

**USA VOLLEYBALL
MINUTES OF THE MEETING
OF THE BOARD OF DIRECTORS
OCTOBER 19-20, 2014
COLORADO SPRINGS, CO**

Presiding: Lori Okimura

Directors Present: William Barnum (arrived after the commencement of the first day of meeting), Ken Cain, Jeff Conover, Ashley Dombkowski, Kristin Fasbender, Gabe Gardner, John Hughes, Sue Mailhot, Lori Okimura, Sarah Noriega Sulentor, Andy Reitingner, Cecile Reynaud, Todd Rogers and April Ross (second day only).

Directors Absent: Ken Shropshire

Treasurer: Kevin Twohig

Recorder: Steven B. Smith, Recording Secretary and Legal Counsel

Staff Present: Doug Beal (second day only), Stacie Kearns, Kerry Klostermann, Margie Mara, Tim McCune, June Sander, Sean Scott, and Chris Vadala (other staff members were invited to present on Day 2, as noted below).

Guests: John Lee, Nancy Funk.

NOTE: Information is reported according to topic in order of placement on the agenda and not necessarily in the chronological order of discussion,

I. CALL TO ORDER/INTRODUCTIONS

- A. Roll Call and Declaration of Quorum.** The meeting was called to order by Ms. Okimura at 3:34 p.m. Roll was taken, and a quorum was declared.
- B. Board Directory.** A Board Directory was circulated for possible updates to contact information.
- C. Conflict of Interest & USAV Registration.** Ms. Sander indicated that the Conflict of Interest form has been distributed. Mr. Cain indicated that the form sent may not have included a change made in May, and there may be a provision that is in conflict with the Bylaws and the Colorado Code. This was to be clarified after the Board meeting. Mr. Klostermann indicated that it is necessary for returning Board members to sign a new form.

II. ANNOUNCEMENTS

- A. Introduction of newly elected Board members.** Ms. Okimura introduced the directors who were reelected and those who were newly elected.
- B. Introduction of attending staff.** Mr. Vadala introduced the staff members present at the meeting.

III. APPROVAL OF MINUTES - May 22 & 23, 2014.

Motion #1: to approve the minutes from the May 22-23 meeting as distributed to the Board, modified as set forth below. Made by Mr. Cain, seconded by Mr. Reitingner, approved unanimously.

- [1] Correct appendix notations, e.g. Page 4 re AFB and NGB references, and all following appendix notations.
- [2] Page 4 under VII. B, correct the spelling of "inquiry", and remove the word "is" from the last sentence in that section.
- [3] Page 6 under VIII J., change "effected" to "approved".
- [4] Page 7 under XI A., remove "s" from "operations" in the first line on Page 7.

IV. APPROVAL OF AGENDA/ADDITIONS

Motion #2: to amend the agenda to move item VIII. A to the end of item VIII. to accommodate Ms. Ross's arrival. Made by Mr. Conover, seconded by Ms. Reynaud, approved unanimously.

Motion #3: to approve the agenda, as amended. Made by Mr. Hughes, seconded by Ms. Mailhot, approved unanimously.

V. BOARD ADMINISTRATIVE OVERVIEW

Ms. Sander discussed travel arrangements, including the policy for booking travel with more than two segments. Mr. Klostermann indicated that he would send out the Board Policy Manual to all Board members. Mr. Klostermann also indicated that a shared file, like drop box, would be used to make documents available to the Board, and jump drives would be used as a backup.

- A. Next Meetings.** Mr. Klostermann went over the schedule for next meetings in 2015:

January 25 & 26 in Southern California

May 21 & 22 in Detroit

October 11 & 12 (possibly in conjunction with RVA meetings in Denver)

VII. USAV FOUNDATION REPORT.

Mr. McCune discussed the USA Volleyball Foundation. He indicated that (i) identification efforts at events have been producing good prospective donors, (ii) Foundation assets are doing OK after the latest market downturn, with 2% growth over the last year, noting that assets had dropped 2.3% in the quarter, and (iii) Foundation assets stood just under \$3.9M.

Mr. Gardner asked when a full report on the Foundation is to be made to the Board. Mr. McCune indicated that a full report would be made at the January Board meeting.

