Board on previously-discussed financial, sport, and strategic planning underway.

Ms. Hirshland began by briefing the Board on the process by which the senior management team, supported by a cross-functional working group, was working together to launch a comprehensive program review and expense analysis. She further described all-staff video conference "town hall" session to explain the approach and fundamental principles that would drive the review. Noting the difficulty of the project and the prospect of significant program (and, based on program decisions, people) reductions or eliminations, Ms. Hirshland made clear that the team's approach was to provide staff with as much clarity and transparency as possible. She noted the team's commitment to staff that the review project and expense cutting decisions would be completed by the end of May, and informed the Board that it would be briefed in advance on project results and impacts.

Going into further detail on the process, Ms. Hirshland explained the set of organizational philosophies that would be used consistently to guide specific program and expense decisions, and detailed the revenue and Games scenarios being used for the analysis. She reported the general sense that in the current Games postponement situation, and in different Games logistics scenarios based on this timing, overall organization spending cuts on the order of 10-20% were likely to be necessary. She noted that a Tokyo Games cancellation scenario would likely trigger the need for further measures.

Board members and Ms. Hirshland discussed updated organizational 2020 priorities in light of the current health crisis. In the area of sport performance goals in summer and winter sports, USOPC Chief of Sport Performance and NGB Services Rick Adams answered a number of Board member questions about winter sport goals and sport performance programs, particular challenges faced in these programs domestically and internationally, special work underway with winter sport NGBs to improve planning and prospects in these sports, and the need for further Board discussion and engagement in this area. Board members expressed serious concerns about Team USA readiness to excel on the field of play in upcoming Olympic Winter Games, given the current situation and trajectory. They noted the recent organizational efforts to improve this situation described by Mr. Adams, and asked that Board members and staff engage in further, detailed work in this area in coming weeks and months, to ensure all appropriate resources and efforts are directed to this issue.

3. Return-to-Facilities Planning

Next, Sarah Hirshland introduced USOPC Chief of Business Operations Kevin Penn and Chief of Athlete Services Bahati VanPelt to discuss developing planning and analyses around potential return to training operations for Team USA athletes, including at USOPC-operated Olympic and Paralympic Training Centers.

Mr. Penn opened this discussion by reviewing the fundamental principles and criteria that would be employed on an ongoing basis as circumstances change in coming weeks and months, ensuring that athletes can be offered safe and supportive training environments with a continued focus on athletic performance. He detailed a multi-stage phased re-entry plan, each stage based on the criteria discussed and including a particular set of resources, opportunities, and safety practices for athletes.

Mr. VanPelt offered further detail on ongoing athlete support and communications efforts around COVID-19, athlete health and well-being, and opportunities to train and, ultimately, compete. He reviewed extensive athlete health research and thought leadership being offered by USOPC Chief Medical Officer Jonathan Finnoff and the Infectious Disease Advisory Group assembled by Dr. Finnoff, which includes leading health and sport experts across the country. Mr. VanPelt noted the benefits of this work not only to Team USA athletes but to athletes and sport organizations nationwide and internationally.

Board discussion on these topics extended to plans for phased workplace re-entry for USOPC staff, based on governmental guidance and instructions in the various states where USOPC staff are based.

4. Communications Efforts

At Sarah Hirshland's invitation and referring to advance materials for the meeting, USOPC Chief of Staff Katie Bynum reviewed progress and plans related to an updated approach to athlete-based public communications, on social media and other platforms, to adjust to the Tokyo Games postponement and COVID-19 realities and give Team USA athletes support and encouragement to share their own journey and experiences. She reported on several elements of this project, including Team USA-based "#WashWithUS" safety posts, a "We are Team USA" athlete support campaign, athlete-conducted Facebook children's readings, exercise demonstrations, and other elements.

Board members discussed these platforms and their ability to help athletes and the people they inspire during the current difficult time; means of providing further support to athletes in these areas and of making more athletes aware of them; and learnings from the project generally.

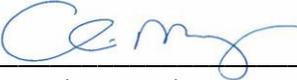
5. Other Business

Finally, Ms. Hirshland introduced USOPC General Counsel Chris McCleary to touch briefly on two administrative topics – a cost-saving switch of Board meeting and support technology platforms to be implemented in coming months, and a plan to submit several sets of meeting minutes for Board review, approval, and publication at one time, given the additional meetings currently being conducted and the press of other priorities.

6. Adjournment

There being no further business, the meeting was adjourned at 10:00am.

This document constitutes a true and correct copy of the minutes of the April 23, 2020 meeting of the Board of Directors of the United States Olympic & Paralympic Committee.



Christopher McCleary
Secretary

June 19, 2020
Date