



MINUTES

USATT Board of Directors Meeting

March 30, 2019 – March 31, 2019
Milpitas, CA

Saturday, March 30, 2019 – Willow Room

Chair Anne Cribbs called the meeting to order at 8:26 a.m. PST.

1. Roll Call and Administrative Matters

The following board members were in attendance:

Anne Cribbs (Chair), Bruce Liu, Deepak Somarapu, Carlyne Savini, Gary Schlager, Rajul Sheth, Erica Wu. Tara Profitt (by phone 8:30) and Ed Hogshead (by phone 8:40)

Also attending:

Dennis Taylor (General Counsel and Secretary), Carl Danner (Representative of USTTA Foundation, arrived at 8:50), Mark Thompson (COO), Tammy Kuypers (Assistant Secretary), Jörg Bitzigeio (High Performance Director).

A quorum was established. No conflicts of interest were disclosed.

- Ms. Cribbs extended a thank you to all for giving up their weekends to be here.
 - Ms. Cribbs also extended a welcome to newly elected At-Large Board Member, Bruce Liu.
 - There have been many changes this year with the CEO leaving, and a lot of time will be spent on SafeSport. Ms. Cribbs appreciates the staff.
 - Ms. Cribbs brought up the meeting with parents last night.
 - The Board of Directors could have been more prepared. She asked everyone what the Board can do better to plan and present at these meetings?
 - Ms. Cribbs would like the Board to pick out 3-4 tournaments throughout the year and hold question/answer meetings. This could be attended by a Board member who lives closest to the tournament.
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- Ms. Cribbs acknowledged Dennis Taylor's Fifteen Years on the Board and as General Counsel with an award plaque. Mr. Taylor stated that the plaque for recognition means so much to him.
 - The Board will send a picture to Matt Hetherington for the web-site.



Anne Cribbs turned over the meeting to General Counsel Dennis Taylor to preside over the election of Board Chair for the 2019-2021 term.

2. Election of Next Chairperson of USATT Board of Directors

- Nominations for the Chair position were requested.
- Gary Schlager nominated Anne Cribbs for renewal as Chairperson. There were no further nominations.

Motion 1. MOVED that Anne Warner Cribbs be named Board Chair for the 2019-2020 term by acclamation.

Movant: Carolyne Savini

Second: Gary Schlager

The Motion was approved 8-0-1(Cribbs).

Mr. Taylor returned control of the meeting to Ms. Cribbs, with his congratulations.

3. Proposed Board of Directors Code of Conduct as Submitted by Larry Hodges

- The question was asked, “If there is an alleged violation of the code of conduct, what is the process?”
- Mr. Taylor responded Bylaws don’t have a rule on this. He suggested that an alleged violation could lead to:
 - a) a special board discussion,
 - b) referral of the matter to the Ethics and Grievance committee, or
 - c) perhaps have a small (three person) panel to hold a hearing and make a recommendation to the Board.
- Mr. Taylor noted this Code will count as a formal USATT Rule once approved.

Motion 2. MOVED to approve the Board Code of Conduct as presented and accord it the status of a formal USATT Rule.

Movant: Carolyne Savini

Second: Deepak Somaparu

The Motion was approved 9-0-0.

- Mr. Thompson or Ms. Cribbs will make clean copies for the Sunday meeting for everyone to sign.

Mr. Thompson brought up The Statement of Principles, Conflict and Interest along with the Board of Directors Code of Ethics and the question of signing these annually.

- The Board agreed to sign annually and keep on file at headquarters.



- Before Sunday's meeting, Mr. Thompson will put the list of documents together for Mr. Taylor to review and see if there is any overlap of information.
- All board members agreed to sign the documents on Sunday.

4. Review and Approval of the December 2018 Minutes

- Various small adjustments were requested.

MOTION 3. MOVED to approve the December Minutes, as amended.

Movant: Carolyne Savini

Second: Gary Schlager

The Motion was approved 7-0-1(Liu)

5. High Performance Update

Mr. Bitzigeio presented his report.