Motion #4: in addition to the report to Board on the Foundation, the Foundation should compare the investment performance of its assets under the Legacy Group to the performance by the US Olympic Foundation and other investment options. This should include an analysis of performance over the past 12 months, 3 years, 5 years and other appropriate measures. Motion by Mr. Gardner, seconded by Mr. Cain, approved unanimously.

Mr. Gardner noted that the U.S. Olympic Foundation has been outperforming the S&P Index, and charges no fees.

Mr. Cain asked about what protection would be available if Foundation went a different direction from the USA Volleyball Board's wishes. Mr. Smith indicated that he would need to refresh his memory on the Bylaws, but the USA Volleyball Board likely had the authority to change directors of the Foundation.

Motion #5: to have members of USAV Board look into the relationship between USAV and Foundation. Motion by Mr. Cain, seconded by Mr. Reitingner, adopted unanimously.

VII EXECUTIVE SESSION. At 4:40 pm, the Board went into Executive Session. Upon coming out of the Executive Session, the Board reported the following actions:

A. Beach Forensic Report.

The Board accepted the findings of the report, with some follow-up items to discuss regarding the budgeting process.

B. Pioneer E&E Decision Appeal.

The Board voted to overturn the decision by the Corporate E&E Special Committee, because the Corporate E&E Special Committee did not have jurisdiction, other than to determine whether due process was provided. The Board further determined that appropriate due process was provided. Therefore, the original decision made by RVAA E&E Committee shall apply.

C. Personnel Committee.

An ad hoc committee has been formed, consisting of Ms. Reynaud, Mr. Cain, Mr. Gardner, Ms. Okimura and Mr. Shropshire. The ad hoc committee will work with staff to help on personnel issues and to help with transition issues over the next few years.

**THE SUNDAY EVENING SESSION WAS RECESSED AT APPROXIMATELY
7:00 _____ p.m.**

THE MEETING WAS RECONVENED ON MONDAY, OCTOBER 20 AT 8:03 a.m.

VIII. CEO/STAFF REPORT, STAFF INTRODUCTIONS

Introduction of Staff (each gave a brief overview of their positions, duties and responsibilities):

Matt Podschweit, Manager, Coaching Education
Carla Hall, Senior Manager, International Programs and Exec. Ops.
Susan Barkley, Director of Region Services
Collin Powers, Director of High Performance, Indoor
Quintiya Miller, Coordinator, Safe Sport
April Biebel, Coordinator, Program Logistics
Irina Damy, Manager, Events
Corrinne Calabro, Coordinator, Communications
Mariann Greenwood, Ast. Corporate Operations
John Kessel, Director of Sport Development
Brent Buzbee, Director, Communications and Technology
Melissa Weymouth, Manager, National Team Events & Marketing
Denise Sheldon, Manager, Indoor High Performance
Sean Scott, Manager, Beach National Teams
Katie Holloway, US Sitting Volleyball Team

A. Beach Olympic Selection Procedures.

Mr. Beal presented the staff position to conduct a hybrid selection system – one Olympic berth selected based on FIVB rankings, one selected from a trials event. Mr. Beal stated that staff believes it is best to select the Olympic teams closer to the Games than provided under an FIVB-only system. Mr. Rogers indicated that the vast majority of athletes are not in favor of a trials system and that athletes would fight it tooth and nail. Ms. Ross stated that Mr. Rogers and she talked with a pool of athletes, and anyone with Olympic hopes are against a trials, and want to select those who have proven themselves internationally via the FIVB world rankings. Mr. Gardner expressed concern that athletes might be gathering support for their position, but not giving athletes in favor of the hybrid model an opportunity to state their position without pressure. Ms. Ross expressed that it is her preference to try to improve the current system, and she is open to having a vote of the athletes, although she expressed some concern about who the relevant pool of athletes might be. Mr. Scott indicated that a survey had been conducted among A-1 (top 8), A-2 (400+ points) and Elite Development program members, and athletes were overwhelmingly against the hybrid proposal. Fifty-two surveys were sent out on May 21st, and 27 responded. USAV had experts without a vested interest discuss this issue, including FIVB's flaws and a trials system, and based on those conversations, 8 of 9 on the committee felt that a 1-and-1 system was the best approach. Mr. Gardner indicated that indoor players would prefer a

