

Minutes
USA Triathlon Board of Directors
Teleconference
October 13, 2014

Board Members Present:

Barrett Brandon
Susan Haag
Kevin Haas
Dave Kuendig
Jacqueline McCook
Victor Plata
Steven Sexton
Barry Siff, President
Kevin Sullivan
Jack Weiss
Bob Wendling
Mike Wien

Staff: Rob Urbach, CEO

Siff called the meeting to order at 8:00 p.m. EST

Approval of Minutes

Motion (by Weiss and seconded): To approve the August 8, 2014 Milwaukee Meeting Minutes. Approved by unanimous voice vote.

Treasurer's Report – Urbach reported 2014 income to date of \$11.8 M and expenses \$10.33 M.

Haas and Sexton joined the meeting at 8:08 p.m. EST.

Office Update – Urbach discussed methods of approaching competition by regaining momentum and enthusiasm through pricing (member vs. non-member, family pricing, and new membership platform), learning more about members, revamping survey of expired members, a new demographic survey this quarter, and delivering value to USAT constituencies. Tomorrow, Urbach and Matejka will meet to discuss the scheduled January 2015 Race Director Symposium and to sort out how to execute the Symposium in 2015 and in the future. Las Vegas Super Sprint goals: provide high level race for competitors, have a compelling television show (10/1/14 on Universal with rebroadcasts), DVDs for sponsors, etc. The event cost \$100,000.

New Business

2014 USA Triathlon Rule Modifications for Paratriathletes: Wendling discussed an omission in the rules and a technical correction that will be reviewed by Charlie Crawford and submitted to the Board at the November meeting.

USOC Elite Program: Wendling discussed long-term discord within the Board that distracts resources, disrupts, and takes focus away from the majority of USAT members' interests. He suggested it might be time for the USAT to consider handing the Olympic program back to the USOC after investigating what it would involve and a referral to the Nominating and Governance (as best suited to do the job) or convening a task force to investigate the implications.

Plata joined the meeting at 8:35 p.m. EST.

Motion: (by Wendling and seconded) for the Board to assign the responsibility to the Nominating and Governance Committee to report back to the Board on the implications, impacts, and process of transferring the administrative management of the Olympic Elite Program back to the USOC.

Motion: (by McCook and seconded) to table the motion until the November meeting:

Roll Call Vote:

Barrett Brandon	Y
Susan Haag	N
Kevin Haas	Y
Dave Kuendig	Y
Jacqueline McCook	Y
Victor Plata	Y
Steven Sexton	Y
Kevin Sullivan	N
Jack Weiss	A
Bob Wendling	N
Mike Wien	Y

Motion passed Y- 7, N- 3, A - 1

Social Networking Resolution and Policy: Kevin Sullivan presented the attached revised resolution.

Motion (by Sullivan and seconded) to approve the resolution with the following typographical revisions: a. adding "of" after "use" in the first sentence of the first paragraph, b. adding "s" to the end of "representative" in the first sentence of the second paragraph, and c. changing "weblog" to "blog" in 10.c. Approved by unanimous voice vote.

AAC Approved Nomination for Athlete Representative on Marketing Committee: Plata reported on the AAC nomination of the replacement.

AAC Report/Minutes: Plata reported on the AAC minutes.

Unfinished Business: Urbach reported on a meeting he and Siff had with Andrew Messick regarding prize money and eliminating or reducing delays in payment until drug test results were returned.

Motion (by Brandon and seconded) to go into Executive Session at 9:32 pm

Returned from Executive Session, during which Kevin Haas was elected Treasurer, at 10:40 EST.

Motion: (by Weiss and seconded) to adjourn. Approved by unanimous voice vote.

Adjourned at 10:41 p.m. EST

9. Social Networking and Blogging on the Internet. As part of USA Triathlon's comprehensive approach to information security, these provisions have been created to address issues that may arise from the creation, participation, or use social networking opportunities on the internet such as blogs, Facebook, Twitter, YouTube or the like. Personal web pages, online diaries, and other means of communicating online are open to anyone to read and will exist in cyberspace indefinitely. USA Triathlon respects Colleague's right to view and use social networking sites. At the same time, all USA Triathlon Colleagues must recognize that given their positions with USA Triathlon, on-line posts may have an impact upon and reflect negatively upon USA Triathlon.

USA Triathlon Colleagues are representative of USA Triathlon even when not conducting official business. Conduct in public, including conduct on the internet can impact the opinion of Colleagues, members, potential members, other NGB's, regulatory bodies, the USOC, potential donors, and others.

10. Bloggng/Social Networking Guidelines.

- a. Colleagues shall not use USA Triathlon equipment or materials to create, update, maintain, or in any other way support a blog or other social networking site.
- b. Every USA Triathlon Colleague who chooses to blog or use the internet for social networking, must make it clear that the views expressed are the Colleague's alone and that the views do not reflect the views of USA Triathlon.
- c. To help reduce the potential for confusion, all Colleagues must put the following notice, or something similar, in a reasonably prominent place on the Colleague's site:

"The views expressed on this website/weblog are mine alone and do not reflect the views of USA Triathlon."

- d. Colleagues are **STRICTLY PROHIBITED** from disclosing any information that is confidential or proprietary to USA Triathlon.
- e. Written permission from USA Triathlon is required before a Colleague may use USA Triathlon logos, and/or trademarks, or reproduce or use any Company material on a site, is.
- f. USA Triathlon Colleagues must be respectful in all communications.
- g. Obscenities and profanity may not be used.
- h. Colleagues **MAY NOT** use ethnic, racial, gender, political or religious slurs in blogs or social networking sites, nor may Colleagues post obscene images or sexually explicit material.

- i. Colleagues must not relate personal, disparaging, or private stories or information regarding members or other Colleagues learned from positions at USA Triathlon.
- j. Social network, personal websites, or other means of communication must not be used to harass others.

Violations of any of these policies may result in an ethics violation.