- The Youth Ranking Tournament at ICC is currently going on.
- Mr. Bitzigeio asked a junior player who has competed for several years in tournaments for feedback on the program. The biggest improvement is the National Ranking Tournaments and International Tournaments. Players have more time to talk, play and socialize together. Going together abroad as a team has been good for the group.
- Ms. Cribbs asked "At tournaments do you get a sense of where people are coming from?"
- Mr. Bitzigeio said players come from all over depending on where the tournaments are held.
- Ms. Cribbs thought it would be good for the Board to see a survey of where players are coming from for the tournaments.
- Mr. Bitzigeio is in touch with coaches and clubs regarding players and where they are coming from to attend. Mr. Bitzigeio said it is possible to put together something. After a tournament is held, he gets feedback from the host club.
- Mr. Bitzigeio brought up that following the Santa Monica National Ranking Tournament a Selection Committee will be selecting participants for the Pan Am Games based on the approved Selection Procedures.
- Ms. Cribbs asked for the Pan Am Games update and whether everyone is ready? Will the players be safe?
- Mr. Bitzigeio said everything is in process and on track for the Pan Am Games.
- Mr. Bitzigeio addressed that there are more tournaments scheduled all over the U.S. and Internationally at the same time. We can't prevent two important tournaments happening at the same time/weekend. With U.S. and International play, it isn't possible to prevent events from being held at the same time. It is a conflict issue for players. It is a conflict that will happen more with International success. He will continue to search



for solutions.

- Mr. Liu if USATT could release the schedule for National Ranking Tournaments at least two months before the events?
- Ms. Cribbs thanked Mr. Sheth, for putting together the Youth National Ranking Tournament in progress in Milpitas.
- Ms. Cribbs asked if any extra marketing was done for the tournament. Mr. Thompson responded we only listed the tournament on the website and marketed locally.
- Mr. Somaparu asked about upcoming plans.
- Mr. Bitzigeio is working to implement more US coaching education.
- Coaching and certification should be combined, but to implement need a budget. Don't currently have one. Working on system, and structure to show the USOC what is needed.
- There will be a coaching education event held in Florida at the end of May to be combined with the NA Hopes Challenge taking place. The date was chosen because coaches will already be there for the tournament.
- There needs to be changes, but Mr. Bitzigeio is confident of where the coaching program is going.
- Many coaches in US work hard and deserve respect: however, coaches could also be better if given more opportunities to improve.
- Mr. Somaparu and Ms. Cribbs asked about looking into funding from the USOC for coaches and education opportunities to supplement the grant awarded for 2018.

Ms. Cribbs checked in with Tara Profitt –she is still on phone, 9:13 a.m.

6. Para High Performance Update

- Mitch Seidenfeld is recovering from injuries incurred while coaching in the Netherlands. He slipped on hotel stairs and had to have surgery in Amsterdam. The insurance was good, and he had an escort to help him to the hotel after the surgery. He is recovering well.
- Ms. Rather received approval to pay coaching fees to Coach Seidenfeld for the remainder of the para athlete trip even though he was not able to be with the team.
- US athletes attended the ITTF Para Lignano Open (Italy), March 14 – 16, and the ITTF Para Costa Brava Open (Spain), March 20 – 22.
- The results at the Italian and Spanish Open were not great –Ian Seidenfeld struggled with performance due to his father's injury, and Tahl Leibovitz did not do well at the tournaments without Coach Seidenfeld's presence.
- Ms. Rather noted that the Para team brought back one gold, three silvers and two bronzes.
- Ms. Cribbs asked that the USOC be made aware of the medals.
- Ms. Rather working on centers for Para to go to play with specific hours designated for Para athletes.



- The goal is to grow all areas of the sport for Para athletes.
- The Para Pan Am Games are coming up. It is time to submit a list of participants and get ready.
- Ms. Rather noted some athletes need a personal care assistant, along with support from coaches and staff. There is not enough help now, but need approval from USOC for more. We also need to make sure people are certified to work with players.
- Ms. Cribbs asked if we are able to follow all the SafeSport policies for our Juniors. Ms. Rather says yes for Para, with just junior athlete Ian Seidenfeld to complete, and his dad serving as a coach.
- It was then asked if we need a woman coach and/or chaperone. Currently, there isn't a need.
- There are no specific agreements with coaches and Mr. Thompson will address if an emergency comes up.

