Board of Directors Teleconference
February 28, 2012

The meeting was called to order at 6:04 p.m. EST by Chair Peter Scudner.

Members present:

Peter Scudner, Chair
Jim Kahler
Mike Babuin
David Del Vecchio
Attila Malek
Anne Cribbs

Also in attendance:
Mike Cavanaugh, Chief Executive Officer
Dennis Taylor, General Counsel, Secretary
Dell Sweeris, USTTA Foundation President
Teodor Gheorghe, USATT Chief Operating Officer
Deborah Gray, USATT Chief Financial Officer

I. Preliminary Matters

1. Mr. Scudner canvassed the Board for any conflicts of interest. None were reported.

2. Mr. Scudner welcomed new member Anne Cribbs. Ms. Cribbs, who hosted the 2007 World Junior Championships, declared that she has fallen in love with table tennis.

3. Mr. Scudner welcomed Dennis Taylor to the position of corporate Secretary.

4. The agenda was approved, without objection.

5. Plans for upcoming Board meetings.
   a. The Board will have three in-person meetings in 2012: April – North American Olympic Trials, September - Olympic Assembly, and December – US Nationals. In addition, the Board will continue to have periodic teleconferences.
   b. Many committee and task force reports will be due for the April meeting.
   c. Feedback on Board meetings was requested. The primary item was that the agenda needs to provide more time for relationship building through social interaction.
   d. CFO Gray will be providing monthly financial benchmark reports for Board analysis.
II. Sponsor Meeting with Joola at US Olympic Trials

6. Mr. Kahler hosted the meeting and reported on the meeting. Richard Lee and his staff are very open to joint marketing ventures. Joola and USATT shared and compared business models. Methods for increasing both membership and member retention were discussed. Among the ideas discussed at that meeting were:
   a. Offering online discounts for Joola products.
   b. Providing additional benefits for members such as replacing the ratings system; creating a junior membership, with a separate ratings system, and ratings published online, and self-reporting of match results for ratings processing.
   c. Utilization of Joola’s full-time marketing team.
   d. Extending the sponsor relationship with Joola to include other sponsors.

Ashu Jain joined the meeting at 6:14 p.m.

7. Mr. Del Vecchio reported that the Technology Task Force has been looking at adding a web social component, a USATT Facebook equivalent, at which members could connect with other members in the area, hook-up for matches, and get ratings.

8. It was noted that the NCTTA generates ratings from self-reporting of matches. Mr. Del Vecchio reported that such a procedure is without risk.

9. Mr. Jain expressed interest in forming a Task Force to recommend a new system for ratings calculation. He would include people with whom he has already been holding discussions: Ratings Central owners David Marcus and Sean O’Neill, and Chetan Baboor. No further action was taken.

10. It was noted that in the previous week Mr. Jain had given a presentation to other NGB CEOs regarding new World Anti-Doping Rules.

III. CEO Report

11. The 2012 US Nationals will be held in Las Vegas, NV. The dates are December 18-22, 2012. Las Vegas has waived the fee for use of the Convention Center. The venue announcement has yet to be made, but it is pending.

12. Interest has been received from cities interested in hosting the 2013 US Nationals: Portland, Milwaukee, Minneapolis, and Virginia Beach. Staff has no recommendation at this time.

13. The Technology Task Force has voted to recommend that two companies be given further review for programming and pricing.

14. Jasna Rather has been named Paralympic Program Manager. USATT received six applicants for the position. The deciding Interview Panel consisted of Pam Fontaine, Andre Scott, Daniel Rutenberg, Teodor Gheorghe, and Ross Brown. Ms. Rather has hit the ground running.

15. A trophy company has been identified per the Board recommendation to honor former Board member Hal Jeffcoat.
16. USATT will soon execute the USOC Digital Agreement, replacing the previous USOC Media Agreement. While the old Agreement brought in $75,000/year, the new Agreement will base payments on unique web hits. 50,000 hits will pay $50,000, and 200,000 hits will pay $75,000. Sean O’Neil and Andrew Horn have undergone training for migration of web services to the America’s Teams web site. USOC is being cooperative with USATT’s need to preserve current ad and web banners.