trials because they could potentially have the chance to qualify for the Olympics if they switched to the beach discipline. Ms. Ross suggested that players are open to a shorter qualification period, perhaps starting with World Championships in 2015 through the FIVB cutoff date. Mr. Beal expressed a concern that FIVB is making changes to the system right now. Mr. Beal indicated that staff will engage with beach athletes a little longer on this issue, but we have to get something to the USOC by the self-imposed deadline of the end of 2014.

No action was taken, with the recognition that staff will ultimately make the decision, and will keep Board informed.

B. LMS Update.

Mr. Podschweit gave an update on the Learning Management System (LMS) and its future. The goal is to have increased load capacity in place before the holiday rush. Mr. Podschweit also discussed the future applications of LMS in areas such as clinics and staff training. Mr. Podschweit explained that the Safe Sport curriculum is part of LMS. Mr. Hughes expressed concerns about the system crashing for the Safe Sport stand alone course, which was determined to be a problem with the USOC's system. Ms. Miller will send out an email to regional representatives when she receives a report that the problem has been fixed.

C. Privacy Policy and Marketable Mail List.

Ms. Mara explained that USAV is aggregating a number of privacy policies and is trying to integrate them with USOC privacy policy. USOC's legal team is in the process of revising their policy at this time. Mr. Klostermann will work with the USOC once they are finished to update USAV's policy. Mr. Cain asked that USAV involve the RVAs in this process.

Mr. Klostermann explained that USAV has, over the years, sold the "snail" mailing list to interested parties. Revenues from this source have been decreasing, from as much as \$80,000 per year in the past to about \$34,000 today, and the service element of the program has gone away with the rise of the Internet. USAV is trying to increase the email program to communicate in a number of ways, and people can opt out of receiving. USAV sends out those emails – third parties do not receive the list. People who have registered can opt out later, as well.

Motion #6: to support staff's decision to discontinue selling the direct "marketable" mailing list. Made by Ms. Reynaud, seconded by Mr. Reitingger. Approved unanimously.

D. Admin Region Report.

Ms. Mara went over the policy for the Administrative Region Registration, *see* attached. Mr. Reitingger indicated that the policy is good, USAV and the regions just need to do a better job of implementing it. Mr. Cain stated that this is a governance issue, since USAV does not have individual members, so these individuals should be registered to their regions. Mr. Cain also raised concern about potential liability of having individual members. Ms. Okimura raised a concern about volunteers providing services but not being registered, as they might not have

undergone a background screening. Staff agreed look into this further to determine whether there is a trigger for a background screening to avoid this problem.

E. Athlete Transition Fund.

Mr. Klostermann indicated that USAV needs to obtain more athlete input and feedback on potential changes to the Athlete Transition fund. Mr. Klostermann expects the feedback will be for athletes to receive services to help them transition into their next career. Mr. Beal indicated that USAV will work to connect the athletes to the USOC's programs, which have become more robust. Ms. Okimura raised a concern of how to keep athletes involved in the sport. Ms. Dombkowski encouraged the program to go farther, trying to connect athletes with human resources departments in companies that like to hire athletes/Olympians.

Motion #7: to form a staff committee to gain input on, and develop changes to, the current Athlete Transition Fund program. Staff would be responsible for implementing changes to the program but would accept and work to implement recommendations from the committee. Made by Ms. Sulentor, second by Mr. Gardner. Approved unanimously.

F. 2014 Department Goals.

Mr. Vadala explained that the department goals are listed in strategic plans of the departments. This represents an attempt to develop a simple way to measure departments' progress towards reaching these goals. Board members indicated that they would like to continue to receive this document. Mr. Cain identified a need to revisit the strategic priorities. Ms. Dombkowski identified a need to reduce the number of entries/goals to a more manageable level, and then use this to help drive the budgeting process.