7. Independent Contractor Agreements for Coaches in the National Teams Programs

- Mr. Thompson sent a sample Contractor Agreement for the Board to review.
- Mr. Thompson noted that feedback is needed from Mr. Bitzigeio and Ms. Rather on what is needed in the contract.
- Mr. Danner asked if the Board wanted to think about Medical provisions in the contract?
- Mr. Thompson noted we currently purchase medical travel if requested for international events. Mr. Bitzigeio did say USATT has to apply for the medical insurance and must have the correct country and detail listed. These insurance requests are turned around quickly.
- Mr. Danner thinks the form could encourage buying insurance.
- Ms. Rather stated if USATT is a player)overseas, it will pay for travel insurance, but in the U.S. the players should have their own coverage.

9:27 Mr. Hogshead is no longer on the phone.

8. Proposed By-Law Amendments

- Mr. Danner went through By-law Article 10 and clarified roles.
- The Board discussed whether the statute of limitations on Grievances should be 90 or 180 days after the occurrence of the event being grieved.
- Mr. Taylor stated the Board could vote on the By-laws 10.6 and 10.7 proposals and the decision on 10.4 could be revisited at a later meeting.
- Mr. Danner will find more comps from other NGBS to go over at a later meeting.



MOTION 4. MOVED to amend Article X of the USATT Bylaws as follows:

- In Bylaw 10.6, between “shall” and “appoint” insert “examine the complaint, along with the General Counsel, to determine if the complaint has merit. If it is determined to be with merit, the Ethics and Grievance Committee shall.”
- In Bylaw 10.7, insert a new opening paragraph, reading “The Ethics and Grievance Committee shall rule on all pre-hearing motions and matters raised. This portion of the proceedings is complete when the complaint, answers, and other responses are forwarded to the Hearing Panel for their consideration.”
- In Bylaw 10.7, new paragraph two, replace “in the proceeding” with “after all responses are received by the panel.”

Movant: Carolyne Savini

Second: Gary Schlager

The Motion was approved by Roll Call Vote 7-0-1(Profitt)

- The Board then reviewed and discussed the proposed amendments to the Supplemental Hearing and Procedural Rules.
- Mr. Thompson asked where will the Supplemental Rules will be published? Mr. Taylor stated the Board may decide.
- Mr. Thompson asked if there is overlap of Ethics and Grievance rules with some of the SafeSport rules. What is the procedure in the event of an overlap?
- Mr. Taylor noted there could be a discussion on melding the two together.
- Ms. Cribbs noted that SafeSport continues to evolve its policy and procedures.
- Mr. Thompson would like to more clarity on procedures of Ethics & Grievance and SafeSport.

MOTION 5. MOVED to approve the amended Supplemental Hearing Procedural Rules, as submitted by the Ethics and Grievance Committee.

Movant: Gary Schlager

Second: Deepak Somaparu

Motion passed unanimously by voice vote.

- The Board then turned to the AAC-proposed amendment to Article XI.
- Ms. Profitt brought up that the Chair of the AAC needs to sign certain documents on behalf of the athletes. It would be better if the documents are distributed in a timely manner to the committee members to review before being signed.
- Reasonable time of notice by email of the documents to entire the AAC would be 24 hours.

The meeting recessed at 10:19.



The meeting resumed at 10:31.

MOTION 6. MOVED to amend Article XI of the USATT Bylaws by adding a section 11.10 reading:

All documents requiring execution by the Chair of the USATT Athlete Advisory Council (“AAC”) shall be distributed to each member of the AAC at least 24 hours before the Chair executes the document.

Movant: Tara Profitt

Second: Anne Cribbs

Motion passed unanimously by voice vote.

9. Review and analysis of the Board Performance Assessment Report Conducted by Board Span

Abby Alderman and Kaitlin Quistgaard from Boardspan presented their analysis of the Board Performance (self) Assessment report.

