



MINUTES

USATT Board of Directors Teleconference

September 9, 2019

Dial-In Number: 888-289-4573 - Participant Code: 1572487

Monday, September 9, 2019

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

1. Roll Call and Administrative Matters

The following board members were in attendance:

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

Also attending:

Dennis Taylor (General Counsel and Secretary), Virginia Sung CEO, Sean O'Neill, Mark Thompson, and Tammy Kuypers (Assistant Secretary).

A quorum was established.

Ms. Cribbs wants to congratulate the team in Paraguay on four golds!

Ms. Savini declared a conflict, should there be a discussion of Jasna Rather, Sebastian DeFrancesco, and Khoa Nguyen.

2. CEO Report

Financial – Budget, Actual, Variance, AR and AP

- Ms. Sung noted Chris sent the Board financials and the variance report.
- USATT has \$120,000 this year. Expenses over are US Nationals, HP program and legal fees. We should generate a profit in August and should generate a profit the rest of the year. AR/AP over 90 days old are mostly tied to the 2018 financials and waiting for the audit to clear. As of today, we have over \$340,000 in the bank, and \$250,000 in deferred revenue.
- Ms. Cribbs asked if there are questions from Board Members on the July report.
- Ms. Cribbs doesn't believe we can accept the August financials yet because they were just received.
- Mr. Sheth wants more detail on the legal fees for the Teresa Benevides matter and Victor Liu.



- Mr. Taylor gave more detail on pay out of legal fees and will talk more in the executive session. He is negotiating with Willson Sparks the legal fees balance of the bill is \$27,000 . Trying to negotiate a payment plan with the lawyers for 5-6 months.
- Mr. Sheth would still like more detail on the legal fees.
- Ms. Cribbs wants to approve a motion to approve the July report.
- Mr. Schlager has no problem approving the July books and wants to point out a few things. There are few unknowns. Questions on budget. Two known unknowns in the budget are the additional media agreement which may not hit this year and questions about the HP budget. \$250,000 over budget through July. August is better including \$80,000 coming in from the Chinese. Of the \$250,000 we are over budget we did know about the \$75,000 media agreement. Discrepancy on grant money from the ITTF \$44,000 and appears to sponsorship money down \$64,000 - not sure what the lines are. Those two plus \$75,000 equals about \$200,000. Where are sponsorships/grants off? Losses of \$25,000-plus, we should examine line items more closely looking at budget and comparison line items. The Board should examine a few line items closer. Being over versus under budget is not a reason to not move forward on the financials to approve.
- Ms. Cribbs noted if the board doesn't approve that is fine; we just need to decide if we should approve.
- Mr. Hogshead is not comfortable with July and doesn't think we can approve it yet. Issue I see is we were told to expect a loss of \$20,000 on Nationals, then it was \$75,000 and now outside accountant says might be \$150,000. There is too much variable to approve July.
- Mr. Schlager asked did we lose about \$150,000 on the US Nationals?
- Ms. Sung stated USATT lost about \$130,000 on Nationals.
- Mr. Hogshead does not want to approve the financials and would like to see a match up in order to approve income vs. expenses for the Nationals.
- Ms. Sung says the July numbers have the Nationals in there.
- Mr. Taylor : No motion has been made.
- Mr. Schlager reminded everyone there is a bylaw coming to merge the two committees, Audit & Finance. If this is approved, then the committee (Mr. Sheth, Ms. Wu, Mr. Hogshead, Mr. Schlager and Ms. Cribbs) can work through the items. They can validate all the questions then get back to the board in short order – if the bylaw passes.
- Ms. Cribbs agrees with the idea of the committee work.
- Mr. Hogshead has a question on the finances. Has the amount been on the books for the West Gate invoice of \$66,000 since January or was it put back because they are asking for payment?
- Ms. Sung said yes, the amount has been on the books.
- Ms. Cribbs will forward any financial information sent to her from the last 24 hours. All there is to do for the financial plan depends on the bylaws. Financial report will be carried over and not approved.



Chinese Training Visit – LA results implementation

- Ms. Sung gave a review of the Chinese visit and it turned out to be very successful with a lot of teamwork.
- Mr. Somaparu thanked Ms. Sung for the invitation to Chinese National training camp.
- Ms. Cribbs thanked Ms. Sung from the board for inviting everyone and they hope to attend at future events.
- Ms. Cribbs asked if we will see a profit or loss on the Chinese event.
- Ms. Sung has sent a separate excel sheet with the details.
- Mr. Hogshead asked about the cash received and paid out for the event. Mr Hogshead expressed concern with an intern handling \$50,000 in cash, There is a risk of loss and personal danger to the intern. Travelers into the USA can only bring in \$10,000. For the USATT to accept more than \$50,000 in cash from a foreigner may make USATT liable
- Ms. Sung noted cash received from Chinese was paid to UCLA meals and hotel. GC3 company is an American company who put helped put together the event and planning.

