

Perspectives from Friends on the Snow

108 responses • 65 current Coach or Official/Referee/TD members

**Independent Survey
Presented by:**

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The sample is experienced and directly connected to the sport

108

total responses

65

current Coach or
Official/Referee/TD members —
representing nearly 40% of
registered USBA coaches and
officials

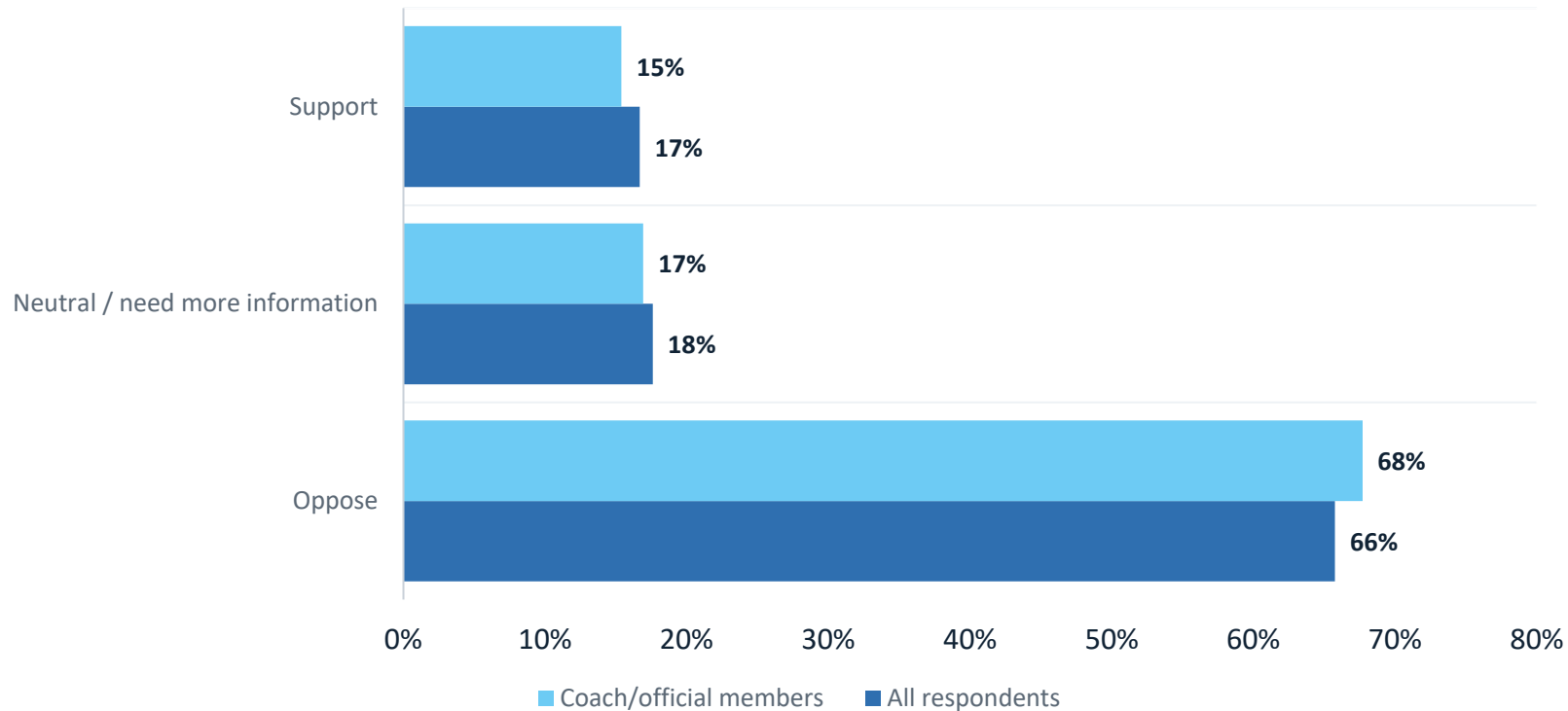
58%

have coached, officiated, or
volunteered at the
International/IBU level

Among coach/official members: 71% have 16+ years in biathlon; 46% have more than 20 years.

Across all respondents: 64% have 16+ years; 44% have more than 20 years.

