



MINUTES

USATT Board of Directors Meeting

Saturday, September 22 – Sunday, September 23

USOC Olympic Training Center
Colorado Springs, CO

Saturday, September 22, 2018 – Gold Room

Chair Anne Cribbs called the meeting to order at 11:05 a.m. EDT.

1. Roll Call and Administrative Matters

The following board members were in attendance:

Anne Cribbs (Chair), Larry Hodges, Ed Hogshead, Tara Profitt (via phone 11:10),
Carolyn Savini, Gary Schlager (via phone 11:15), Rajul Sheth, Erica Wu.

Also attending:

Gordon Kaye (CEO), Dennis Taylor (General Counsel and Secretary), Mark Thompson
(COO), Carl Danner (Representative of USTTA Foundation), Jörg Bitzigeio (High
Performance Director).

A quorum was established. No conflicts were reported.

Ms. Cribbs gave her impressions of the USOC Assembly that she had just attended.

2. Review and Approval of Minutes from the August 2018 Teleconference Call

MOTION 1. MOVED to approve the Minutes from August 13, 2018, as submitted.

Movant: Ed Hogshead

Second: Larry Hodges

Motion passed unanimously by voice vote, 7-0-0.



3. Strategic Planning Process

The Board received a presentation given by Denise Parker, USOC Vice President of NGB Services (NGBS).

- NGB Services brought in Deloitte to do a needs assessment for how to better assist NGBs.
- Before NGBS will assist an NGB, it will need to be established that the issue is contained in the Strategic Plan.
- USATT has not prepared and submitted a formal Strategic Plan since 2009. It's time, especially with LA 2020 approaching.
- Also, it is a good time for Board assessment and Board training.
- At the conclusion of the strategic planning process, NGBS will help staff create and implement an operations plan.
- USATT will be working most closely with Avery Wilson, USOC's Director of Strategic Planning.
- The Board is requested to appoint 15-20 individuals to the group that will create the next strategic plan.
- NGBS can also assist by providing a membership survey instrument, using Qualtrix.
- NGBS has templates for both member and staff surveys.
- USOC has some grant dollars available in 2018 for this process.
- The keys to a good strategic plan are that it has to be feasible, impactful, and timely.
- Furthermore, there has to be a commitment by the NGB to follow the plan.
- NGBS's biggest goal is to assist NGBs in prioritizing items in the plan.
- NGBS proposes the following composition of the planning group:

BOD/Independents (2)

Representatives: Gary Schlager, Carolyne Savini

Clubs (2)

Representatives Assigned by Ed Hogshead

Constituents (1)

Representative Assigned by Deepak Somarapu

Athletes (3)

Representatives Assigned by Tara Profitt and Erica Wu

Coaches (2)

Representatives Assigned by Larry Hodges

Members (3)

Representatives Assigned by Rajul Sheth

Foundation (1)

Representative: Carl Danner

Staff (2)

Representatives: Mark Thompson and Jörg Bitzigeio



- The following is a list of “to-do” items is to be completed before the planning meeting:
 - finalize the names of group members attending.
 - finalize the date.
 - survey USATT members (the survey could go out tomorrow).
- There was discussion as to whether USATT sponsors or officials should be represented in the group. Neither were added.
- The NGBS PowerPoint deck is attached.

4. Committee Reports

- Committee Chairs are all invited to attend the December Board meeting, with partial hospitality/transportation to be provided.
- Mark Thompson will send the invitation to the Chairs.
- The committee reports received were read into the record.

MOTION 2. MOVED to accept the reports of the Coaching, Juniors, Nominating and Governance, Rules, Tournaments, High Performance, and Umpires and Referees Committees, as submitted.

Movant: Larry Hodges
Second: Ed Hogshead

Motion passed unanimously by voice vote, 8-0-0.

5. NewCo/ITTF North America

- US, Canada, and US Virgin Islands are the members of the ITTF North America (“ITTF-NA”).
- Many, if not all, of the continental events were switched to be Pan American events. As of now, these events are organized by ITTF-NA. However, this will also be changing.
- The actual Pan American Games, though, will still be staged by the Pan American Sports Organization.
- ITTF-NA is about to change its function. The only function of ITTF-NA will be to serve as a political voice within ITTF.
- ITTF is withdrawing funding from ITTF-NA.
- A professional office, yet unnamed but a part of ITTF, will now handle all the monetary and event administration.
- USATT will be compensated for events organized by the new ITTF office. For example, USATT would benefit from ITTF events in North America, but not without the potential of risk.



