

## Governance Implementing Provisions

1. The new ten (10) member Board of Directors will be seated with terms that begin on January 1, 2017. No persons currently serving on the USA Shooting Board of Directors will be eligible for election to the newly composed Board of Directors, with the exception of the continuation of the Athlete Representative if the Rifle or Shotgun representative is selected to serve in that Director position.
2. To implement the staggering of Director terms of service, the following shall be the initial terms of the new Directors:
  - a. The Directors in Division Two will have an initial term of 2 (two) years (2017-2018). These Directors will be eligible to serve one (1) four (4) year term after their initial two (2) year term.
  - b. The Directors in Division One will have an initial full term of 4 (four) years (2017-2020).
3. The USA Shooting AAC will timely modify the election procedures for the conduct of elections in a timely manner to elect a new USOC AAC representative and a new Athlete Representative to serve on the newly composed Board.
4. USA Shooting staff, with the approval of the existing USA Shooting Board, will timely develop election procedures to allow the Coaches/Officials and the Clubs to timely elect their representatives to serve on the newly composed Board.
5. USA Shooting staff, with the approval of the existing USA Shooting Board, will timely develop a process to stand up the USA Shooting Advisory Council in order to allow the Advisory Council to elect the person who will serve as its chair and who, as a consequence, will fill the Advisory Council seat on the newly composed Board of Directors.
6. The process of selecting the four (4) Independent Directors to serve on the newly composed Board of Directors will be as follow:
  - a. A three (3)-person search committee (the "Search Committee") will be timely formed to solicit and vet candidates to be considered for the Independent Director positions:
    - i. One (1) member of the Search Committee will be appointed by the USOC AAC;
    - ii. One (1) member of the Search Committee will be appointed by the USOC NGBC; and
    - iii. One (1) member of the Search Committee will be appointed by the USOC.
  - b. The Search Committee will solicit names of nominees from the current Board of Directors, from the USA Shooting membership, the USOC, and other sources.
  - c. No later than September 1, 2016, the Search Committee will submit a list of nominees to the Board of Directors for election of the Independent Directors at the fall 2016 meeting of the Board of Directors.
  - d. A minimum of eight (8) nominees shall be provided to the Board for the election of the four (4) Independent Directors.
  - e. The Board will elect two (2) Independent Directors for a two (2) year term and two (2) Independent Director for a four (4) year term.
7. The process of selecting the five (5) members of the new Nominating and Governance Committee (the "NGC") to serve in 2017 and 2018 will be as follows:
  - a. The USA Shooting AAC will appoint one (1) athlete from the 10-Year List to serve on the NGC.
  - b. The current Board of Directors will appoint one (1) person to serve on the NGC.
  - c. The process for identifying and appointing the remaining three (3) persons to serve on the NGC must be determined.

8. With respect to the Senior ISSF Representative, Gary Anderson's seat on the Board in that capacity will end as of January 1, 2017 and a new person will fill that voting seat on the Board beginning on January 1, 2017. However, Gary Anderson will have a non-voting position on the Board for the period from January 1, 2017-December 31, 2018 notwithstanding any other provisions of the Bylaws regarding composition of the Board.