· Re-energize the base

Unanimous Athlete Rep

agreement to pursue

merger.

Potential Merger surfaced Exploratory merger meeting Notification sent 1/5/24 to via Jay Chambers, USA 10/10/23 with Jim Peterfish, joint LSC BODs and Non-**Swimming Senior Advisor Athlete Members** GC OSI and Vince Colwell, GC LESI. Mutual agreement announcing plans to merge. to schedule a joint LSC Media announcements also **Merger Visionary Meeting** sent. March 2023 April 21, 2023 October, 2023 December 2023 January 2024 OSI and LESI Athlete Reps & Joint LSC vision zoom some BOD's met during USA 12/17/23 to discuss Swimming's Workshop in potential merger. **Denver to discuss potential** Consensus reached to merger. Key benefits: continue planning process Joint LSC BOD zoom LSC unification to include monthly zoom 1/21/24 to begin discussion Enhanced competition meetings. on identifying and resolving Increase efficiency LSC differences. LSCs Strengthen Finances agreed to host a series of · Attract new families member Town Halls to listen

to thoughts, ideas &

concerns.

Zach Toothman to lead the Athlete merger effort

John Mackay, attorney with Shumaker (Toledo) w/ merger & USA-S experience agrees to provide legal assistance

LESI and OSI held 3 independent Town Halls

February2024

Collaborative Finance Merger Zoom held 2/12 with follow up Zoom 2/26

LESI Athlete Rep Merger Zoom held 2/14 with OSI Athlete Rep Merger Zoom 2/18

Joint LSC BOD Zoom 2/18

Collaborative Perm Office Merger Meeting 2/19

Joint LSC BOD 3/17 Zoom to define merged Competition plan

Zoom with John MacKay to be set by end of March to review legal

March 2024

Athlete Merger Team sent position statement 3/15 with joint Athlete Town Hall early April

Vision/MIssion statements & logo creative to start Joint LSC BOD 4/7 Zoom to complete Competition plan

Joint LSC BOD Zoom 4/21

April, 2024

Joint LSC Legal Zoom 8/27/24

August 2024

Athlete Comm

submitted:

Vision

Statement

Mission

Statement

- State Filing
- Fin/Reserv
- Insurances
- Bylaws/Pol

Follow up Zoom 9/17

BOD Struc

Athlete Comm submitted:

- Logo concepts
- Finalizing
 Athlete Gov
 Structure

9/11 Merger Plan Zoom

Sept 2024

Erin/Pam/Steve working on:

- Merged Policy Book & Bylaws
- Create
 "Merger
 Moments"
 section on
 websites to
 post progress
 & updates

Complete Bylaws & Policy Book

OSI/LESI BOD Vote to Approve State Filing Agreement

Complete & Submit State Filing Agreement

Oct/Nov 2024

USAS Creative & Production agree to develop final logo (2-3 months)

Joint LSC Legal Zoom 10/15/24

Send OSI/LESI Special HOD Meeting Notice last week of October LESI Special HOD Meeting did not approve Merger 11/17

OSI Special HOD Meeting approved Merger 11/19

Nov/Dec 2024

LESI will pursue another HOD Merger Vote Prepared State Filing Agreement with OSI and LESI Attorneys

Jan/Feb 2025

Meeting approved Merger 4/13

LESI HOD

Alignment Transition Team Meeting 4/22 @ 7pm

April 2025

Merger Submission Packet sent to USA Swimming on 4/29 starting the 60-day Wait Period USA Swimming close to approving Merger legal aspects 5/7. Additional USAS items being finalized: LSC Map New Logo Registration

Alignment Transition Team Meeting 5/20 @ 7p

Merged BOD Meeting 5/20 @ 8pm

May 2025

Remaining priority item is completion of our new LSC Policy & Procedures Book (Policy Handbook).

Our Policy Handbook needs to be completed by the end of June & sent to USAS

Athlete Committee Merger Group Meeting 5/19 @ 8pm



REMAINING PRIORITIES:

Policy & Procedures Book (Policy Handbook) must be completed end of June

Board Structure/Roles & Responsibilities/committess
Registration particulars

Financial Audit Review/Combined Budget-Reserves & Practices
Perm Office alignment & infrastructure (website-domain-SWIMS)

Social Media/Press Release

Finalize Spring Championship Format

9/1 "LIVE"

September 2025

1st new LSC HOD 9/21 @ 10am

new LSC Strategic Planning (the Summit) 9/24-27