Plan for Strategic Priorities & Open Update –Entries, Timeline, Budget

Ms. Sung shared USATT has initiated quite a few items.

- Creating coaching education. Certified coaching programs.
- Resource developments by making a partnership with AYTTL and grassroots movements.
- On the college side USATT is working with NCTTA and continue to use students to volunteer at events.
- Stakeholder engagement.
- Omni Pong has many features and can partner with. Using the data to create better. Omni Pong will be our official for the US Open.
- Online coaching education video to create a revenue model and presented the plan to USOPC and working on a possible grant in 2020.
- Moving forward to follow audit procedures. Mr. Thompson will work with USOPC on the letter and the bylaws. He will lead the effort.
- Ms. Cribbs asked if all this information is in writing and if Ms. Sung can send it out to the board.
- Mr. Schlager asked if there has been a follow up meeting USOPC? After the 3-day strategic priority meetings last year they said they would write the execution plan but with the CEO and USATT staff.
- Ms. Cribbs noted Mr. Schlager is asking about Avery Wilson working with the staff at USATT to go through their process to put plans in place. The USOPC helps NGBs with this all the time.
- Ms. Cribbs knows Mr. Thompson tried to schedule it before, but they were too busy. The USOPC is really good at it and it is free service.
- Mr. Schlager says the plan gets everyone on the same page.
- Mr. Somaparu has questions on hearing Omni Pong is going to run the US Open and US Nationals.
- Ms. Sung said Omni Pong is not going to run the event they will do the scheduling. USATT will run the tournament and Omni Pong is taking over what John Miller did for the US National Tournament.
- Mr. Somaparu voiced concerned with Omni Pong running the tournaments now and what it entails.
- Ms. Sung shared there is a system we are working on plus a software company. We have less events and tables for the US Open and it will make a difference.



US Open

- Ms. Sung shared we have 84 events for US Open. The prospectus went out 10 days ago and it is hard to satisfy each group, but we are looking a few small adjustments.
- We will put a lot into marketing the event. We have about 3 months and the goal is to make a profit. We do want to utilize more local volunteers.
- Sponsors for US Open include Sea Master and Stag (Vivick) for the tables. From Stag we are receiving 40 tables as a gift to USATT. We are also looking to partner with India in the future for our players.
- Ms. Cribbs asked about number of entries projected.
- Ms. Sung says we need about 550 players to break even.
- Ms. Cribbs mentioned the Board is interested in having no surprises for the US Open.
- Ms. Cribbs asked if there is a plan in mind for the next US Open in 2020?
- Ms. Sung does not have information yet.
- Mr. Sheth questioned having trials at the US Open? If we held trials during the US Open, we would have 100 plus more entries. Something to keep in mind.

Interim HPD appointment

- Ms. Sung announced Sean O'Neill is the interim HPD. There was a good meeting with the USOPC last week.
- Going into 2020 Ms. Sung has full confidence in Mr. O'Neill.
- Mr. Schlager mentioned the importance of Mr. O'Neill working closely with the HP committee and Mr. O'Neill agrees.
- Mr. Somaparuru asked Mr. O'Neill to let them know the HP plan at the next meeting.
- Mr. O'Neill is concerned about the clubs and the kids who are going to Germany and if the Clubs are SafeSport compliant. Parents are saying Mr. Bitzigeio is the one who has the information. Mr. O'Neill has not yet received any response with information back from Mr. Bitzigeio.
- Mr. Schlager asked to confirm Mr. O'Neill salary is coming from the USOPC. In the transition so we have no other losses.
- Ms. Savini asked where Mr. O'Neill is based; which is Portland, Oregon.
- Mr. Hogshead asked for the board to review the interim HPD contract. Ms. Sung refused stating that it is not a significant contract.

3. Chair Announcements

Plans for in person board meeting – October 4 – 6 Rockford and Ft. Worth December 13 – 16

- Ms. Cribbs will be sending a note this week on plans for the upcoming board meeting.
- Ms. Cribbs mentioned to Ms. Kuypers to start making flight plans and hotel plans for the meeting in Fort Worth.

Committee to review bylaws

- Mark working with the USOPC for updates.