IV. Legal Briefing

17. General Counsel Dennis Taylor reported:
   a. USATT has been dismissed from Mahler v. USATT, et al.
   b. Grievance 2011-002, In re Cochran, was settled prior to a hearing.
   c. Grievance 2012-001, In re Aziz, has been received and will be heard by a Hearing Panel named by the Ethics and Grievance Committee in late April.

18. CEO Cavanaugh thanked Mr. Taylor for his great and selfless work.

V. US Olympic Trials

19. Mr. Cavanaugh reports that Mike Babuin and the legacy component were very successful, and David Del Vecchio was a hero, pulling the streaming team together.

20. Mr. Gheorghe reported:
   a. This was the first time for using Stag equipment. As a result, he will soon be an expert in import/export paperwork.
   b. Mr. Babuin is expert in installing and moving equipment.
   c. There were significantly more entries than expected: 34 men and 13 women entered, with 32 men and 13 women appearing and competing.
   d. The athletes complained about too many matches per day (4 instead of 3)
   e. Food and drink were available for the athletes

21. Mr. Del Vecchio reported that Shannon was a great local recruiter of volunteers.

22. Mr. Cavanaugh reported that USOC spent considerable money in staging the Trials.

VI. North American Olympic Trials

23. The Trials will be conducted April 20-22, 2012 in Cary, NC.

24. ITTF has named Raul Calin as Competition Manager for the Trials. Ray Cavicchio has been named as Referee.

VII. April 2012 Board Meeting

25. The Board will meet April 19, 2012. The schedule has been adjusted to allow travel in on the day of the meeting and allowing members to stay for the weekend.
26. David Del Vecchio reports that the host platform for the streaming of competition is still in flux. NBC Universal will be used if no other solution is found.

27. All members have responded regarding participation. Jim Kahler will participate via telephone; all others will participate in person.

VIII. 2012 US Open

28. Dell Sweeris reports:
   a. The entry blank is almost ready for distribution. The entry form is expected to be completed and available online in 3-4 days. The mailing date is unknown. The entry form is projected for publication in the March/April issue of USATT Magazine.
   b. Current plans call for $100,000 in prize money, $30,000 more than when the 2010 event was held in Grand Rapids. Based on current sponsorship and 800 entries, the expected profit is $50,000. If the prize money is increased, the LOC expects a concomitant increase in entries for the Junior Circuit.
   c. The LOC’s fund-raising efforts have been successful.
   d. The Junior Circuit component is a separate event with a separate entry form. However, the synergy is expected to add to the overall enrollment. In addition, there will be an Advanced Umpire Training component.

29. The budget calls for the Olympic team members to compete in the Open and for the Junior National Team to compete in the ITTF Junior Circuit event.

IX. Financial Update

30. Ms. Gray has previously sent 2011 Year-end financials to members. While the third-quarter financials projected a $42,000 deficit, with sponsorships for the 2011 US Nationals and the USOC matching grant, USATT ended 2011 with a $7,000 surplus. Revenues for 2011 exceeded those for 2010 by 9%, and expenses decreased by 8%.

31. Financial statements are prepared on an accrual basis.

32. Fieldwork for the annual audit will be conducted March 12-16, 2012. The draft review report is due April 6, 2012.

33. Ms. Scudner pointed out that USATT had never before received funds from a matching grant program. This program provided the difference between a $7,000 surplus and a $23,000 deficit. It is important to continue work on the annual fund. This is the last year of the USOC matching grant program.

34. In addition to the P/L and P/L summary reports, Mr. Scudner has directed Ms. Gray to prepare programmatic breakdowns for Board review.

35. Mr. Taylor suggested that semi-annual reports should be presented to the Board for its acceptance.
MOTION 1:

Moved to approve the 2011 financial report as presented.

Movant: Mike Babuin
Second: Jim Kahler
Unanimous approval by voice vote

X. Audit Committee

36. Prior to his resignation from the Board, Hal Jeffcoat had served as Chair of the Audit Committee. There is a need to add at least one Board member to the committee.

37. The primary tasks of the committee were stated as:
   a. Participate in a conference call with the auditor following the annual audit.
   b. Meet as necessary to respond to questions about USATT financial practices.
   c. Recommend best practices to the Board.
   d. Review bank reconciliation statements on a monthly basis.