- Ms. Cribbs distributed numbered copies of the report to the Board and will collect them after the presentation.
- Ms. Cribbs had everyone go around and introduce themselves.
- Mr. Liu was not yet on the Board when the survey done.
- Mr. Hogshead not on phone and did not complete the survey.
- Report presented today.

The Board went into Executive Session at 10:30 [Note: Minutes are not kept in Executive Session.]

The Board returned to General Session at 12:13.

The meeting recessed for lunch at 12:15.

Meeting resumed at 1:20.

Ed Hogshead was not on phone. Tara Profitt was on the phone.

10. Executive Session.

The Board went into Executive Session at 1:20 [Note: Minutes are not kept in Executive Session.]

The Board returned to General Session at 3:20.



Executive session ended at 3:20.

The meeting recessed at 3:25.

The meeting resumed at 3:45.

Ethan Figge joined board meeting at 3:55. Tahl Liebovitz and Jasna Rather joined the meeting at 4:00.

11. Demonstration of Tech Upgrades to USATT Electronic Presence by Sujay Karve of Simply Compete

- Myar Karve presented the Simply Compete demonstration PowerPoint. Sujay Karve was on teleconference, from India.
- Mr. Thompson asked what is the vision for Simply Complete? The following is Sujay's response:
 - All in One Platform-for everything.
 - Cloud-based system
 - USATT summary statistics sheet
 - USATT ratings system and a TTCan-USATT combined rating system, run in parallel at Gordon Kaye's request
 - Player rating system for all to access
 - The future host of a new North American ratings system
- The following is also for further review and use with new Simply Compete Software:
 - Tournament System –misc. tournament functionality automated updates to the tournament online.
 - Clubs and Teams-all can complete and manage their own teams.
 - Introducing Build mobile apps–table tennis to be able to view teams, clubs track tournaments and schedule meeting times. Mobile App would include live scores and match results.
- Mr. Schlager asked if you can sign up and pay for a tournament with the online app?
 - Sujay noted not yet but, it will eventually be part of the registration and payment with the mobile app.
- Simply Compete is continuing to develop Apps that would have information accessible to all clubs and players.
- Other Simply Compete upgrades are to include:
 - a photo gallery,
 - twitter feed,
 - quick player and tourney participants search.
 - Club management online module to grow and be able add to their clubs along with the ability to create websites,



- Sponsor tracking,
- Find tournaments of interest by scanning QR codes,
- Online Education Module.
- Mr. Schlager asked about the customer support service model; one-hour turnaround? Will Simply Compete going forward provide direct customer service to USATT members?
 - Simply Compete can be available to respond 24/7, if USATT so contracts.
- Mr. Schlager asked “In the beginning of the new software and upgrades would Simply Complete provide the extra coverage /service?”
 - In the beginning Simply Compete would provide extra support.
- Mr. Schlager asked if we are providing input to OmniPong? –Mr. Thompson said yes.
- Mr. Schlager noted we want to be able control the software. Sujay stated the control would stay with Simply Compete.
- Mr. Figge mentioned that many times there is no WiFi access at a tourney. Sujay did say their new system would support an offline mode until Wi Fi was available.
- Simply Compete’s goal is to provide better tools than competitors but they also have to work with them.
- Mr. Figge asked how long it will take to put in place new apps/options for software?
 - Sujay said the plan is for implementation by the end of the year.
- Mr. Thompson requested a possible timeline for a roll out of the new items?
 - Sujay stated the first step would be the tournament registration system. USATT should take five days and work through what happens with the roll out to TTCan and the two tournament management system, 1-2-3, to determine the best out there for USATT.
 - Sujay stated most of what USATT is paying for now is not part of the monthly contract; pricing Simply Compete upgrades will cost more. Details of USATT expenditures were not discussed.
- Mr. Schlager asked how USATT can ensure longevity and ownership use of the system if Simply Compete can pull the plug?
 - Sujay stated they provide the platform software owned by Simply Compete. They currently have 200 plus sports around the world using their software. USATT, Badminton and Tae Kwon Do are among the users.

Tahl Leibovitz left the presentation at 4:20.