- ITTF wants more direct control of its own money. An example of an ITTF event is the Diamond Series. One should conceptualize these events as grand slams; ITTF does not want organizations to bid on them. Another example would be the ITTF World Veterans Tour.
- US Open might become an ITTF event, but details would be negotiated at arm's length.
- ITTF's two biggest sponsors come from North America, and these sponsors have put pressure on ITTF to have more resources expended in North America.
- General Counsel Taylor requests white paper on the proposed changes.
- NewCo (a company incorporated by USATT) activities will flow through this new ITTF office.
- NewCo can still exist, but it has no properties, assets, or CEO. It has not been active.
- ITTF has been funding resources to NGBs through ITTF-NA, but it will not be doing so anymore. Money will be funded through the new administrative office.
- North America will serve as the model for ITTF implementation in other continents.
- Further discussion on the topic was tabled until after the D/O Insurance discussion.

6. Directors/Officers Insurance

USATT's insurance broker, Greg Joly, joined the meeting at 12:46 to speak on the topic of whether there are any gaps in USATT's coverage. In short, he was expected to say that USATT's coverage is as robust as possible. (The actual policy documents are not included in these Minutes.)

- Costs and lost costs of legal defense are covered
- Policy limits are in the aggregate. For example, if there was a \$1m judgment against each individual board member, in their official capacities, the aggregate would be exceeded.
- The underwriter will not want to have coverage value higher than the value of the organization.
- Mr. Joly has never seen board members being named in their individual capacity and asked for monetary damages.
- The cost of additional coverage would probably be a couple thousand dollars; a quote can be provided.
- There is no common type of insurance coverage that USATT could still purchase.
- USATT's coverage meets all USOC requirements; there are no red flags.
- There is no reason for individual board member names to be listed, in fact, that was changed years ago.
- USATT currently has three policies: Directors and Officers, member liability, and commercial general liability.
- USATT should consider developing a club liability fact sheet to use as a selling point for recruiting new clubs.
- Mr. Taylor was asked about Illinois law regarding absolution of certain liabilities for



uncompensated board members. He reported as follows:

(a) No director or officer serving without compensation, other than reimbursement for actual expenses, of a corporation organized under this Act or any predecessor Act and exempt, or qualified for exemption, from taxation pursuant to Section 501(c) of the Internal Revenue Code of 1986, as amended, shall be liable, and no cause of action may be brought, for damages resulting from the exercise of judgment or discretion in connection with the duties or responsibilities of such director or officer unless the act or omission involved willful or wanton conduct.

...

(b-5) Except for willful and wanton conduct, no volunteer board member serving without compensation, other than reimbursement for actual expenses, of a corporation organized under this Act or any predecessor Act and exempt, or qualified for exemption, from taxation pursuant to Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, shall be liable, and no action may be brought, for damages resulting from any action of the executive director concerning the false reporting of or intentional tampering with financial records of the organization, where the actions of the executive director result in legal action.

This subsection (b-5) shall not apply to any action taken by the Attorney General (i) in the exercise of his or her common law or statutory power and duty to protect charitable assets or (ii) in the exercise of his or her authority to enforce the laws of this State that apply to trustees of a charity, as that term is defined in the Charitable Trust Act and the Solicitation for Charity Act.

(c) No person who, without compensation other than reimbursement for actual expenses, renders service to or for a corporation organized under this Act or any predecessor Act and exempt or qualified for exemption from taxation pursuant to Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, shall be liable, and no cause of action may be brought, for damages resulting from an act or omission in rendering such services, unless the act or omission involved willful or wanton conduct.

...

(e) Nothing in this Section is intended to bar any cause of action against the corporation or change the liability of the corporation arising out of an act or omission of any director, officer or person exempt from liability for negligence under this Section.

- Mr. Joly will research and report the definition of an Insured Person.
- For more details as to what coverage is available to member clubs see <https://www.teamusa.org/usa-table-tennis/clubs/application>.

Mr. Joly left the call at 1:12.

The meeting recessed at 1:13.

The meeting resumed at 1:30.



The Board returned to the NewCo/ITTF-NA topic.