G. All-Staff Retreat.

Mr. Vadala stated that the all staff retreat would be held November 4-6, with approximately 80 people expected to attend. All departments are going through their own departmental pre-retreat planning process to prepare. The first day of the retreat will discuss big picture items, and then specific programs in the subsequent two days, and will include an all-staff training from the HR director. Mr. Vadala will report on the retreat to the Board at the January meeting. The Board also discussed having a Board retreat every two years, in those years when there is no staff retreat.

H. Safe Sport Update.

Mr. Beal gave an update on the USOC's Safe Sport initiative. A Board for a new, independent agency is expected to be in place soon, perhaps by end of calendar year. The USOC also hopes to have a CEO of the new agency in place, perhaps by end of year. The agency is to be set up during the second quarter of 2015. A funding request has been made of NGBs based on the size of their annual budget and USAV is going to be asked to contribute \$55,000 per year. During a recent meeting in Chicago, there was much discussion and give and take about the insurance piece of the puzzle to ensure there are no gaps between referrals to agency and coverage. Ms. Mara indicated that USAV hopes to have a customized Safe Sport online course

available next year, as well as an in-person course. Ms. Mara also indicated that USAV's commitment is for all staff in all four offices, the Board and other major leadership entities to complete the Safe Sport course by the end of 2014. Mr. Cain indicated that some regions are concerned about implementation. A committee has been appointed from the regions, and their concerns include the financial implications that claims may bring, residual cost of the program, the need for the USOC to complete setting up third-party entity, and not requiring USAV's competitors and other affiliated organizations to adopt the program. The committee wants an active role in the decision-making for the program. Ms. Mara indicated that some information may have been miscommunicated to the regions, and she will work to clear those up. Mr. Beal suggested that members of the committee meet with those representatives of the USOC who are driving Safe Sport implementation.

I. Website/Social Media Report/NCAA Enhancements.

Ms. Calabro indicated that USAV's website and social media program have grown significantly: USAV is on pace to increase last year's web visits by 1 million. USAV has also created a new area of the website for collegiate volleyball/NCAA, which includes a page where fans can find information on matches on TV or being streamed. The long term goals for website and social media are loyalty, brand affinity and engagement. These will help to build opportunities, such as sponsorships. Demographic information is tracked. Mr. Gardner asked that the Board see the data on demographics. Mr. McCune stated that the social media program is changing how the Foundation is handling donor prospects and donor relations. Ms. Calabro indicated that she herself is working on relationship with elite athletes and their promotion.

J. Championship Entry Fees.

Mr. Beal indicated that there is likely to be a proposal for an increase in championship entry fees (to take effect in 2016) at the RVA meeting in Detroit in May 2015. Any change in the Championship Entry Fees must be approved by the Board.

K. Housing Service Partner RFP Status.

Mr. Vadala indicated that USAV sent out an RFP for the housing partner contract in May. USAV has received 17 proposals, which were first narrowed to six, then further narrowed to four finalists. USAV hopes to make a decision on the housing partner by mid-November.

L. NBC – FIVB

Mr. Beal indicated that he recently had meetings with NBC executives and FIVB representatives, and that NBC appears to be eager to program more volleyball, both on the network and cable. FIVB appears to be increasingly interested in promoting growth of volleyball in the US, by allowing the US to host events, reducing costs in those events and engaging sponsors in the US and connecting them to USAV, in addition to FIVB.

M. National Team Update.

Ms. Sheldon gave an update on the National Teams, including the recent women's world championship gold medal in that event. Ms. Sheldon noted that the High Performance and National Teams departments have been continuing to develop their relationship, which was reflected in the success at the World Championships. Ms. Dombkowski raised a question about the lack of TV exposure for the World Championships in US. Mr. Klostermann indicated that NBC Universal had purchased access to those events, and it had some tape delayed matches on TV, with limited distribution. Ms. Dombkowski indicated that it should be a goal for the staff to determine what would be necessary for USAV to get these types of events on TV in the US. Mr. Scott discussed the Beach National Teams. He indicated that USAV is moving forward with the hiring process for the full time ATC. USAV is also pushing for an opening date of November 1st for the weight room in its beach office in Torrance, California. Mr. Scott further indicated that, in 2013, FIVB eliminated the on-site country quota system. In 2014, the US instituted a similar country quota in the US, which was done using one qualifier for two FIVB events. FIVB mentioned at a recent meeting that they are considering bringing back the country quota system next year. Ms. Holloway discussed the US Sitting Volleyball teams, noting that the men participated in world championships in Poland and finished 10th and will need to qualify for Rio, while the women were in gold medal game with China, and lost a very close match but did qualify for the 2016 Rio Paralympic Games.