Simply Compete wrapped up the presentation at 4:46. Ms. Cribb requested the Board Members send any questions about the Simply Compete presentation to Mr. Thompson while it is fresh in their minds.

12. SafeSport Issues

Mr. Thompson had sent the SafeSport Code out to all to review before the board meeting. Very comprehensive and complex code that has been put together.



- Each NGB must recognize the code in their policy per the USOC.
- The Lawyer for SafeSport said this is the final SafeSport Code policy for the USOC.
- USATT must reference the SafeSport code and have it available by the time the code goes into effect, April 15th.
- Mr. Taylor suggested Mr. Thompson call to see how NGBs manage SafeSport.
- Mr. Taylor brought up we could add a paragraph adopting the SafeSport Code into what we have. For now, leave in place by-laws we have in place and use SafeSport to follow rules.
- Ms. Cribbs realizes this must move forward.
- Mr. Taylor noted we have a By-law titled “Submission to Jurisdiction to US Center of Safesport”. We could add a paragraph to this By-law.
- Mr. Taylor will create the wording for Sunday meeting.

Background checks discussed.

- Mr. Thompson brought up Background checks. What USATT uses now is not good enough for the SafeSport Policy.
- Mr. Thompson requested the use of NCIS—to have it done right and use the same background check as company as the USOC. The USOC is heightening the standard check with a new level of scrutiny.
- Ms. Cribbs stated this is a management decision instead of the Board but agrees that USATT can use the company dictated by the USOC.
- Other NGBs have had red light felonies. USATT has only had misdemeanors, judgment calls, DUIs and reckless driving.
- Mr. Danner thinks we should develop a policy on how to proceed with violations and make sure to document what we did with them. Mr. Thompson agrees with this.

Next was a Board discussion on the process to renew SafeSport Compliance for those whose compliance is expiring.

- Mr. Thompson said there is an issue with Safesport tutorial refresher course. A persons first SafeSport certification must expire before they can take a refresher course. A time lapse can create possible problems.
- Ms. Rather asked why are we not doing fingerprints? Mr. Thompson responded it is a practical matter and added cost to have people go out and have this done. Background checks are accepted by the USOC.
- Ms. Rather asked “How do we check International people?” Mr. Thompson said we normally don’t have access to check except what Immigration uses for allowing others to come in our country.
- Once a coach’s SafeSport expires, the coach will go off the Coaches Directory available online.
- Mr. Thompson knows there issues with the Umpires listing. He is working on corrections with Simply Complete.
- Everyone now must have an annual refresher on the SafeSport Tutorial.



- Ms. Cribbs stated both Ms. Rather and Mr. Bitzigeio should have the right information easily accessible. They should go to the SafeSport compliance officer and know what is needed. They need to be aware of all policies.
- Mr. Thompson shared details for the for “Minor Athlete Abuse Prevention Policy” (MAAPP). MAAPP is a new policy from USOC and is mandatory. The most important items are:
 - i. The policy makes clear SafeSport compliance is an annual renewal.
 - ii. New and heightened rules for one-on-one interactions with adults and minor athletes.
- Mr. Taylor stated what he is hearing is we would not need to change any By-laws. Rather, what USATT has adopted has been intensified.
- Mr. Taylor asked how we will let clubs and members know of the policies?
 - Use all means of communication and media to let people know that the new policies been adopted.
 - Notify all clubs and tournament directors directly.
- Eventually USATT will be required to counter-acknowledge that proof has been transmitted.

Tahl Leibovitz returned to the meeting at 5:17.

A SafeSport audit can suspend and decertify an NGB if there are unacceptable findings; however, it is more typical that the Center will work with the program to make things better.

Mr. Thompson explained that USCSS is creating centralized disciplinary records; a massive data base to be used for all information.

- The data base will post issues from all NGBs, including specification of violations and the names of the perpetrators. All sports’ records would be accessible.
- Ms. Cribbs asked Mr. Thompson to find out if required SafeSport procedures are available in different languages.
- Ms. Cribbs has seen SafeSport violations in the news, and we don’t want parents of players to ask why we didn’t do what was needed to at the time. We need to adhere to policies and support Mr. Thompson.

