

These minutes will be officially approved by the USA Swimming Board of Directors at its April 19, 2024 meeting.

USA Swimming Board of Directors Meeting Minutes

March 25, 2024 / Virtual

1 **PRESENT**

2 Maya Andrews, Katy Arris-Wilson, Chris Brearton, Kenneth Chung, Tony Ervin, Kathy Fish,
3 Bruce Gemmell, Natalie Hall, Clark Hammond, Ira Klein, Katie Meili, Sabir Muhammad,
4 Kathleen Prindle, Bob Vincent.

5
6 **NOT PRESENT**

7 Tim Hinchey, Michelle Steinfeld, Ashley Twichell Wall.

8
9 **CALL TO ORDER**

10 Chris Brearton, Board Chair, called the March 25, 2024 Board of Directors meeting to order
11 at 12:00 p.m. Mountain Time.

12
13 **Executive Session**

14
15 The Board went into Executive Session to review the proposed CEO performance KPIs for
16 2024. The Board also discussed hiring Board-specific outside counsel, with fees paid from
17 Board designated funds.

18
19 The Board came out of Executive Session to vote on the following motions:

20
21 **MOTION:** *To approve the Executive Compensation Committee's recommendations for CEO*
22 *performance KPIs for 2024. Seconded. Motion passed.*


23
24 **MOTION:** *To approve the hiring of Board-specific outside counsel, with fees paid from Board*
25 *designated funds. Seconded. Motion passed.*

26
27 **ADJOURNMENT**

28 Mr. Brearton adjourned the March 25, 2024 meeting of the Board of Directors.

29
30 Respectfully submitted:


Michelle Steinfeld, Secretary and General Counsel


Chris Brearton, Board Chair