MOTION 2:

Moved to approve Mike Babuin and Anne Cribbs to serve on the Audit Committee, and to approve Peter Scudner to become the Chair of the Audit Committee.

Movant: Peter Scudner
Second: Jim Kahler
Unanimous approval by voice vote

XI. Paralympic Program

38. USATT became the Paralympic NGB three years ago.

39. Currently USATT has no communications with Paralympic NGBs other than the USOC. However, USATT is working with the Wounded Warrior Program.

MOTION 3:

Moved to approve Christian Lillieroos as Chair of the Paralympic Development Task Force.

Movant: Jim Kahler
Second: Attila Malek
Unanimous approval by voice vote

XII. Action Items from the December 2012 Meeting

40. The Tournament Advisory Committee report regarding a revised sanctioning/star rating system is due April 1, 2012.
   a. Larry Rose is surveying TAC members.
41. The High Performance Committee design of a point system for Cadet/Junior tournament participation is due March 15, 2012.
   a. Ross Brown is surveying HPC members.
   b. Mr. Brown has expressed that the process is moving along.
   c. Mr. Malek reminds the Board that there is much more to be done in addition to implementation of the point system.

42. The Coaching Advisory Committee has announced that background checks are mandatory and due by June 1, 2012.
   a. Richard McAfee and CEO will jointly prepare an announcement by April 1, 2012.
   b. US Swimming has hired a Safe Sport Manager.
   c. USATT is waiting for a consensus from the USOC/NGBs on a recommended background check company.
   d. There may be push back from the coaches. The CAC needs to lay the groundwork with advance publicity.
   e. The General Counsel was requested to ask the Ethics and Grievance Committee to review the US Swimming program and provide recommendations for a similar USATT program.

43. The Events Task Force is to develop a RFP for a Junior Team Event. The report was due January 20, 2012.
   a. Mr. Babuin reports that the expected completion date for the RFP is April 1, 2012.

44. The Events Task Force is to provide overall recommendations for events going forward. The report is due April 1, 2012.
   a. Mr. Babuin reports that a comprehensive report will be completed by April 1, 2012.

David Del Vecchio is no longer on the call.

45. The Leagues Advisory Committee will craft a definition of leagues and aspects of league affiliations by April 1, 2012.
   a. The San Francisco, Los Angeles, and New York leagues plan and compete for the National Club Championship.
   b. USATT is also aware of corporate leagues and the North American Nationwide Table Tennis League.
   c. The YMCA and Lifetime Fitness may provide useful models for league development.
   d. Leagues were a hot topic at the 2008 Strategic Planning Meeting.

46. The High Performance Committee is to name the 2012 Paralympic National Team, after receiving recommendations from the Athlete Advisory Committee and the Paralympic Development Task Force. The team was to be named by February 29, 2012.

47. The High Performance Committee, after receiving recommendations from the Athlete Advisory Committee and the Paralympic Development Task Force, is to announce selection procedures for the 2013 Paralympic National Team by February 29, 2013.
   a. The deadline for both will likely be missed; however, both will be completed soon.
   b. Mr. Jain requests that the AAC become the final authority on selection procedures.
XIII. Old Business

48. Mr. Sweeris noted the passing of Sol Schiff. He recommended that USATT provide some form of appropriate recognition.

**MOTION 4:**

Moved that USATT expresses its sadness at the passing of Sol Schiff, and directs USATT staff to recommend creation of an appropriate recognition to mark his contributions to the sport.

Movant: Mike Babuin
Second: Jim Kahler
Unanimous approval by voice vote

XIV. New Business

49. Ms. Gray noted that USATT has the Dick Miles Cup, which is awarded to the Men’s Champion at the US Nationals. She asked if USATT should have a similar award for the Women’s Champion. There was general agreement. Mr. Cavanaugh stated that the trophy should be as prestigious as the Miles trophy. Mr. Babuin suggests that USATT also needs more impressive awards for the Finalists.

50. Mr. Scudner asked members to hold March 28, 2012 as a tentative date for a Board conference call; however, he stated that it might be cancelled.

51. The next meeting will be April 19, 2012, in Cary, NC.

The meeting adjourned at 8:01 p.m. EST.

Respectfully submitted,

Dennis Taylor, Secretary