Ms. Cribbs reviewed the agenda goals for tomorrow’s session.

- Summarize questions for executive session regarding Mr. Bitzigeio’s contract negotiations.
- Make sure to get the Committees approved.
- Review the Strategic Priorities and the expected USOC implementation assistance.



13. Implementation Process of Strategic Priorities

Ms. Cribbs and Mr. Thompson will need to review proposed meeting dates with USOC leadership at a later date.

The meeting recessed 5:29.

Sunday, March 31, 2019 – Willow Room

The meeting resumed at 8:23.

14. Roll Call and Administrative Matters

The following board members were in attendance:

Anne Cribbs (Chair), Ed Hogshead (via phone, 11:08), Bruce Liu, Tara Profitt (on phone), Deepak Somarapu, Carlyne Savini, Gary Schlager, Rajul Sheth, Erica Wu.

Also attending:

Dennis Taylor (General Counsel and Secretary, Carl Danner (Representative of USTTA Foundation) (8:40), Jörg Bitzigeio (High Performance Director), Tammy Kuypers (Assistant Secretary),

A quorum was established.

- Various documents, including the Code of Ethics, Conflict of Interest Disclosure, Statement of Principles and Ethics, and the Board Code of Conduct, were distributed for the Board to individually execute.
- All documents were executed and returned to Mr. Thompson to be kept on file at USATT headquarters.
- Ms. Profitt will have to mail her executed documents back to the headquarters.
- Ms. Cribbs gave special thanks to Mr. Sheth for requesting to expand the pool of committee applicants.
- Special thanks also go to the Committee Recommendation Task Force, Ms. Wu, Mr. Schlager and Mr. Hodges, who have worked hard on the committees.
- Mr. Schlager began the discussion of committee recommendations.

The Board went into Executive Session at 8:39 [Note: Minutes are not kept in Executive Session.]

The Board returned to General Session at 9:55.



MOTION 7. MOVED to approve the recommendations of the Committee Recommendation Task Force as submitted, with the exception of the recommendations for the Rules, Umpires and Referees, and Selection Committees, which are to be determined at a later date.

Movant: Carolyne Savini

Second: Gary Schlager

Roll Call Vote:

In Favor - 5

Opposed – 1 (Sheth)

Abstaining 2 (Liu and Profitt)

The Motion was approved.

The Board went into Executive Session at 10:00 [Note: Minutes are not kept in Executive Session.]

The Board returned to General Session at 10:05.

- Ms. Cribbs stated the committees need to meet on a regular basis. Committees to keep a regular schedule to meet and a report twice a year. A report only needs to be a page long and one that is appropriate to post on the website.
- Ms. Cribbs would like to see regular reports submitted and to also get a response from committees in a timely manner.

MOTION 8. MOVED to ask all committees to respond within ten days to requests made by the Board of Directors, Chief Executive Officer, or Chief Operating Officer.

Movant: Gary Schlager

Second: Deepak Somaparu

Approved by unanimous voice vote.

Ms. Cribbs mentioned it would be good to pen a welcome letter to committee members, along with a list of expectations. The Board should review compliance for one year and then reassess.

The meeting recessed at 10:08 am. Ms. Profitt left the meeting.

The meeting resumed at 10:15 am.

Ms. Cribbs shared the possibility of the World Championships being held here in the U.S.

The Board went into Executive Session at 10:20 [Note: Minutes are not kept in Executive Session.]



The Board returned to General Session at 10:36.

15. Audit Committee Report

- Ms. Cribbs noted the Audit Committee began meeting last week in February by phone.
- Audit Committee job is to select the appropriate auditor and work through the current audit.
- Ms. Cribbs noted there will be a separate audit of the WVC along with the USATT audit.
- Ms. Wu has joined the Audit Committee along with Ms. Cribbs, Mr. Schlager and Mr. Sheth.
- Ms. Cribbs has asked Mr. Thompson to try and start the audit earlier this year.
- The committee is in process of separating the Audit and Tax firms for USATT
- Mr. Sheth asked if there is an internal audit of the staff and who does what.
- Notes will be posted from the audit meetings.
- Mr. Schlager noted we have a new accounting firm working with USATT to make the accounting books cleaner and clearer. Clifton Larson came in to reestablish the Chart of Accounts and USATT is well into the process of getting this done.
- Ms. Cribbs stated the goal for the Board is to have a set of financials at every board meeting.