Opposition to entering the proposed relationship outweighs support by nearly four to one



>65%

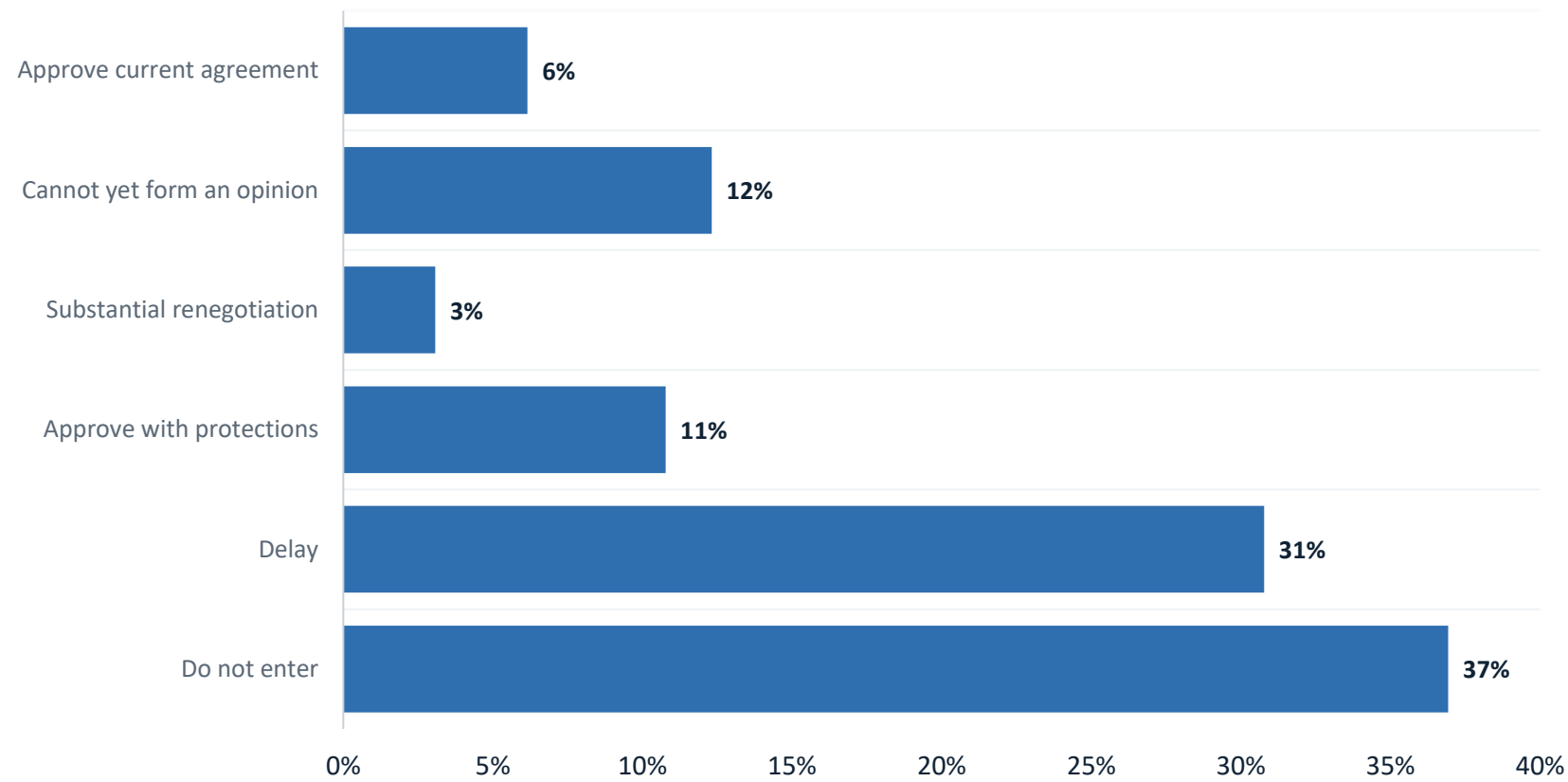
oppose the relationship as currently understood