- ITTF wants to come in and run certain events, with the NGB receiving compensation.
- The Women's World Cup and the World Veterans Championship were given as examples of USATT staff-run events that are beyond USATT's capacity and beyond USATT's comfort level regarding financial risk.
- The Ted Stevens Act has a provision that essentially says that ITTF cannot run such events in US without USATT approval, which might take the form of a "sanctioning fee."
- USATT Headquarters is at full capacity, maybe doing too much. USATT needs to say No to some requests.
- Mr. Hogshead visited HQ a few weeks ago to evaluate staff efficiency. He did not have a positive experience.

7. Strategic Direction of USATT

a. Regionalizing USATT

- USATT needs to decompress headquarters ("HQ").
- While there has been previous discussion regarding state organizations, the current membership distribution militates for regions rather than state organizations.
- (There is a person in Los Angeles who wants to start for city-wide organizations, He wanted USATT's assistance.)
- Mr. Hodges noted that regionalization has been attempted many times. He was in charge of it in the early 1990s, and it was successful, but the programs were cancelled by an incoming administration, and a huge opportunity lost. The programs were interactive, but were made up of the following:
 - Club Catalyst and Creation Program. This involved appointing state or regional club directors who were in charge of finding or creating clubs in cities over a specified population in their state or region. During the roughly two years of the program, 47 state club directors were appointed, and USATT clubs went from 223 to 301, and USATT membership went from roughly 5500 to roughly 7500.
 - Coaches National Network. This involved appointing state coaching directors who were in charge of making sure all clubs in their state or region had a coach. There were 43 state coaching directors appointed, but the program was cancelled by the incoming administration before it was fully implemented.
 - State League Directors. This involved appointing state league directors who were in charge of making sure all the clubs in their state or region had a league, and possibly implementing an intra-club league for their region. This program was cancelled by the incoming administration before it was implemented.
 - State Directors. Once there was enough internal structure in each state or region, a state director could be appointed to oversee activities in that state or



region. Eventually this person might be elected by members in that state or region. The program never got to this stage. Mr. Danner suggested that USATT needs more distributed resources, once appropriate tasks have been determined.

- Mr. Bitzigeio noted that Germany has both regional and state federations.
- HQ may not have less work to do if there are regional organizations, but it will have different work to do. For example, a regional association could put on National Ranking Tournaments. As another example, the World Ping Pong Classic had 50,000 entrants, starting with regional events. USATT could emulate.
- Mr. Sheth suggested that most activities could be done by regional associations.
- Mr. Schlager noted that people have to have time and have resources.
- Ms. Profitt inquired as to the end goal. Ms. Cribbs said it was simple. For at least two decades, USATT has been stuck at approximately 8000 members. Regionalizing would give USATT feet on the ground where it does not currently have the feet available,
- Years ago, USATT started with focused directors, such as coaching directors and club directors.
- Currently, USATT has 8 regional associations, Mr. Hogshead recommends increasing the number as dictated by player density.
- Mr. Hodges noted that US Tennis Association's regional associations have professional staff, and they much of the revenue. He doesn't think that purely using volunteers would work.
- Ms. Cribbs noted that USA Swimming has "zones," which are run by volunteers. There are many ways to organize regionalization. She suggests seeing how other sports are organized.
- Mr. Kaye stated that regionalization needs to be part of USATT's Strategic Plan. He thinks regional directors need to be paid for now.
- Mr. Danner suggested making "The care and feeding of volunteers" (previously a Han Xiao initiative) a priority if USATT wants volunteers to help. He is astonished at the number of volunteers at golf tournaments.
- Mr. Hogshead suggested making volunteering a "fun and rewarding experience."
- Ms. Wu noted that there is significant camaraderie among volunteers at National Collegiate Table Tennis Assoc. ("NCTTA"). Many volunteer to see their friends. If USATT expands its recreational base, it will find more volunteers. It would be easier if USATT picked one region as a test. She suggested Los Angeles, which already has a number of volunteers.
- Mr. Kaye noted that one reason NCTTA is successful is nobody is paid, all are volunteers. Volunteering is part of the culture. At the World Veterans, European volunteers were surprised they got any reimbursements. It's cultural for them. As USATT develops regionalization, it needs to spread this culture of "giving back."
- Ms. Cribbs suggested that the Board needs to draw up a list of questions that need answering, such as how many regions, volunteers or paid, and so on. Then the Board should put together a plan for the next meeting.