Mr. Mauro joined the board meeting by teleconference at 10:50.

16. 2019 Budget Discussion – submission for Board Approval MT (Exhibit L)

- Ms. Cribbs wants the board to be able to select an appropriate auditor for financials.
- Mr. Thompson shared that the set date for the 2018 audit is April 30. He aspires to have the audit completed earlier this year.
- 2019 Budget has been reformatted for the new chart of accounts.
- Ms. Cribbs stated it is a good idea to have a new firm come in quarterly to audit the financials.
- Mr. Schlager noted USATT has switched to wireless Quick Books Online as of January 2019.
- Per Mr. Mauro there is a hard date for all back-up in QBO of April 5th.
- HQ has a goal to complete the 1st quarter financials by April 30th.
- Mr. Mauro is working with Jeff (outside accountant) to find out what the next steps are to get this done.
- Ms. Cribbs requested the financial numbers for the World Veterans Championship numbers for the board to review. What did we end up receiving from the WVC?
- Mr. Somaparu mentioned when going forward with similar events it is important to be



able to look at major tournaments and see the all numbers easily.

- Ms. Cribbs noted there is a time pressure to go over budget numbers quickly.
- Mr. Mauro is reviewing the budgeted projected numbers to show for 2019.
- Mr. Schlager pointed out the numbers on the front report do not add up correctly.
- Mr. Mauro agreed the cover page total numbers are incorrect, but all the detail pages show the correct amounts.
- Mr. Thompson noted that there is an error in the budget numbers, and we will get Jeff and his accounting firm involved.
- Mr. Mauro said not to look at the roll up numbers for now, look at detail pages to determine budget numbers.
- Mr. Thompson noted that there will need to be a meeting offline in the near future.
- 2019 budget under salaries does not include the new salary for Mr. Bitzigeio
- Mr. Mauro also stated the budget does not include amounts for the new CEO.
- Ms. Cribbs asked if the media agreement is still in place; Mr. Mauro says yes.
- Ms. Cribbs requested detail from the whole 2019 report by April 5, and the inaccuracies on the budget report be corrected at that time.
- Mr. Schlager had asked about balance sheet numbers for USATT. Jeff from the accounting firm has not worked on it yet; he wanted to wait for inventory of flooring.
- Mr. Schlager noted once we can get an ending 2018 balance then can get an accurate balance sheet.
- Mr. Somaparu brought up that budget notes are needed; there needs to be detail added to give information on increases and/or decreases.

Mr. Mauro left the meeting at 11:18.

17. Improved Organization of the Regular Financial Reporting Process –Mark Thompson

- The goal if for the Board to have a set of financials available monthly at the push of a button.

The meeting recessed at 11:19.

Mr. Bitzigeio left the meeting at 11:20.

The meeting resumed at 11:27.

The Board went into Executive Session at 11:35 pm (Note: Minutes are not kept in Executive Session.)

Mrs. Kuypers left the meeting. 11:45

The meeting resumed at 12:13.



MOTION 9. MOVED to use best efforts to close contractual issues and retain Jörg Bitzigeio as High Performance Director.

Movant: Anne Cribbs

Second: Carlyne Savini

Roll Call Vote:

In Favor - 5

Opposed – 2 (Sheth and Liu)

Abstaining - 1 (Hogshead)

The Motion was approved.

18. Status of the 2019 US Nationals and Future USATT Events

Costs of the 2018 US Open in Orlando, Florida – Mark Thompson.

- Mr. Thompson submitted a report of costs, with staff time added as expenses charged to the event.

19. Old Business

n/a

20. New Business

n/a

The meeting adjourned at 12:45 PST.

Respectfully submitted,

Tammy Kuypers
USATT Assistant Secretary