<7%

strongly support the proposal

Source: Stakeholder Survey • All respondents n=108 • Coach/Official members n=65

The preferred next step is not approval as currently contemplated



94.4%

of all respondents did not select approval as currently contemplated

6.2%

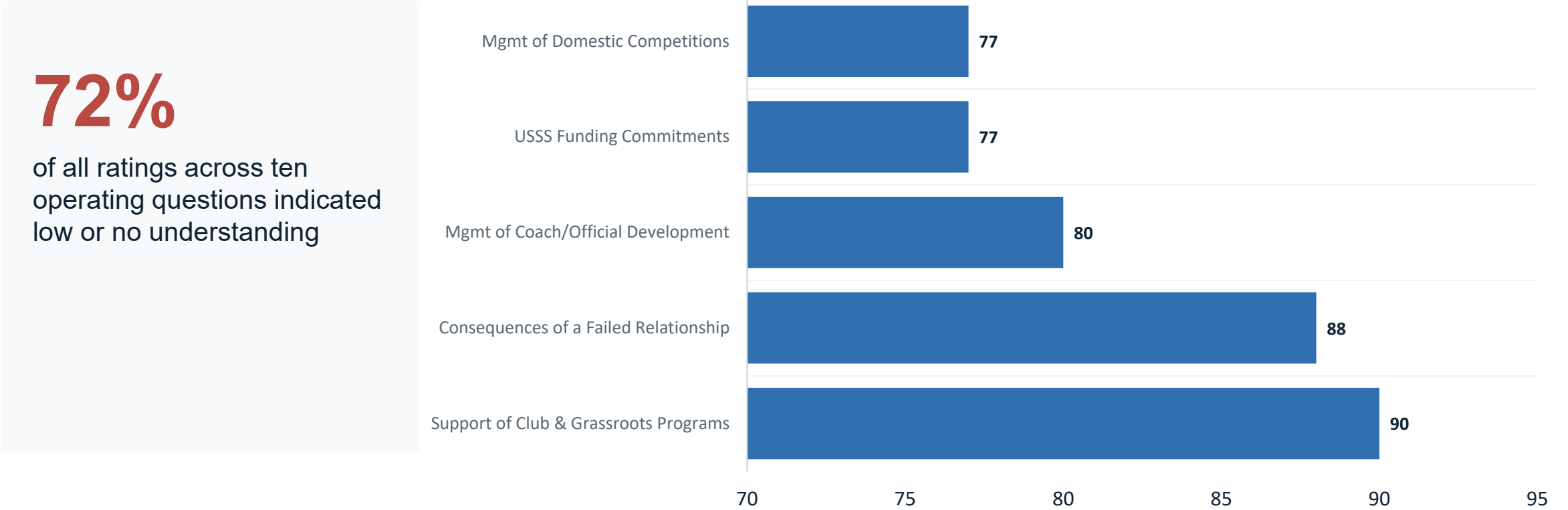
of coach/official members favor approval as currently contemplated

