

**AMENDMENTS TO THE USA TEAM HANDBALL BYLAWS**  
**EFFECTIVE JUNE 14, 2022**

1. Section 6.25. ("Compensation") is hereby deleted in its entirety and replaced with the following:

*"Section 6.25. Compensation.*

*Directors on the Board of Directors shall not receive compensation for their services as Directors, although the reasonable expenses of Directors may be paid or reimbursed in accordance with USATH's policies. Committee members shall not receive compensation for their services as Committee members, although the reasonable expenses of Committee members may be paid or reimbursed in accordance with USATH's policies. Directors and Committee members are disqualified from receiving compensation for services rendered to or for the benefit of USATH in any other capacity. Athlete Directors, however, shall be entitled to obtain compensation from USATH in connection with their capacity as athletes, including all benefits to which all Elite Athletes are eligible, and each Athlete Director shall be entitled to be reimbursed by USATH for travel costs and expenses such Athlete Director incurs to attend meetings of the Board of Directors, provided that the Athlete Director allows USATH to arrange for such travel and that such costs and expenses are documented by receipts."*

2. Section 14.8. ("Hearing Panel") is hereby amended by adding the following as the sixth sentence thereof: *"The composition of the Hearing Panel will be disclosed to the complainant and the respondent."*
3. Section 14.9. ("Conduct of the Proceeding") is hereby amended by adding the following as the second sentence thereof: *"The respondent will be provided a reasonable time to submit an answer, such that the respondent may provide reasons why the matter should not be undertaken by USATH, and a reasonable time to prepare a defense."*
4. The first sentence of Section 20.2.2. is hereby deleted in its entirety and replaced with the following:
- "It is the duty of members of USATH to comply with all anti-doping rules of the World Anti-Doping Agency (WADA), IHF and of USADA, including the USADA Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by WADA, the IHF, USADA and the USOPC, including the USOPC National Anti-Doping Policy."*
5. Exhibit A to the Bylaws is hereby amended as follows:
- (i) Board Seat Numbers 10 and 11 are redesignated as Board Seat Numbers 8 and 9, respectively;
  - (ii) the term of Board Seat Number 4 is changed to reflect that such seat will next be up for election prior to and effective as of January 1, 2025, and then every four (4) years, given that the current seat holder, Julian Orr, is resigning and his successor will be elected within six months of the expiration of Mr. Orr's current term (i.e., December 31, 2022);
  - (iii) the next election of Board Seat Number 3 is scheduled so as to coincide with the next election of Board Seat Number 4, without changing the effective date for the election of Board Seat Number 3 (i.e., as of January 1, 2023);

(iv) the term of Board Seat Number 7 is changed to reflect that the selection for such seat will next be effective as of January 1, 2023, will thereafter next be up for election prior to and effective as of January 1, 2025, and then every four (4) years; and

(v) Exhibit A to the Bylaws is deleted in its entirety and replaced with the Exhibit A attached hereto to reflect the changes set forth in (i)-(iv) above.

### **Exhibit A**

Board Seat Number 1 is for an Athlete Director: seat will next be up for election prior to and effective as of January 1, 2025, and then every four (4) years.

Board Seat Number 2 is for an Athlete Director: seat will next be up for election prior to and effective as of January 1, 2025, and then every four (4) years.

Board Seat Number 3 is for a General Membership Director: seat will next be up for election prior to and effective as of January 1, 2023, and then every four (4) years.

Board Seat Number 4 is for a General Membership Director: seat will next be up for election prior to and effective as of January 1, 2025, and then every four (4) years.

Board Seat Number 5 is for an Independent Director: seat will next be up for selection prior to and effective as of January 1, 2023, and then every four (4) years.

Board Seat Number 6 is for an Independent Director: seat will next be up for selection prior to and effective as of January 1, 2023, and then every four (4) years.

Board Seat Number 7 is for an Independent Director: seat will next be up for selection prior to and effective as of January 1, 2023, will thereafter next be up for election prior to and effective as of January 1, 2025, and then every four (4) years.

Board Seat Number 8 is for an Independent Director: seat will next be up for selection prior to and effective as of January 1, 2023, and then every four (4) years.

Board Seat Number 9 is for a Beach Athlete Director: seat will next be up for election prior to and effective as of January 1, 2025, and then every four (4) years.