

**USAW Board of Directors Conference Call with USOC**  
**Tuesday, February 24, 2009**  
**3:00 pm – 4:52 pm (EST)**

**Attendees:**

- Eric Parthen, USOC
- Kelly Skinner, USOC
- Tommie Gipson, USOC
- Dragomir Cioroslan, USOC & USAW BOD (Non-Voting member)
- Dennis Snethen, USAW
- Laurie Lopez, USAW

USAW Board Members:

- Megan Tornstrom DeFourny
- Michael Wittmer
- Regis Becker
- Mark Cameron
- Michael Cayton
- Jack Lano
- Ursula Papandrea
- Leo Temoshenko (absent)
- Rachel Hearn
- Emmy Vargas

Introductions and USOC's Expectations of USAW

Meeting began with Mr. Parthen's introductory comments at 3 pm (EST) with the attendees stated above. First action was an introduction of all attendees from USOC, USAW staff and the new USAW Board of Directors. Next Mr. Parthen thanked the new USAW Board members ("BOD Members") and went onto USOC's expectations of USAW, which were: 1. BOD members working together for the good of the USAW organization as a whole, 2. BOD members making decisions for USAW as a whole and not specific constituencies (duty of loyalty discussed) and 3. Encouragement of BOD members to spend the first thirty days getting to know one another and USAW.

Governance Reform

Upon inquiry, Mr. Parthen gave a brief history of the governance reform of the USOC and stated 28 National Governing Bodies ("NGBs") had completed a similar process with an additional 6 in the process. Mr. Parthen also responded to the various "weaknesses" of USAW as perceived by the USOC prior to this process when inquired by the BOD members. Various BOD members inquired as to other Corporate Governance resources the USOC and other NGBs may be willing to share, including benchmarks and Key Performance Initiatives (KPIs).

### Expectations and Inquiries of USOC and USAW Staff by New BOD Members

Inquiries were made by various BOD members regarding the High Performance Plan (“HP Plan”), USOC 2009 funding to USAW (which was based upon the HP Plan) and possible transition process, items and actions. Various BOD members also thanked Mr. Snethen for his efforts. Mr. Snethen addressed various questions including potential new sponsors and funding and clarifying his last day would be March 7, 2009. He offered to consult with the new Board as needed, praised the office staff and recommended Ms. Lopez as Interim ED. Ms. Lopez affirmed Board Packets including a tentative budget, financials, the HP Plan and other important documents would be forthcoming to the BOD members in the next few days.

Continuing, Ms. Papandrea expressed the BOD members’ expectations were: 1. Unconditional and mutual respect and the mutual intent to cooperate between USOC and USAW, 2. Policies and criteria would have BOD input, and 3. The input of BOD members be valued by USOC. Mr. Parthen expressed the need for mutual cooperation and USOC’s desire to partner with USAW in bettering USAW, which betters USOC. He emphasized the importance of office staff to BOD cooperation and encouraged the BOD to challenge the new HP Plan.

### Hot Topics – HP Plan and Coach and Team Selection Criteria

Mr. Becker sought confirmation that the BOD members were formally seated and it was confirmed the Board had full authority to act. Various BOD members then made inquiry of several hot topics. The HP Plan’s status and 2009 were discussed briefly including possible amendment of the HP Plan by this BOD. Mr. Skinner stated the HP Plan should be a “living document”. He further stated changes in the HP plan can increase or decrease funding, however, USOC did not anticipate additional 2009 funding beyond USAW’s present allocation and any major changes would require additional USOC committee review.