Source: stakeholder survey • Board-action bars show coach/official members, n=65



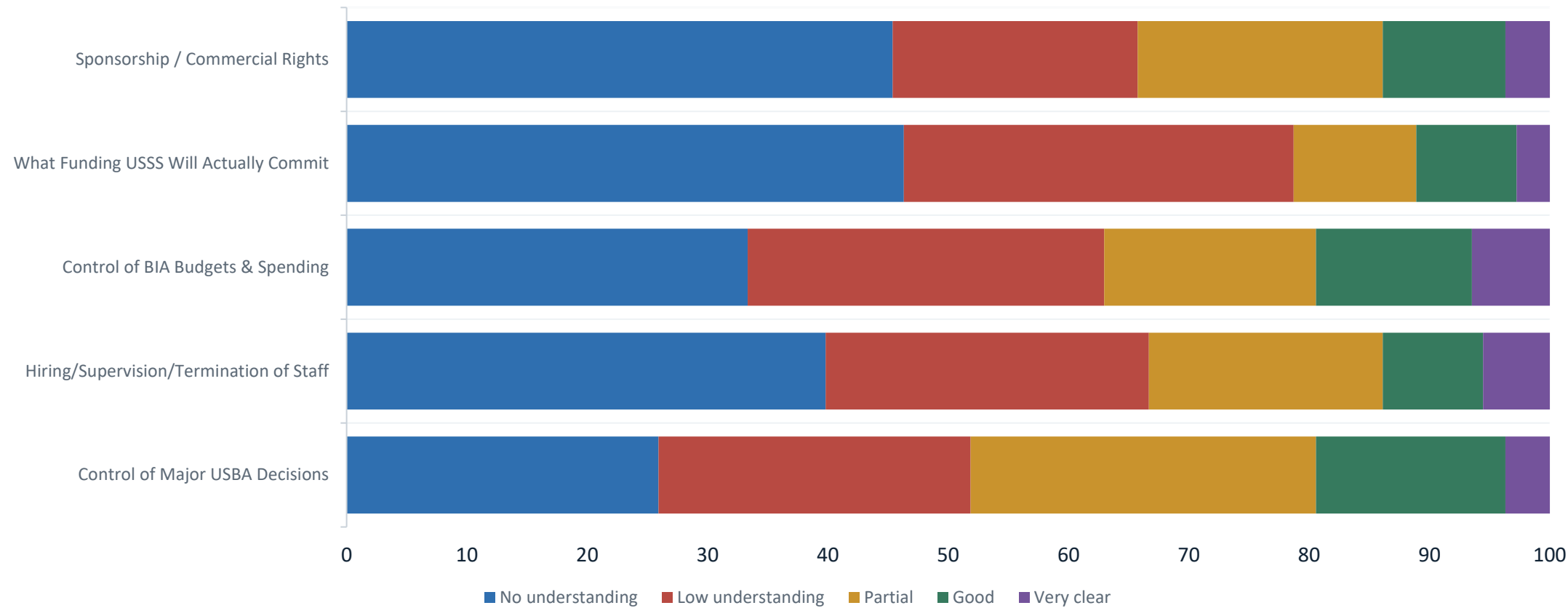
**Respondents are decisive in rejecting action now—
under the present process, information, and
protections.**

Low understanding is the dominant operating condition



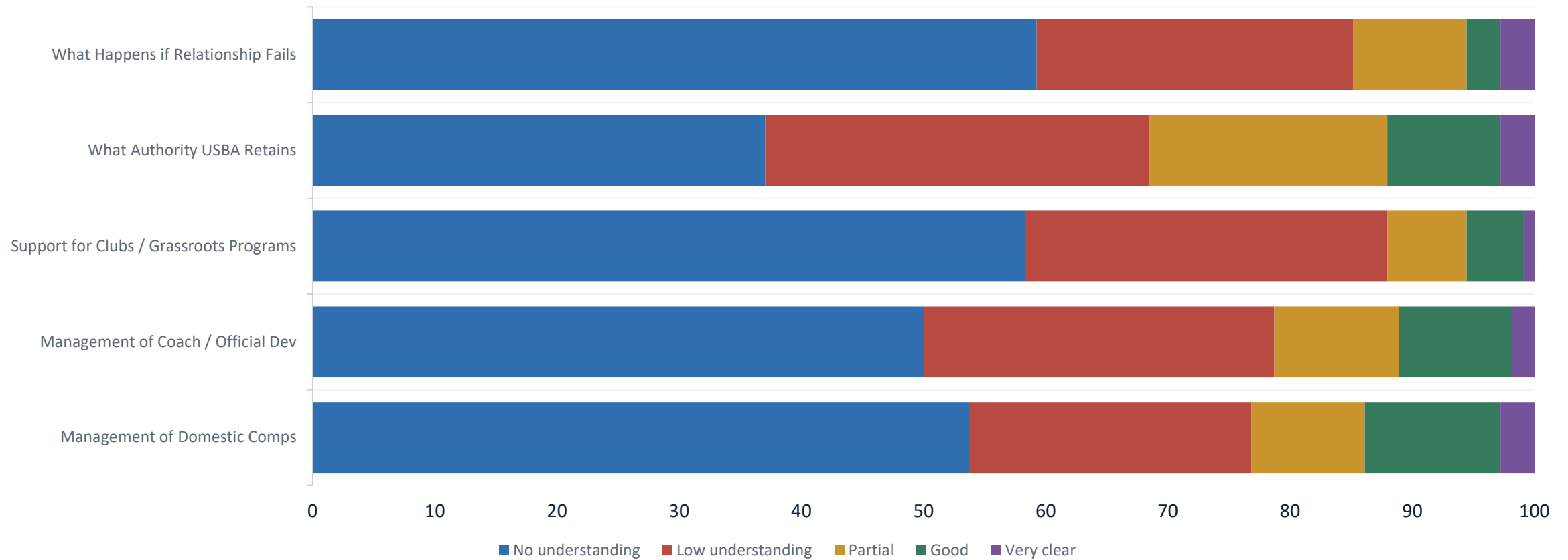
Greatest uncertainties shown for coach/official members, n=65

Respondents lack clarity on governance, staffing, budgets, and commercial rights



All respondents, n=108 • Each row totals 100%

The largest information gaps concern workable exit terms, delivery of key programs, & autonomy.