N. American Sports Center.

Mr. Beal provided an update on negotiations with the American Sports Center.

O. 2015 USOC Performance Partnership Agreement.

Mr. Klostermann indicated that USOC total support for 2015 is up slightly from 2014.

P. FIVB – NORCECA Update.

Mr. Beal gave a report on meetings with NORCECA, which has indicated that it is interested in increasing the number of events that USAV would host.

Q. RVA Membership Initiative.

Mr. Beal and Ms. Mara updated the Board on USAV's program to reward regions that have the most growth in membership. USAV identified 16 regions to receive awards. USAV plans to continue this program in the future. Mr. Cain commented that the Junior Volleyball Association (JVA) has started an incentive program that provides direct money grants to junior clubs.

R. University of Central Oklahoma.

Mr. Klostermann told the Board that both USAV and the University of Central Oklahoma are in the process of discussing changes that would allow two UCO employees to become USAV employees.

S. NCAA

Mr. Beal discussed the changes in the NCAA and the concerns of the USOC and NGBs about the implications on the viability of secondary sports, including volleyball. Ms. Fasbender agreed with Mr. Beal's analysis, and also indicated that the NCAA's Legislative Council met today and approved a Sand Championship as a National Collegiate Championship. This must still be approved by the NCAA Board and by the convention. The name of the event (beach or sand) is still under discussion, but will go through the process as "sand."

IX BYLAWS AND GOVERNANCE

A. Revised Bylaws & Operating Code.

Motion #8: to revise language in 5.02(I)(1) as follows. Made by Mr. Reitingner, second by Ms. Sulentor. Approved unanimously.

~~Four~~ Five Athlete Directors, each with one vote. One shall be female from the indoor discipline; one shall be male from the indoor discipline; one shall be female from the beach discipline; ~~and one shall be male from the beach discipline; and one shall be of either gender from the sitting discipline.~~

B. BYLAWS – 20% INDEPENDENT DIRECTOR REQUIREMENT.

Motion #9: to revise Section 5.01(A) of the Bylaws as follows. Made by Mr. Hughes, seconded by Ms. Mailhot. Approved unanimously.

Number of Directors. All corporate powers and affairs of the Corporation shall be governed by the Board whose members are selected without regard to gender, race, color, religion or national origin. The Board shall be comprised of at least twenty percent (20%) representation by international athletes and at least twenty percent (20%) representation by independent persons as defined in these Bylaws.

C. Premier Volleyball League (PVL) Affiliated Organization Application.

Mr. Hughes argues that USAV should want every affiliate it can find, so he supports the PVL application for Affiliated Organization status. He noted that PVL is not asking for any additional financial support or commitment from USAV, and he doesn't think there are any problems with PVL's leadership. Mr. Beal noted that FIVB is supportive of PVL. Because this issue had already been considered, it required a motion to reconsider in order to be brought to the floor.

Motion #10: to reconsider the approval of the PVL application. Made by Mr. Hughes, seconded by Mr. Reynaud. Approved unanimously.

Motion #11: to Approve the Affiliated Organization application of PVL. Made by Mr. Hughes, seconded by Ms. Reynaud. Approved unanimously.

D. Audit, Finance and Budget Committee Report.

Ms. Dombkowski indicated that the issue of RVA Membership will be discussed in December. RVAs have requested the option to pay fees to USAV by credit card. If all fees were paid by credit cards, there would be a 3 ½% reduction in revenues to USAV, which is about \$250,000 per year. The amount that would go back to RVAs is about 1%, so the committee could not approve this request because of the net loss of revenues, but sent the matter back to RVAs for more feedback.

