



**Board of Directors Teleconference Meeting
July 22, 2013**

The meeting was called to order at 5:35 p.m. EST by Chair Mike Babuin. Roll call was taken.

Members Present:

Mike Babuin, Chairman of the Board
Anne Cribbs, Independent Director
Peter Scudner, Independent Director
Kagin Lee, National Organization Director
Christian Lillieroos, At Large Director
Attila Malek, Club Representative Director
Han Xiao, Athlete Director

Also in attendance:

Mike Cavanaugh, Chief Executive Officer
Dennis Taylor, General Counsel, Secretary
Teodor Gheorghe, Chief Operating Officer, High Performance & Technical Director
Carl Danner, Foundation Representative
Deborah Gray, Chief Financial Officer
Lee Kondo, Minute Taker

A. Statements of Potential Conflicts of Interest, Motions

Mr. Lillieroos submitted his resignation to the Board, effective immediately. (Previously he had resigned from the coaching advisory committee.) He resigned after accepting a position as high performance director for the Mexican Table Tennis Federation, creating a potential conflict of interest. The CEO will be tasked with conducting an At Large election to replace Christian Lillieroos, and the CEO will work with the Nominating and Governance Committee to complete the nomination and election process in the most cost effective manner within a reasonable timeframe.

Mr. Danner disclosed his relationship with JOOLA.

Board members were reminded to be responsive to the national office when requested and to respond to email voting requests in a timely manner.

MOTION 1:

MOVED to accept Mr. Massimo Costantini as member of the Coaching Advisory Committee.

Movant: Mike Babuin

Second: Attila Malek

Discussion: The Board members previously received Mr. Costantini's biography and willingness to serve on the committee. Mr. Lillieroos' resignation created the vacancy.

The Motion was passed unanimously by voice vote.

MOTION 2:

MOVED to accept Khoa Nguyen as the Chairman of the Nominating and Governance Committee.

Movant: Attila Malek

Second: Han Xiao

Discussion: Mr. Bob Fox resigned as Chairman of the committee, resulting in a vacancy. Mr. Nguyen was elected by the remaining members of the N&GC as a Chair candidate. The USOC is expected to release soon a list of independents willing to serve on NGB Committees and this list will be used to fill the open vacancy that remains within the N&GC.

The Motion was passed unanimously by voice vote.

B. Bylaw Review Committee

Previously, Mr. Babuin and Mr. Taylor discussed minor corrections and updates of the language in the USATT bylaws. These suggested bylaw changes will be submitted to Board members for their review. The question was raised whether the bylaws should be amended to clarify a United States residency requirement for Board members.

C. Executive Session

The Board went into executive session for the consideration of legal issues at 5:54 p.m. Minutes are not kept for executive sessions. The Board returned to general session at 6:22 p.m.

D. Safe Sport Plan Launch

The U.S. Olympic Committee (USOC) mandated that all sports issue a Safe Sport Plan by Dec 31, 2013. USATT Chairman requested the launch of the USATT Safe Sport Plan Plans by August 31st. A USATT Safe Sport Plan was drafted which will be reviewed and edited by Mr.

Cavanaugh, Mr. Taylor, and Mr. Babuin prior to distribution to Board members for their review and comment.

The question was raised whether USATT should have a zero tolerance and no statute of limitations for known sexual offenders, like USA Swimming, or whether an assessment of current risks and years of distinguished service also should be considered in crafting USATT's Safe Sport Plan. The viewpoint was expressed that USATT's obligation to protect minors should be balanced by fairness considerations.

The USATT may wish to expand the Safe Sport Plan to shield umpires and referees who sometimes face undue harassment in the course of carrying out their duties.

D. 2013 Americas Challenge/U.S. Open/IR Course

USATT hosted the International Referee (IR) course in Las Vegas, and four USATT members became certified IRs. About 1200 people attended the 2013 Americas Challenge and U.S. Open events, with captivating, epic matches which had play-by-play commentary and which were transmitted into viewers' homes by four days of live streaming. Tables, barriers, lighting, matted professional wood flooring, the VIP and players' lounges, and other venue conditions were excellent. International flags added color to the event. The USATT, spectators, players, and promoters considered the tournaments to be successful events. We await the ITTF assessment of our efforts.

However, 600 players registered on the first morning, underscoring the need for more computer stations if high numbers of registrants are expected in the future.

E. Financial Report

Although a formal accounting has not yet been completed for the U.S. Open and Americas Challenge events, preliminary figures indicate that these two Las Vegas events likely were financially successful.

Website advertising was discussed, noting a \$22,000 decrease in advertising revenue this year due to USOC's enforcement of a prohibition of "payment to USATT" web advertisements on our USATT home page. Staff attempted to reposition ads onto the ratings page, which has the highest number of visitor hits of the pages for which USATT may keep the generated revenue. However, not all advertisers were willing to be repositioned to pages other than the home page.