All respondents, n=108 • Each row totals 100%

Written responses repeatedly return to six concerns:

- A rushed and insufficiently transparent process
- Unclear financial commitments and long-term funding
- Loss of autonomy, identity, culture, and specialized expertise

- USSS's history with Nordic Combined, ski jumping, and other Nordic disciplines
- Lack of enforceable accountability and an effective exit mechanism
- Insufficient consideration of clubs, domestic events, coaches, officials, volunteers, and grassroots development

Themes summarized from written survey responses

Opposition is strongest among deeply experienced stakeholders

78%

of Coach/Official members with 16+ years in the sport oppose the proposal (36 of 46)

80%

of Coach/Official members with 16+ years and IBU-level experience oppose it (28 of 35)

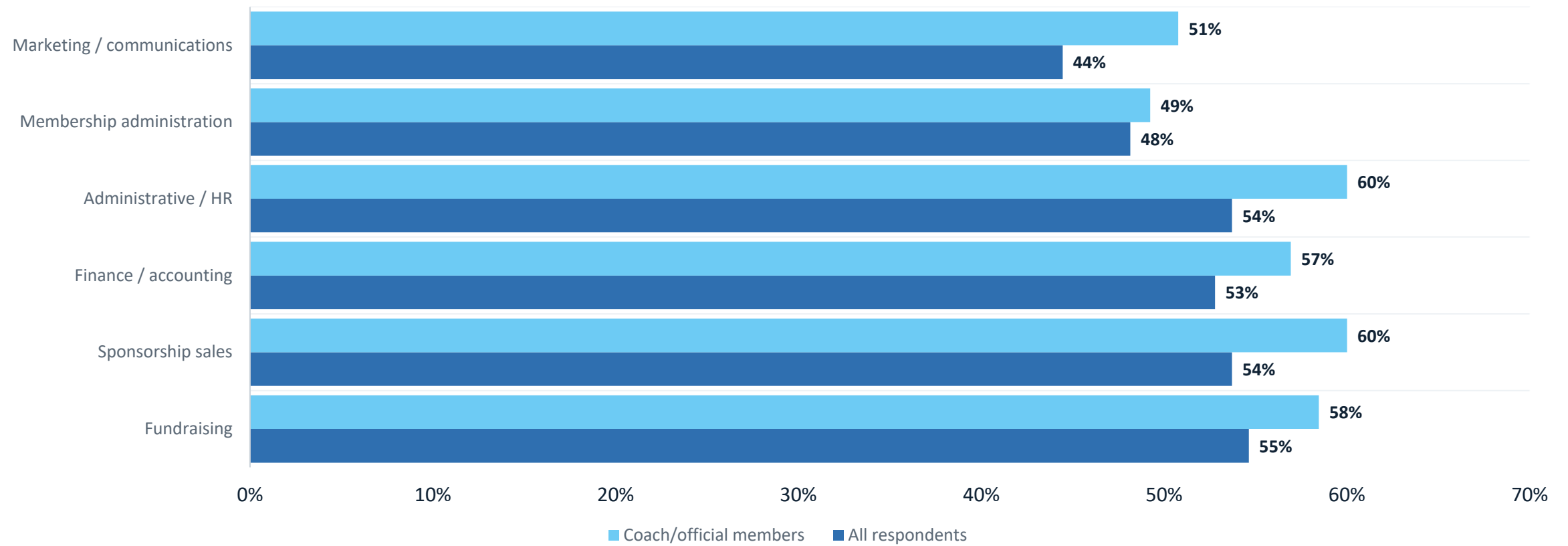
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Coach/Official members in that experienced IBU subgroup favor approval as currently contemplated

Across the full experienced IBU subgroup, 37 of 47 oppose and only one favors current approval.