b. Staffing and Structure

- Teresa Benavides has resigned as the Chief Financial Officer. The Interim Director of Finance is Chris Mauro.
 - Currently Mr. Mauro is an independent contractor. USATT will negotiate to bring him on full-time.
- Andy Horn has resigned.
 - USATT has decided not to do a 1 on 1 replacement; what the office needed was more administrative support.
 - In that regard, USATT has hired Tammy Kuypers as Office Manager and Finance Assistant.
- The new positions are seen as an opportunity to greatly increase organization of association finances.
- It is now time to start looking for a full-time coach(es), who might be rented out to clubs.
 - However, Mr. Bitzigeio does not like idea of a USATT coach getting money from clubs.
 - Of course, before hiring a coach, USATT needs to find funding.
- Mr. Schlager sees this as a good opportunity to review/create job descriptions for senior staff.
- Mr. Kaye indicated that USATT needs to set its strategic direction first.
- Mr. Kaye announced his resignation.
 - He has not accepted any other position. He has received a few offers, including an ITTF-NA project and three other international opportunities, and he has turned them down.
 - His timeline is open. He feels an indebtedness to USATT, and he does not want to move on until all structures are in place for USATT success. ITTF projects will only succeed if USATT is strong.
 - USATT has no hard deadline for naming a new CEO. Before doing so it would be good to figure out where USATT is headed.
 - Mr. Hogshead noted that Mr. Kaye's presence over the last four years had interrupted a downward spiral.

The Board went into executive session at 2:49. [Note: Minutes are not kept in Executive Session.]

The meeting returned to General Session at 3:10.



ACTION 1. The Board appointed a CEO Search Task Force, consisting of Carolyne Savini, Gary Schlager, and Tara Profit. The charge of the CEO Search Task Force is to conduct the search process for a new CEO and make recommendations regarding candidates for a Board selection.

Approved without objection.

The Board recessed for lunch (OTC Dining Hall) at 3:15.

The Board resumed meeting at 4:04.

8. Membership Update

- The Board was presented with a Membership Code of Conduct.
 - The Ted Stevens Act requires a code of conduct.
 - Various amendments were considered.
 - Finally, Ms. Cribbs asked Mr. Kaye to take it home, edit, and bring it back tomorrow.
 - Mr. Thompson and Mr. Hodges's versions will also be considered.
 - It was noted that whatever is approved needs to cover recent actions.
- Once a Membership Code of Conduct is adopted, it should be referenced in the Bylaws.
- Mr. Hodges made a proposal to use league ratings as the initial rating for USATT tournaments. The proposal was sent to the Tournament Committee for its consideration.
- Mr. Kaye's birthday was recognized.

9. USOC Compliance Update

- Various Motions were introduced to restore USATT's compliance with USOC standards.

MOTION 3. MOVED to amend Bylaw 4.1(k) by inserting "including the charges in the complaint" to make the text of the Bylaw section read, "USATT shall provide fair notice, including the charges in the complaint, and an opportunity for a hearing to any amateur athlete, coach, trainer, manager, administrator, or official before declaring such individual ineligible to participate."

Movant: Larry Hodges
Second: Carolyne Savini

Motion passed unanimously by voice vote, 8-0-0.



- A Bylaw X-B was proposed that would require all members to be subject to USADA drug testing at all times. It was tabled until Sunday.

MOTION 4. MOVED to amend Section M(2) of the SafeSport Policies and Procedures by deleting “may elect in its discretion to” and replacing with “shall.”

Movant: Ed Hogshead
Second: Carolyne Savini

Motion passed unanimously by voice vote, 8-0-0.

MOTION 5. MOVED to amend Bylaw 10.6 to read:

Upon the filing of a complaint, the members of the Ethics and Grievance Committee shall review the complaint, and any member with a conflict of interest shall self-recuse from the matter. If the chair has a conflict, the USATT General Counsel shall appoint another member as the acting chair for the matter in question. Then, the chair/acting chair of the Ethics and Grievance Committee, after consultation with the other Committee members, shall appoint a hearing panel consisting of three individuals, none of whom have a conflict of interest, to hear the complaint. At least one member of the panel shall satisfy the standards of independence for “independent directors” as set forth in these Bylaws, and at least one member shall be an Elite athlete. The Committee shall also appoint a chair of the hearing panel. Ethics and Grievance Committee members may be appointed to and serve on the hearing panel as well as other individuals who have been identified pursuant to Section 9.13(b)(7).

