

USA Swimming Executive Compensation Committee Minutes

January 10, 2023 – Virtual Meeting

Present: Natalie Coughlin Hall (Committee Chair), Bob Vincent, Ira Klein

Absent: N/A

Guests: Eric Skufca (USA Swimming CFO), Michelle Steinfeld (USA Swimming Secretary & General Counsel), Bill Charney (Board Governance Consultant)

Call to Order: The 1/10/2023 meeting of the Executive Compensation Committee began at 10am MT.

Conflict of Interest Disclosure: N/A

Agenda: Committee introduction meeting including reviewing and discussing the Committee's composition, deliverables, meeting cadence, among other related items.

Discussion: The group reviewed and discussed the Committee's composition, deliverables, meeting cadence, among other related items.

Adjournment: The 1/10/2023 meeting of the Executive Compensation Committee adjourned at approximately 10:30am MT.