



MINUTES

USATT Board of Directors Teleconference Meeting

May 13, 2019

Chair Anne Cribbs called the meeting to order at 7:01 p.m. EDT.

1. Roll Call and Administrative Matters

The following board members were in attendance:

Anne Cribbs (Chair), Bruce Liu, Deepak Somarapu, Gary Schlager, Rajul Sheth, Erica Wu, Tara Profitt, and Ed Hogshead.

Also attending:

Dennis Taylor (General Counsel and Secretary), Carl Danner (Representative of USTTA Foundation, 8:50), Mark Thompson (COO), Jörg Bitzigeio (High Performance Director), Jasna Rather (Para High Performance Director).

A quorum was established. No conflicts were reported.

2. Review and Approval of Minutes from January 14, 2019 Board Meeting

Motion 1. MOVED to approve the January 14, 2019 Minutes, as submitted.

Movant: Gary Schlager

Second: Anne Cribbs

The Motion was approved 3-0-4 (Mssrs. Liu, Sheth, Somarapu, and Ms. Profitt were not present at the January 14 meeting and abstained from this vote.)

3. High Performance Update

- The written report of Mr. Bitzigeio was accepted.

4. Para High Performance Update

- The written report of Ms. Rather was accepted.



5. SafeSport Training and Compliance for Board Members

- Mr. Thompson explained the new rules. Now the online tutorial will only be good for one year, Those who have taken the new tutorial will be allowed to take a refresher course. Those who have only taken the tutorial good for two years will have to take the full “good for one year” course before being allowed to take a refresher.
- As a reminder, all who interact with minor athletes must remain compliant.
- USATT is working with Simply Compete to automate the SafeSport record-keeping.
- USATT depends upon club administrators to analyze who at their clubs should be SafeSport compliant. Grass roots administration is critical.
- When USATT becomes aware of a non-compliant coach, USATT investigates each allegation.
- See attached memo regarding how USATT handles SafeSport.
- Mr. Thompson was requested to suggest to USCSS that the tutorial should be available in Chinese.

6. CEO Hiring Status Report

- Ms. Cribbs spoke with Ms. Sung following last week’s meeting, and she informed Ms. Sung that she had been selected.
- Ms. Cribbs thanked the Compensation Committee, Ms. Savini, Mr. Schlager, and Ms. Wu.
- Proposed terms were given to the Board.

Motion 2. MOVED to approve the terms of the contract to be offered to Ms. Sung. Ms. Cribbs will have the discretion to finalize negotiations, as necessary.

Movant: Gary Schlager

Second: Erica Wu

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

7. Report on 2019 World Championships in Budapest, Hungary

- Ms. Cribbs spoke of her experience at the World Championships.
- She felt it was smoothly run, though the crowds were smaller than she expected.
- Mr. Danner spoke of why USATT only used three female athletes.
 - Crystal Wang resigned her spot three days before the tournament. Mr. Bitzigeio



decided that this was not sufficient for someone not specifically in training to perform at her peak.

- Mr. Bitzigeio will use saved funds for funding other events.
- Ms. Cribbs invited any Board member with further questions to write Mr. Bitzigeio directly.

8. Update on the Limitations Period for Ethics Grievances

- Mr. Danner went through the current Article 10 and clarified various roles.
- Discussion focused on section 10.4 and whether to extend the time for reporting.

9. Update on 2021 World Championships in Houston

- Ms. Cribbs formally announced that the 2021 World Championships were awarded to the US and the Houston Sports Commission, with 2022 to be held in Chengdu, Sichuan, China.
- Both events will celebrate the 50th anniversary of Ping Pong Diplomacy.
- USATT will receive a flat fee, and USATT is expected to have a role on the Local Organizing Committee. USATT will have no financial risk.
- ITTF will also expect USATT to participate in the promotion of the event.
- A trip to China will be made to China within two weeks. Ms. Cribbs hopes to be a participant.

10. Proposed Bylaw Amendment Regarding Composition of Committees

- Mr. Danner spoke about possibilities for expanding USATT's definition of "active athlete" to increase the number of athletes available to serve on USATT committees.
- Ms. Profitt noted that USOC is considering eliminating the ten-year rule in the definition.
- Action regarding the committees involving umpires and referees was deferred pending further investigation.