Movant: Larry Hodges
Second: Ed Hogshead

Motion passed unanimously by voice vote, 8-0-0.

MOTION 6. MOVED to create a new Bylaw section 10-A.1(a), reading:

[Each person defined as a ‘Covered Individual’ agrees that he/she shall be] designated by the USATT Athlete Protection Officer as SafeSport compliant either prior to having frequent contact with athletes or within 60 days of assuming a role that does not have frequent contact with athletes, and to re-designate remaining paragraphs under section 10-A sequentially.

Movant: Ed Hogshead
Second: Carolyne Savini

Motion passed unanimously by voice vote, 8-0-0.



MOTION 7. MOVED to:

- a) **add a new sentence to the USATT Screening Policies, SafeSport section P(2), reading, “USATT shall publish a list, updated weekly, of compliant Covered Individuals on the USATT website.” and**
- b) **insert a new paragraph three in SafeSport Policies and Procedures, section III(B) reading, “Covered Individuals must complete educational tutorials regarding Sexual Misconduct Awareness Education, Mandatory Reporting: Understanding your responsibilities, and Emotional and Physical Misconduct, which are provided by the US Center for SafeSport, every two years.”**

Movant: Ed Hogshead

Second: Carolyne Savini

Motion passed unanimously by voice vote, 8-0-0.

- The Board discussed the creation of a published Banned List. Among discussion topics were:
 - What happens when a suspension has expired and member rights have been restored?
 - In the event of a SafeSport claim, should an “investigatory hold” be issued immediately, with a preliminary decision as to whether a temporary interim suspension to be issued within 48 hours?
- The topic will be revisited at the December meeting.

MOTION 8. MOVED that USATT shall maintain a “Banned and Suspended Members list” on its website which shall include a list of members currently banned or suspended from participation in any USATT activity; further USATT shall maintain a “Past Suspended Members List” on its website which shall include a list of members previously suspended by mutual consent or a by the US Center for SafeSport (“USCSS”) or USATT through the Ethics and Grievance or SafeSport policy, as well as relevant details of such suspension; and the Athlete Protection Officer (“APO”) may, in his or her sole judgment, elect to petition the board to not post a suspended member to either list if in the APO’s opinion such individual does not pose a threat or imminent danger to USATT members.

Movant: Larry Hodges

Second: Ed Hogshead

Motion passed unanimously by voice vote, 8-0-0.

EW: proposal is very fair

10. Financial Policies and Procedures

- Mr. Kaye is still working on the report.



11. US Open Discussion

- Discussion opened with Mr. Kaye reading two emails that he received today; both were very positive in regard to the creation of the two tracks.
- Mr. Sheth raised concerns about fairness for the mini-cadet entrants, who can only play in the recreational track. Significant discussion ensued.

Ms. Profitt left the meeting at 6:55.

The meeting recessed at 7:33.

Sunday, September 23, 2018 – Gold Room

The meeting resumed at 11:03 am.

The Board immediately went into executive session at 11:03. [Note: Minutes are not kept in Executive Session.]

The meeting returned to General Session at 12:20.

- There was general discussion regarding the value/detriments to outsourcing of the Open and the Nationals.

12. High Performance Update

A report was presented by Mr. Bitzigeio.

- Emily Tan qualified for the 2018 Hopes Team.
 - Nandan Naresh qualified as the alternate for the 2018 Hopes Team.
- Three USATT athletes are competing full-time in Europe – Kanak Jha, Nicholas Tio, Wu Yue.
- The qualifications for the Pan Am Games are changing.
 - In the past, qualifications for Pan Am was as singles, if there two singles of one gender that country could bring a team for that gender.
 - Now qualification is done by teams, those teams will qualify at the 2018 Pan Am Championships, later the NGB will announce exactly whom is on the team.
 - Being a member of the qualifying team at the Pan Am Championships does not guarantee that the athletes will be on the team for the Pan Am Games.
 - The first qualifier for the Pan Am Games will be the Pan Am Championships in November, 2018.
 - Winners of singles (Kanak Jha) are guaranteed a spot in the Games.