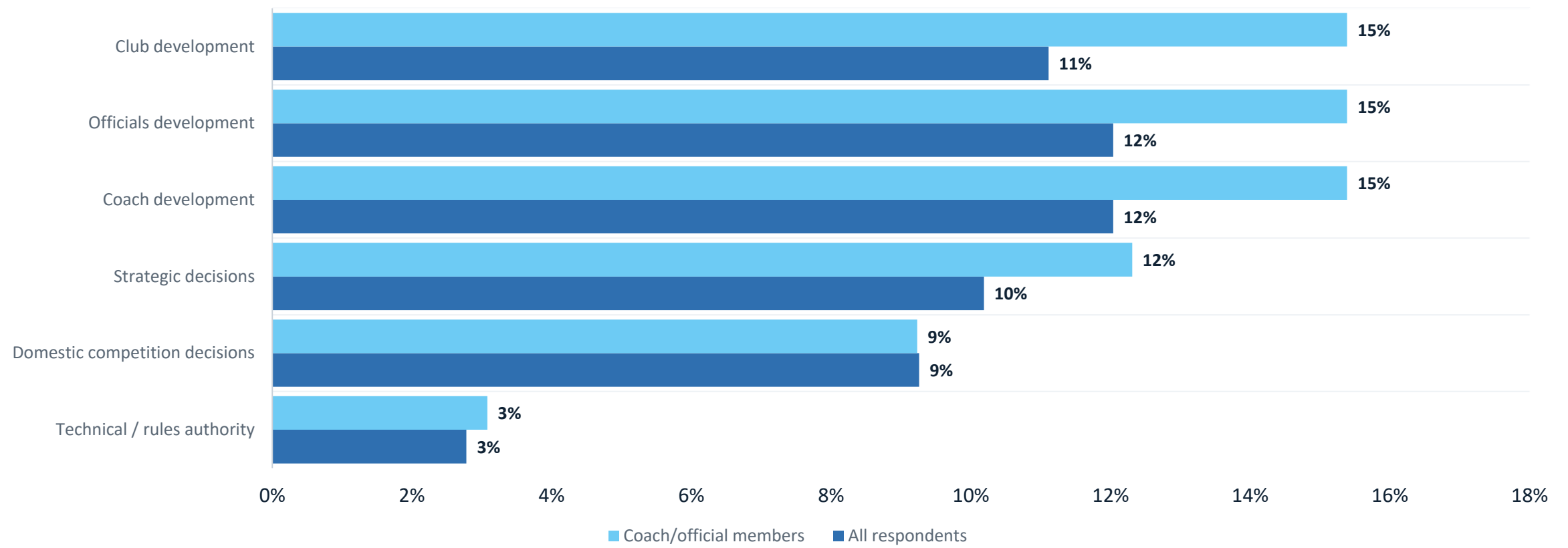
Source: stakeholder survey • All respondents n=108 • Coach/official members n=65