Ms. Dombkowski then discussed the restricted RVA Insurance Fund. The Fund was created with RVA insurance payments in excess of what payments were required to cover the cost of insurance. The RVAs have requested that the money in the fund be segregated with appropriate interest credited. This has been done via USAV's financial statements, but the issue of creating a stand-alone fund will be discussed further in December.

With respect to the 2014 budget, Ms. Dombkowski indicated that USAV revenues were estimated to be \$25M, with \$25.6M in expenses. A positive variance of \$539K has been found so far, so the latest projection is about a \$100K deficit.

With respect to the 2015 Budget, the committee is preparing to review this at the December meeting. The linking of expenditures to the impact programs have is something that the committee talked to staff a lot about and will be considered when reviewing the 2015 Budget.

E. Ethics and Eligibility Committee Report.

Mr. Lee, Chairman of the Ethics and Eligibility Committee introduced the committee members. Mr. Lee indicated that the committee had updated the arbitrator manual. Mr. Lee also provided the Board with an adjudication flow chart, which is attached. All arbitrators must complete Safe Sport training before they can be assigned to an Event.

Motion #12: to approve Katie Holloway's appointment to the Corporate Ethics and Eligibility Committee. Made by Ms. Reynaud, seconded by Ms. Fasbender. Approved unanimously.

F. Nominating and Governance Committee Report

Ms. Funk reminded the Board that there were three positions on the Nominating and Governance Committee up for election this year: Tom Hoff (Athlete), Glenn Sapp (Beach), and Larry Linney (Independent). In addition, there are four Board positions whose terms are expiring next year (those of Mr. Shropshire, Ms. Sulentor, Ms. Mailhot and Ms. Okimura). With respect to the Paralympic Athlete position on the Board, the committee is hoping to get information out so they can get resumes in time to elect someone by the January meeting. In

addition, Ms. Funk indicated that the committee is developing a Board of Directors handbook for new Board members.

G. Administrative Council.

Ms. Mara indicated, for informational purposes, that USAV has an Administrative Council. Ms. Mara indicated that the Council has a conference call approximately 30 days before and 30 days after a Board meeting to discuss issues. The next call is November 4th.

H. Document Review Task Force.

Mr. Reitingger indicated that the Beach Assembly and Junior Assembly manuals have been submitted, and the feedback has been provided on them. Ms. Mailhot indicated that some progress has been made on the Officials Manual. Ms. Okimura and Mr. Reitingger will provide the Beach Assembly and Junior Assembly manuals to the Board for approval either at the January meeting or in between this meeting and the January meeting. Ms. Okimura proposed summarizing the changes made or needed to be made, and then distributing those to the Board for approval. If there is anything of substance that needs to be approved, that can be postponed until after the May RVA meetings.

I. USOC AAC Report.

Mr. Gardner reported that the AAC has been dealing with the transition from John Ruger, the USOC Athlete Ombudsman, who is retiring. The AAC selected Kasie Wallace, who is a mediator and law professor at Pepperdine, to replace Mr. Ruger. Mr. Gardner asked that USAV let the athletes know that a new Ombudsman has been hired. Ms. Holloway has agreed to be a Vice Chair on AAC.

J. Beach Search Committee.

Ms. Okimura indicated that the Beach Search Committee will issue a written report to Board. The hiring process is on-going.

K. Governance Review Committee Update.

Mr. Cain reported that the addition of the Paralympic seat on the Board created concern at the May RVA meetings about the regions losing voting influence. An ad hoc committee was created to study and come up with recommendations. Ms. Okimura is reaching out to the Board to see if there are people they can recommend to serve on the committee.

L. Athlete Voting Pool for USAV Athlete Director Board Positions.

Motion #13: to waive 30 day notice requirement. Made by Mr. Reitingger, seconded by Ms. Sulentor. Approved without dissent, Mr. Cain abstains.

Motion #14: to revise Section 9.01 of the Bylaws, subject to USOC approval, to read as follows. Made by Mr. Reitingger, seconded by Mr. Rogers. Approved unanimously.

International Athlete representatives shall equal at least 20% of the membership of the Board and at least 20% of the membership of all Corporation committees operating under the authority of the Board (“Designated Committees”).