Conflict of Interest Training for Board and Committees

- Ms. Cribbs says the Board can't have the training in person at the October 4th in-person board meeting because the Melanie Hermann is not available on that date. Will have training this by teleconference at the end of October.

Committee Reports Due December 15

- We will have reports from the committees in December

4. Review and Approval of Minutes – May 6 and June 10

MOTION 1. MOVED to approve May 6, 2019 Minutes, as submitted.

Movant: Anne Cribbs
Second: Carolyne Savini

Motion passed unanimously by voice vote 9-0-0

June 10th minutes

- Ms. Cribbs would like to adjust the minutes from June to include a paragraph regarding the World Championships in Houston and the history of how it transpired to come here.
- She will rewrite that portion of the Minutes.
- There was no Motion, so approval will be pushed to October.

5. HPC Report

- Ms. Cribbs reviewed the group discussion on the High Performance Committee meeting the past weekend. Asked if anyone wanted to comment on the meeting.
- Mr. Schlager feels everyone was heard and it was a productive meeting.
- Ms. Cribbs said Team USA performance was outstanding at the Pan Am Champs and Matt Hetherington did a good job getting the information out on this.

6. Para HPC report

Ms. Cribbs mentioned there is a written report from Daniel Rutenberg. Ms. Cribbs said the Board did send congratulations to Mr Rutenberg. It was a great report, and Ms. Cribbs wants to have further discussion about the Para.

- Ms. Profitt addressed some of the Para items on the call.
- Ms. Profitt said coaches very involved though short-staffed but everyone pitched in at the Para Pan Ams. World qualification event is next year. Para ITTF - No trials.



- Ms. Cribbs is interested in the need to identify growth and participation opportunities to make USATT more accessible for the table tennis Para community.
- Ms. Profitt says there are Veterans program throughout the country for all para sports. It is great to have Para HPC committee and to begin tackling this item to recruit more para table tennis players.
- Ms. Cribbs asked Mr. O'Neill about his thoughts on the Para possibilities.
- Mr. O'Neill thinks there are Para opportunities possible with the Shriners.
- Ms. Profitt hopes the Para program can develop and put together other trainers in different parts of the country. One challenge we are up against is better-funding for other Para sports who attract many Para athletes away from table tennis.

Old Business -continued from August to September

- Ms. Cribbs said this was Mr. Liu's issue, and she believes Mr. Danner provided an answer to him. If he didn't get it Ms. Cribbs can resend it.
- Ms. Cribbs believes that Mr. Sheth has a conflict of interest having to do with the former HPD, and Mr. Danner had provided information on this. Ms. Cribbs will forward the information she has to Mr. Sheth.
- The Ethics & Grievance Committee has determined that the the Complaint sent to them in August does not indicate any actionable discrimination by Ms. Savini.

Ms. Cribbs suggested moving into Executive Session.

- Mr. Taylor raised a point of order, stating that a revision to the SafeSport Policies and Procedures has to be voted on.
- Mr. Thompson stated there are no true changes just working to put it in order with USOPC.
- Mr. Somaparau asked if it increases what we need to do?
- Mr. Thompson says the effort is to simplify and organize our SafeSport policy so that it is in sync with what is at the Olympic Committee and makes sense to our members.

MOTION 2. MOVED to approve v 3.0 of the USATT SafeSport Policies and Procedures, as submitted.

Movant: Ed Hogshead
Second: Carolyne Savini

Motion passed unanimously by voice vote 9-0-0

7. Executive Session -Board Members only

The Board went into executive session at 8:30 EST [Note: Minutes are not kept in Executive Session.]



All other participants left the call.

Close of meeting afterwards. Mr. Taylor will be on the call for the end of the meeting once back in regular session.

The meeting returned to General Session at 8:33. Mr. Taylor assumed the duties of the Secretary.

- Mr. Liu noted that three people recently have resigned from the High Performance Committee.
- Mr. Hogshead noted that he had recently traveled to Colorado and learned of the enormity of the Program. For example, there are currently 246 athletes in the HOPES program alone.
- Considerable debate ensued as to how to view the HP program.

MOTION 3. MOVED to express support for the High Performance Program.

Movant: Ed Hogshead
Second: Carlyne Savini

Motion passed 5-1-1

In favor: Ms. Cribbs, Mr. Hogshead, Ms. Savini, Mr. Schlager, Mr. Somarapu

Opposed: Mr. Liu

Abstaining: Ms. Profitt

The meeting adjourned at 8:42 p.m., EDT.

Respectfully submitted,

Tammy Kuypers
USATT Assistant Secretary
and
Dennis Taylor
USATT General Counsel