Shared administrative and commercial services are negotiable



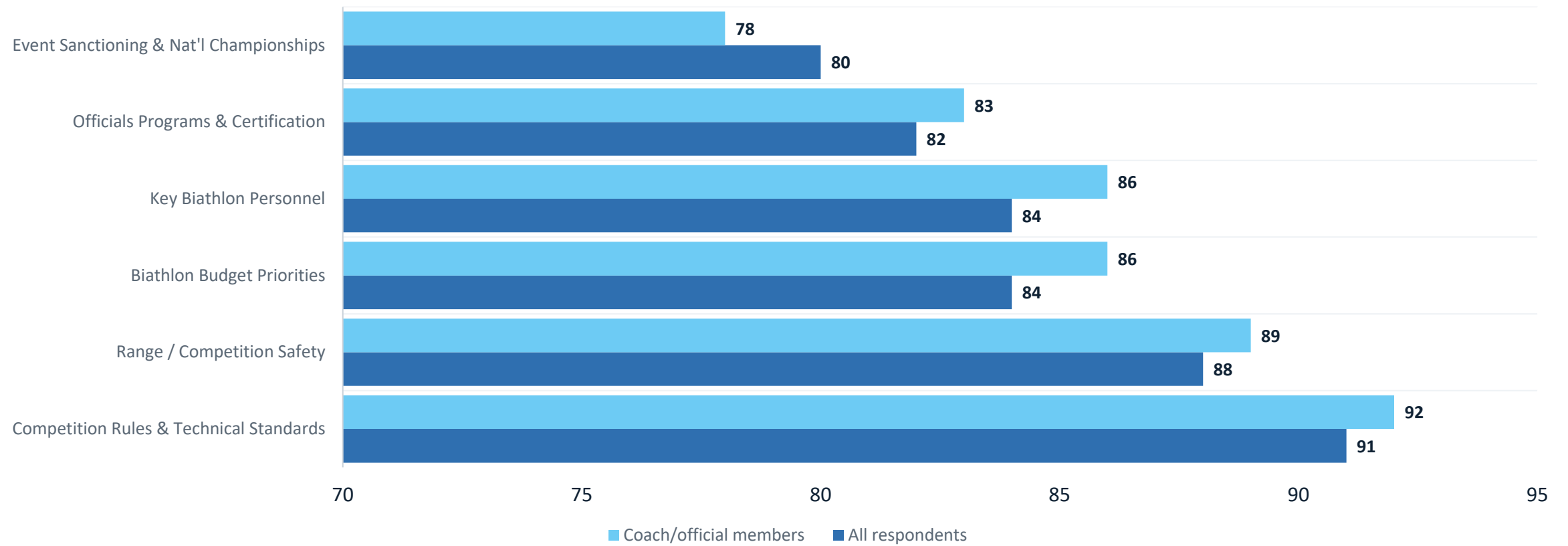
Source: stakeholder survey • All respondents n=108 • Coach/official members n=65

Very few would transfer control over the heart of the sport



Source: stakeholder survey • All respondents n=108 • Coach/official members n=65

Respondents draw a clear line around retained USBA authority



Source: stakeholder survey • All respondents n=108 • Coach/official members n=65



An operational-services alliance is palatable. A transfer of sport governance or programmatic control is not.

Even supporters demand enforceable protections

Of the 10 coach/official members who support the relationship:

4

approve as currently contemplated

4

want additional protections

2

want a delay

Support means general favorability—not necessarily readiness to approve the current agreement.