Next, various BOD members inquired to Mr. Snethen regarding the team and coach selection criteria and his rationale behind the retention of one coach at the Olympic Training Center (“OTC”). Selection criteria was briefly discussed for the Pan Ams and Jr. Worlds, the latter of which the membership was questioning the selection criteria. Mr. Witmer inquired specifically to discuss the Junior World Team Coach selection and USOC personnel declined the request stating USOC has a team selection working group which works with each NGB to determine the selection process for teams and coaches for USOC-involved events, such as the Pan Ams & Olympic Games, while the World Championships were more on the NGB to decide. Mr. Parthen reiterated this type of discussion should wait until after the end of March Board Meeting. Per Mr. Snethen, USAW had just received the Pan Ams information and it still needed to be translated, prompting 2 BOD members to offer to translate it. Mr. Snethen explained his rationale for the retention of one coach at the Olympic Training Center (“OTC”) due to funding cuts, stating the selection was based upon the male athletes’ having better improvements at the OTC, better recruiting for the men’s program and more work of the men’s program with scientific computers.

### Hot Topics – IWF Candidate and Electoral Congress

The topic of the IWF Congress was next raised and discussed. After much inquiry by various BOD members, it was learned the USOC will pay for flight expenses only for those candidates who have reached the Executive Board status (or higher) in an International Federation. It was

further explained by Mr. Cioroslan, who is a present Executive Board member of the International Weightlifting Federation (“IWF”), that Spain was paying for candidates’ room and board during the Congress and that he desired to continue as a candidate for the USAW at the 2009 IWF Electoral Congress in April.

USOC stated USAW’s policy had been to send the highest ranking IWF official as the USAW candidate and USOC strongly encouraged continuing this policy to maintain and increase certain influences and respect within the International Federations. USOC reiterated how rare having a candidate of this level internationally was to many NGBs and emphasized the importance of this international influence and its desire to get more people to that level. They reiterated Chicago’s bid for the 2016 Olympic Games will be decided in seven months. Mr. Parthen added the loss of that bid could result in significant financial repercussions for both USOC and USAW.

Since the USAW Board had the option of either following past policy or voting in a new candidate for the Electoral Congress prior to the submission deadline of March 16, 2009, the BOD members next inquired about the background of events, actions, dates and deadlines involving this selection of the IWF candidate from the two candidates, Mr. Cioroslan and Mr. Tomy Kono, last December. It was stated USAW posted the notice on Dec. 19<sup>th</sup> and a deadline of Dec. 29<sup>th</sup> in order to meet the IWF’s deadline of Dec. 30<sup>th</sup>. It was stated Mr. Kono’s materials were received on Dec. 30<sup>th</sup> after the USAW deadline and it had been USAW’s policy of no late applications, including no late entries of athletes. USAW did request an extension from the IWF and a vote of the interim USAW Board had resulted in a 3-2 vote in favor of Mr. Cioroslan.

#### Hot Topics – Loss of Third Men’s Olympic Slot

An in-depth discussion of Mr. Cioroslan’s involvement with the third Olympic slot for the US Men’s Weightlifting Team occurred next with specific inquiries as to Mr. Cioroslan’s current influence with the IWF due to: 1. The US losing the third slot on the Men’s Weightlifting Team for the 2008 Olympic Games in Beijing and 2. Mr. Cioroslan’s recent efforts to influence the IWF to enforce Doping Controls. There were additional specific inquiries made to Mr. Cioroslan regarding comments he made to competition officials prior to the A session at the Olympic Trials about the third slot. It was stated both USAW and USOC legal were very involved with several attempts to attain the third slot lost due to a change in rankings after the final standings were announced for the 2007 World Championships. It was noted the USA was the only country with no positive drug tests who lost Olympic slots. USOC members reiterated USOC personnel and Mr. Cioroslan had been in direct communication with both Casey Burgener and his coach/father during the Games as to the progress of the US’s challenges and appeal regarding the third slot.

Due to the time being well past the hour scheduled, the meeting concluded with thank yous between the various attendees with Ms. Hearn asking for a copy of the ED job description to proceed with an ED search committee as soon as practical. Mr. Cameron informed a Board Meeting is to occur in early March to decide on the IWF Electoral Congress and other pertinent matters which may arise prior to the Meetings in Colorado at the end of March.

Respectfully Submitted,

Megan Tornstrom DeFourny, Note-taker for Meeting