With an increase in number of visitors to USATT's website, due in major part to live streaming and permanent recording of matches from America's Challenge, USOC may choose to increase their current \$50,000/year financial support to USATT to a higher level (*e.g.*, \$75,000+). There were about 55,000 hits on the Americas Challenge website in the early days of the AC event. CEO intends to make a financial status/impact presentation to the USOC.

Dates should be published whenever photographs of U.S. team players are posted on USATT's website since sponsors and their corresponding uniforms are subject to change. This will resolve potential sponsor misunderstandings.

F. High Performance Plan

USATT's High Performance Plan (HPP) will be completed soon. The CEO, COO, Chairman of the Board, HPC Chairman and AAC Chair will present USATT's HPP to the USOC on August 15, 2013. In the past, USATT has received only a fraction of the requested funding from the USOC based upon the Performance Based Funding model the USOC uses.

Parents of young athletes often encourage increased performance via hired coaches. Moreover, college and para events may play a significant role in meeting performance objectives. Mr. Andre Scott, representing the Dempsey family, has provided major funding for para events.

The U.S. national team recently competed in Korea and Hong Kong, and it intends to compete in El Salvador at the end of July. In international events, U.S. women have performed better than the men. Particularly noteworthy have been recent performances by Ariel Hsing, Lily Zhang, Tina Lin, and Erica Wu.

Mr. Danner will send recommendations for national team coach selection and evaluation procedures to Mr. Gheorghe and Mr. Malek for their comments.

G. Fan Teq /Ten Cap Briefing/VA Grant in 2014

The scope of services and costs for social media marketing applications and technology solutions have come from three firms (*e.g.*, Fan Teq, Ten Cap) which are being investigated. Omnipong will be thoroughly explored soon as an option.

A Veterans Administration (V.A.) Grant possibly may be awarded to the USATT in 2014. This grant would provide for coaches and equipment for table tennis outreach to wounded soldiers. Targeted states are North Carolina, Texas and California, which have coaches, para athletes, military bases and rehabilitation centers. Ms. Jasna Reed, Para Program Manager, crafted the V.A. program proposal. The USOC recommended that the USATT receive V.A. grant support for this program at the \$100,000 level.

H. 2013 Nationals/2014 Open and Nationals, Motion

The 2014 Open and Nationals must be financially successful. USATT will be working closely with the Grand Rapids Local Organizing Committee to identify and capture necessary streams of revenue.

If another America's Challenge is held concurrently with the U.S. Open in 2014, the dual event would maximize the potential for player/spectator participation. We had 1200 participants in Vegas and hope to repeat this level of attendance. There was discussion as to whether a USATT management committee, rather than a local committee, should make major financial decisions

such as those involving prize money at subsequent years' stagings of the Open and Nationals. It is important for the LOC, USATT and NATT to all be united on these major projects.

MOTION 3:

MOVED to retain the customary Tuesday through Saturday schedule for the 2014 U.S. Nationals in Las Vegas.

Movant: Anne Cribbs

Second: Peter Scudner

Discussion: Considering our junior players' school schedules, changing the 2013 U.S. Nationals schedule from Tuesday, December 17 through Saturday, December 21 (*i.e.*, customary schedule) to Wednesday, December 18 through Sunday, December 22 (*i.e.*, newly considered schedule) might be preferable to juniors and their parents. However, the date change would cause significantly increased costs, such as those involving venue rent, venue tear down, umpires, hotel, food and return flight costs for staff, volunteers and officials and reduced sales of spectator tickets. About 650 adults and 90 juniors would be impacted by this Board decision. With passage of this motion, the current USATT posted website schedule would be updated immediately.

Separate Juniors Team Trials and Championships tournaments, on dates differing from those of the U.S. Nationals, were discussed for 2014 and beyond. Other countries routinely run juniors only tournaments, although having separate junior tournaments might well entail increased costs. Scheduling these tournaments at breaks between school sessions would be convenient. However, having separate junior tournaments could reduce the number of players entering the U.S. Nationals. Additional senior events (*e.g.*, doubles) might be added at the U.S. Nationals to offset any entry reductions, maximizing revenues from entries.

The MOTION was passed by a 3-2-1-0 vote.

In Favor: Ann Cribbs, Peter Scudner, Mike Babuin

Opposed: Han Xiao, Kagin Lee

Abstain: Attila Malek

Not Voting: n/a

I. Other New/Old Business

It was requested that Mr. Lee provide an informational report on the National Collegiate Table Tennis Association (NCTTA), its philosophy and vision for the future. Mr. Lee might work with NCTTA's president to prepare a summary of NCTTA's activities, including participant statistics, gross trends, and observations regarding collegiate table tennis as an NCAA emerging sport. This report should be completed prior to the next Board meeting for discussion.

J. Next Meeting

The next Board of Directors meeting is scheduled in Colorado Springs, Colorado as follows:

- October 11 - Travel Day - possible Olympic Award Dinner in the evening
- October 12 - Board Meeting (all day)
- October 13 - Possible Board Meeting Session - departure flights after noon

The meeting adjourned at 8:09 p.m. EST.

Respectfully submitted,

Lee Kondo, Assistant Secretary