11. Membership Code of Conduct

Motion 3. MOVED to approve the Member Code of Conduct, as presented.

Movant: Ed Hogshead

Second: Deepak Somarapu

The Motion was approved by unanimous voice vote.

- Members will be asked to “opt in” at the time of renewing a membership or purchasing a new membership. This will mandate a one-year phase in.
- Mr. Thompson will consult with USA Fencing regarding enforcement and implementation.

12. US Nationals – Status Report

- Mr. Thompson gave the details for the upcoming event.
- Mr. Liu asked what the process was for determining the prize money.
- Mr. Thompson said that he made the decision unilaterally, and based it on the 2018 US Open.
- Mr. Hogshead suggested running such decisions past the Tournaments Committee, and only to be effected after consultation with the Board.
- Mr. Hogshead also spoke of the importance of having a title sponsor.

13. Update from Major Tournament Advisory Group

- Mr. Hogshead reported.
- The Tournament Committee needs to have a larger role.
- There was not data available from previous events for a comprehensive review.
- The Group suggests budgeting for a surplus of \$25,000.
- The 2018 US Open had too many changes, made too quickly.
- The target market for the Open and Nationals is age 35-65; they enter the most events.
- The expected break-even point is 650 entrants.
- Currently events are heavily oversubscribed with umpires.
- The events need more local umpires.
- The events also need a title sponsor.
- In the past, USATT has conducted the events in 3.5 days with 100 tables; now USATT uses 5 days and 120 tables. Current events are physically too large.
- The Group suggests requesting a one-year outsourcing contract with Joola, under



similar terms as the 2018 US Open.

- Joola is interested in adding to tournament technology.
- Mr. Thompson noted how attractive Las Vegas is to the USATT membership.
- Mr. Schlager noted the importance of getting on the international schedule; however, it is too late for Winter 2019 to be added.
- Mr. Bitzigeio noted that 2020 ITTF Challenger events are already on the ITTF calendar.
- Ms. Cribbs gave her thanks to Ed Hogshead, Rajul Sheth, and Bruce Liu for their work on advance planning for the 2019 US Open.

14. Report on USOC Audit and US Center for SafeSport Audit Process

- Mr. Thompson spoke of the USOC audit conducted last week. There were usually 3-5 auditors on site during the audit.
- He anticipates several suggestions for how to improve financial and operational policies.
- There will be a preliminary report, with opportunities to cure, before a final report is issued.
- The Board should expect a request for enhanced reporting of potential conflicts.
- The US Center for SafeSport will perform a SafeSport audit on site at the US Nationals.

15. Legal Briefing

Motion 4. MOVED to conduct discussion of the allegations of conflict of interest in Executive Session.

Movant: Ed Hogshead

Second: Gary Schlager

The Motion was approved 5-3-0 (Sheth, Liu, Schlager)

The Board went into Executive Session at 8:44 [Note: Minutes are not kept in Executive Session.]

Ms. Cribbs left the meeting at 9:05. Ed Hogshead was named Acting Chair for the remainder of the meeting.

The Board returned to General Session at 9:27.



16. Financials Update

- Mr. Schlager described the state of USATT's financials.
- USATT has hired an accountant to revise the accounting system and ensure that ledger items fit the new captions for 2019.
- The auditor will analyze the 2018 financials in performing the 2018 end of year audit and preparing the 2018 990 form.
- USATT started 2019 with approximately \$92,000 cash on hand.
- Mr. Schlager believes that the association is running a nearly balanced budget so far in 2019. He expects to start running a small deficit with the hiring of a new CEO, until such time that the new CEO secures additional sponsorship.
- Work on the 990 should begin in about one week; traditionally, the Board approves the 990 approximately by September.
- A 2019 budget has yet to be finalized. The Board may have a special call to discuss that budget.

17. Planning for Upcoming In-Person Board Meeting

- The Board is not expected to meet in conjunction with the US Nationals.
- Mr. Thompson expects an August-September meeting at a location TBD.
- The next teleconference will be held on June 10.

Notice 1. The next meeting of the Board of Directors will be via teleconference on June 10, 2019.

18. Old Business

- There was no old business.

19. New Business

- There was no old business.

The meeting adjourned at 9:47 p.m. EDT.

Respectfully submitted,

Dennis Taylor
USATT Secretary