



Minutes

USATT Board of Directors Teleconference Call

Monday, November 13, 2017

Chair Anne Cribbs called the meeting to order at 7:03 p.m. EDT.

1. Roll call and opening remarks

The following board members attended:

Anne Cribbs (Chair), Larry Hodges, Ed Hogshead, Tara Proffitt,Carolyn Savini (7:30), Rajul Sheth, Gary Schlager, Deepak Somarapu.

Also attending:

Gordon Kaye (CEO), Dennis Taylor (General Counsel and Secretary), John McFadden (Representative of the USTTA Foundation), Mark Thompson (COO), Jörg Bitzigeio (High Performance Director), Lee Kondo

A quorum was established. No conflicts were reported.

Chair Anne Cribbs expressed excitement about the potential of USATT hosting the 2020 World Championships. This would be an incredible opportunity, one that the US has never before had.

2. Approval of past Minutes

The Board reviewed the draft Minutes from the September 10, 2017, October 9, 2017, and October 19, 2017 meetings.

MOTION 1. MOVED to approve the September 10, 2017 Minutes, as submitted.

Movant: Larry Hodges
Second: Gary Schlager

Motion passed unanimously by voice vote 7-0-0

MOTION 2. MOVED to approve the October 9, 2017 Minutes, as amended.

Movant: Larry Hodges
Second: Ed Hogshead

Motion passed unanimously by voice vote 7-0-0



MOTION 3. MOVED to approve the October 19, 2017 Minutes, as amended.

Movant: Larry Hodges
Second: Ed Hogshead

Motion passed unanimously by voice vote 7-0-0

3. SafeSport Audit Presentation and Update

Mr. Taylor reviewed the Audit's findings and USATT's progress in abating the concerns. The Policies and Procedures booklet has been modified to include a statement that national headquarters staff members are considered Covered Individuals, subject to SafeSport. Of course, all Board members and HQ staff members are in compliance. In addition, all umpires and referees listed on the website are compliant, and all coaches listed on the website are compliant. (Note: only those designated with an umpire/referee level are actually umpires or referees.) Moreover, USATT has compiled a list of Tournament Directors from the previous two years. An email has gone out to inform them of the December 31 deadline to become compliant.

Club compliance is still an issue. Mr. Taylor asked Mr. Hogshead about Clubs Committee activities in this area. He responded that there have been committee meetings, but HQ is in charge. He doesn't know the current status. Mr. Kaye stated that we have names and addresses. By the end of the week, a letter will go out that is similar to the letter sent to Tournament Directors. A number of larger clubs are already in substantial compliance. The challenge will be with smaller, part-time clubs.

Ethan will follow up with non-compliant clubs. No threats will be made at this time. Around December 1, he will start making phone calls to clubs that remain out of compliance. The list of who must be compliant is still a moving target. The standard is "actual, perceived, or implied authority over activities of the club."

NOTICE 1. There will be a SafeSport training location available at the 2017 US Open. Those needing to take and pass the online training or request a background check in order to become SafeSport compliant may do so during the tournament.

We have an email from USOC saying that USATT is, and will continue to be, a member in good standing, and the audit is progressing according to schedule. USOC is satisfied; the explicit threat in the audits is not an issue. Also, we have email from our insurance carrier thanking us for our increased vigilance; we are in no danger of losing our insurance. (Note: clubs that lose their membership, even temporarily, will not be covered by the general liability policy until coming into compliance. Of course, those clubs will also not be allowed to host a sanctioned



tournament until coming into compliance.) We have told auditor Baker, Tilley that as of January 1, the listings on the website will only reflect those in compliance.

4. Proposed Change To Current SafeSport Policies and Procedures

MOTION 4. MOVED to accept proposed interim changes in the SafeSport Policies and Procedures, which materially address the deficiency identified in the SafeSport Audit by including national office staff on the list of Covered Individuals.

Movant: Larry Hodges
Second: Deepak Somarapu

Motion passed unanimously by voice vote 8-0-0

5. Update from the USOC General Assembly

Ms. Cribbs feels this was the best assembly she has attended. The assembly held considerable discussion on doping and corruption in Rio. Ms. Profitt stated that one program USOC now offers is career education for athletes. (USATT athletes are eligible to participate.) The program is well-funded. Ms. Profitt will be working to get information about the program out to our athletes. Also, USOC stated that all but eight NGBs had SafeSport audit violations that needed abatement. USATT was in the middle of the pack.

6. Update Regarding Board Training/Board Book

Ms. Cribbs reflected on the great session with Melanie Herman on Board duties. Ms. Herman presented a draft version of a USATT Board Book. Ms. Cribbs requests that Board members send suggestions to her and Mr. Kaye by December 1. The final version will be reviewed at the December meeting.

7. CEO Report

- US Open

- There were 647 entrants as of today, about 150 lower than expected. He now projects 750-800 as the final number. (There has been much interest from Korea.)
- A lower number of entries will result in a diminished profitability for the event, as there are an unusually large number of officials at this year's US Open. Unfortunately, it is difficult at this time to significantly cut expenses although USATT's HQ staff is finding opportunities to save money where possible.
- The Tennis Channel gave us a prime time spot for the Finals, which will air on December 29.



- The US Para Open
 - This has been a disappointment in entries. Originally USATT anticipated 300-350 entries. Now USATT anticipates 100-150. It is noted that approximately five para events worldwide were cancelled this year. The US event is not facing that possibility.
 - One issue is that some countries have already exhausted their budgets for 2017; they are already gearing up for the 2018 Para World Championships.
- Scheduling
 - USATT may need to rethink the flipping of the Open and Nationals dates, as well as potential to combine with Canada for event location rotation and date combinations. There will be an agenda item at the board meeting in December to discuss USATT's events.
 - USATT also need to consider whether to continue making the Open an ITTF event.
- Fundraising – 2800 Club
 - Mr. Schlager stated that announcements would be in player bags at the Joola Teams. Also USATT has created a landing page on its website, www.2800club.org.
 - USATT will follow with a more formal document, with scalable content.
- Super Camp
 - Plans are moving forward for a December event, December 27 – January 2.
 - \$25,000 has been raised in donations.
- USOC Funding
 - USATT received full funding for Jörg Bitzigeio's position in 2018, as well as a couple of other smaller grants.

8. Executive Session

The Board went into Executive Session at 8:07 to discuss sponsorship and legal matters. (Note: Minutes are not kept during Executive Session.)

The Board returned to General Session at 8:25.



9. Old Business

There are now 2,167 paid entrants in the 2018 World Veterans Championships, with another 600 in the pipeline. Entrants are encouraged to make room reservations soon in order to get cheaper rates for USATT.

Scheduling Notes for the Open:

- The Board will be meeting on December 15-16.
- The Annual Assembly will be held on December 19.
- The World Veterans Championships Organizing Committee will meet on December 22.
- The first Youth Advisory Council meeting will be held on December 22.

10. New Business

Mr. Kaye is working on Video on Demand capability for the web broadcast of the Open.

The meeting adjourned at 8:36 p.m. EST.

Respectfully submitted,

Dennis Taylor
USATT Secretary