HIGH PRIORITY OR CRITICAL

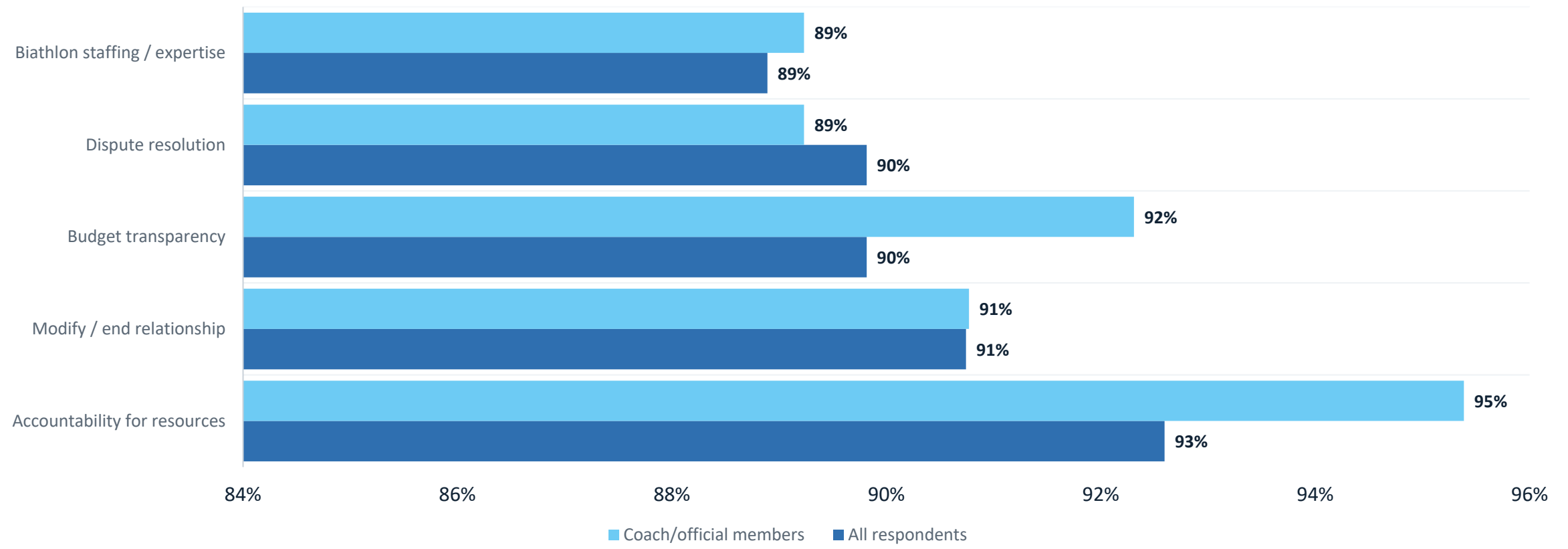
90%

Accountability for promised resources

80%

- Budget transparency
- Dispute resolution
- Modification or termination of the relationship

The strongest contractual priorities are nearly universal

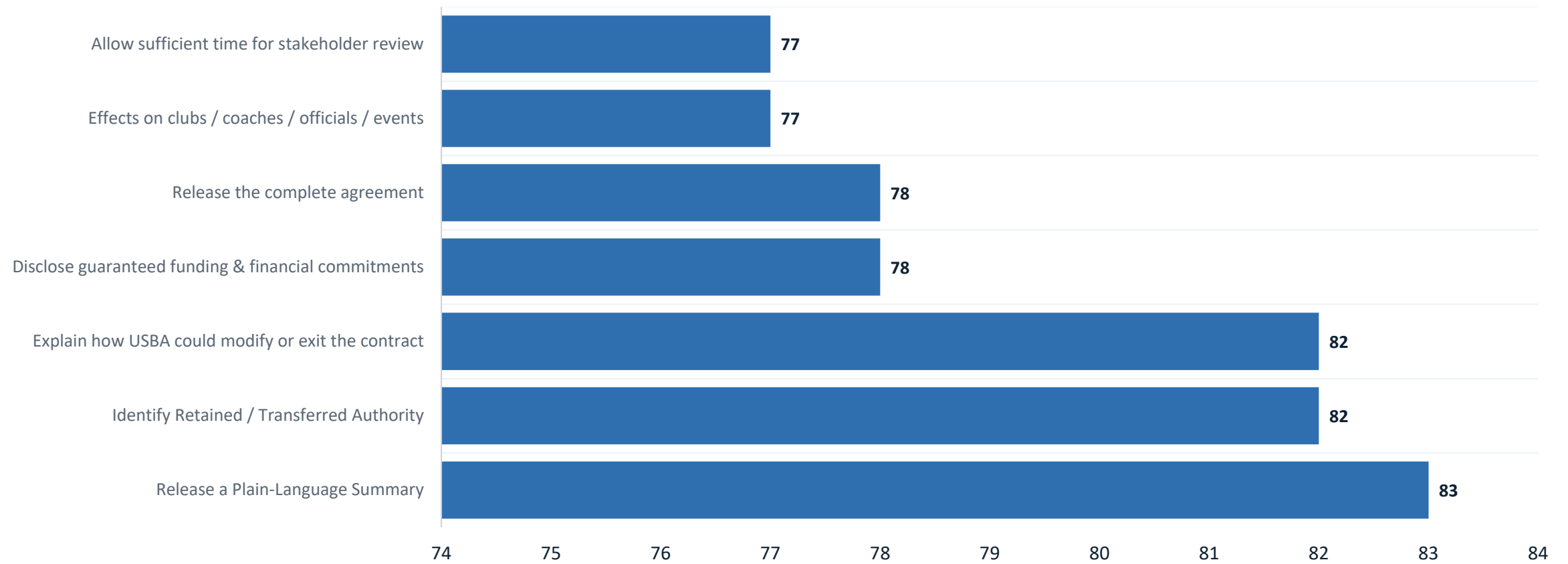


Share rating each protection high priority or critical



There is clear opposition to approving the proposed agreement under the current circumstances—and a strong demand for disclosure, retained authority, enforceable commitments, accountability, and a meaningful exit.

Before a vote, respondents want the agreement made understandable and reviewable



Coach/official members, n=65

Thank you!