A. For purposes of these Bylaws, “Designated Committees” shall mean the Audit, Finance and Budget Committee, the Ethics and Eligibility Committee, the Nominating and Governance Committee and committees which prepare, approve or implement programs in the areas of selection of Olympic, Paralympic, Pan American, Parapan American and Youth Olympic Games Team members including athletes, coaches and administrators.

B. International Athlete representatives on the Board or those committees described in Article 9.01A of these Bylaws above, and those international athletes eligible to elect such representatives, shall meet the following eligibility criteria:

Within the ten (10) years preceding election (or serving on the electorate), represented the United States in the Olympic Games, Paralympic Games, Pan American Games, Parapan American Games, World Championship recognized by the appropriate International Federation, or a USOC-recognized Operation Gold event.

C. Athlete representatives to the Board and those Committees of the Board as defined in Article VII shall be directly elected by athletes who meet the standards of international athletes as set forth in Article 9.01 B of these Bylaws.

XI. PRELIMINARY DISCUSSION – BOARD ATTENDANCE 2016 RIO GAMES.

Prior to London, the Board felt it was worth making support available to those Board members who could go to London for 3-5 days during the Games. The Board budgeted \$20,000 in 2012 for this. There was a fixed stipend for travel expenses, and any remaining balance was split on a per night basis. Mr. Klostermann indicated that the goal is to identify who might be able and willing to go so USAV can fold that into its request for rooms and other requirements. Mr. Cain stated that any assistance should be widely available, to include staff, so as to encourage more people to go. Ms. Dombkowski stated that any such program must be clearly connected to a strategic goal for USAV and that the amount of budget allocated to such an expense should be appropriate and justified relative to that specific strategic deliverable.

XII. NEW BUSINESS

A. Mr. Vadala announced that, at the USOC Best Practices being held in Oklahoma City, the USOC awarded its inaugural Diversity Award for NGBs to USAV for the Sitting program. This award includes a \$5,000 grant to put towards the program.

XIII. ADJOURNMENT.

Motion #15: to adjourn. Made by Mr. Reitinger, seconded by Ms. Reynaud. Approved unanimously.

ACTION BETWEEN REGULAR MEETINGS

Appended to October 19-20, 2014 Board Minutes

For the official record, this motion passed as of Sept. 24th with result below. It should be added to the Minutes of the Oct. 19-20 Board Meeting. Thank you.

Motion for consideration: (requires a second; to be recorded to the Oct. 19-20 Meeting Minutes). The USAV Board will allow the permanent hire of a Beach National Program (BNP) ATC (certified athletic trainer), to be identified by the Director of Sports Medicine and Performance, and with the input of the USAV Board beach athlete representatives and relevant beach staff. The hiring of such a permanent employee as the Beach National Program ATC will be in accordance with USAV employment policies and procedures. The hiring of this position will not change the current USAV Board Motion #24 approved at the May 24, 2013 Annual Meeting (included in this motion in its entirety above), and will not allow for the permanent hires of any other employees in the Beach Department until the USAV Board has completed its review of the Independent Beach Investigation and all findings, as stated in Motion #24.

YES - vote to allow the permanent hire of a Beach National Program (BNP) ATC, no change to original Motion #24 from May 24, 2013.

NO - vote to deny the permanent hire of a BNP ATC; no change to the original motion.

Affirmative (YES): 12

Opposed (NO): 0

No response: 3

ACTION BETWEEN REGULAR MEETINGS

Appended to October 19-20, 2014 Board Minutes

Please record the following vote for the Oct. 19-20 Meeting Minutes:

Corporate E&E Committee approved (athlete seat to be confirmed)

Chairman: Jon Lee *previous chair & member

- Associate Chair: Angelo Iasillo *previous member
- John Hughes, RVA representative. *new member
- Lori Okimura, Beach At-Large representative *previous member
- ATHLETE REPRESENTATIVE - to be determined (once an athlete accepts, he/she will be submitted for BOD approval).

Affirmative: 11

Opposed: 0

No response: 4

*Please note, Sarah Sulentor was successful in finding an athlete to serve on this committee. I will coordinate with Jon Lee (chair) and we will advise the Board accordingly once interest is confirmed.

Thanks to all for the follow up!

Best Regards,

Lori Okimura