- The second team spot(s) will be earned via a domestic three-day tournament in March, 2019.
- The third team spot(s) will be a discretionary pick (criteria already published).
- If no US athlete wins in singles, there will be two discretionary spots on the team.
- The Board discussed the role of discretionary picks. No action was taken.
- USOC has already approved the above procedures.
- In May, ITTF (agreed to by IOC and PASO) decided to use the same eligibility for Olympic Games and Pan Am Games as used for the World Championships.
 - Athletes aged 13-15 when registering with their new country must wait three years to be eligible.
 - Athletes aged 15-18 when registering with their new country must wait five years to be eligible.
 - Athletes aged 18-21 when registering with their new country must wait seven years to be eligible.
 - Athletes aged over 21 when registering with their new country must wait nine years to be eligible.
 - The premise is that no person should be an Olympic Champion that cannot be a World Champion.
 - Athletes who have previously competed for their new country are grandfathered from the above.
- The USOC Funding situation is getting better and better.
- Stefan Feth will coach at the Youth Olympic Games (“YOG”).
- USOC is allowing Amy Wang to travel unaccompanied; as a result, USOC is violating its own SafeSport policy.
- YOG is not selling tickets.

Mr. Schlager left the meeting at 12:57.

- USOC has announced that Paralympic Medalists and Olympic Medalists will receive the same size bonuses.
 - However, the programs’ operational funding is not being equated.
- There are many high performance events in October and November; USATT is grateful for clubs that release their coaches for national team duty, and is encouraging further involvement.
- Some clubs are having increasing difficulty in finding coaches.
- Many coaches come to the US on a work visa; when they get a green card, they leave their employer’s club to open their own clubs.
- The US has very few US-born coaches.



13. Los Angeles Open Discussion

- Mr. Hodges raised the question of problems at the LA Open and the parallel National Ranking Tournament (“NRT”).
- The LA Open and a NRT were held at same place. There were issues, some of which apply to NRTs as a collective.
 - The lighting for feature matches was allegedly at 220 lux, with other courts at 200 lux.
 - The heat was described as “sauna conditions.”
 - Mr. Kaye and Mr. Bitzigeio were present; they question the validity of the light meter used for the reports.
 - Unfortunately, this will happen again.
 - NRTs are starting to outgrow the facilities in which they are held.
 - It is financially difficult to run a NRT, particularly adult events. They are almost guaranteed to lose money.
 - The issues are more than lighting, they include climate, flooring, etc.
 - Currently, the financial model is a 50/50 split with host. However, if there is a loss, USATT bears the loss.
 - There is also a problem with following sanctioning procedures.
 - The Sacramento NRT is an example; there were more players than expected. Instead of matches every 30 minutes, matches were held every 25 minutes.
 - Also, there was no after-tournament action report.
- Regionalization of USATT would make a positive difference.
- Further related suggestions were presented:
 - There was a suggestion that the sanction application spreadsheets should be published.
 - There was also a suggestion that clubs should be given star ratings for their daily conditions, similar to the system used for tournaments.

14. Financial Update

- The report was not ready for presentation.
- In four days, the World Veterans Championships financials should be ready, with the financials for the US Nationals to follow.
- The Board should receive information in the next two weeks.
- Many issues are affecting the financial reports.
- Near the end of her tenure, Ms. Benavides stopped tracking receivables.
- Account names were never changed in the Quickbooks system, which caused confusion in translating the given account names to the way the finances are organized.
- None of this was caught by the auditors.



15. 2019 Board Elections and Committee Assignments Preparation

- The Board prepared a draft table showing the term dates of current Board members.
- Mr. Taylor is to review the current committee assignments.

NOTICE 1. At its December meeting, the Board will vote upon Bylaws to create a Para High Performance Committee and to amend the terms of members of the High Performance Committee.

ACTION 2. The Board appointed an Outsourcing Task Force, consisting of Gary Schlager, Ed Hogshead, Tim Wang, and a Tournament Committee Representative (TBD). The charge of the Outsourcing Task Force is to research and make recommendations regarding the US Open and US Nationals.

Approved without objection.

The meeting recessed for lunch at 2:31.

The meeting resumed at 3:10.

16. SafeSport

- SafeSport is an important initiative, fully supported by USATT.
- The US Center for SafeSport's ("USCSS") original funding model was 50% by USOC and NGBs and 50% through fundraising. Now USCSS is funded completely through USOC.
- The Board continued discussion of the audit deficiency for not having a Bylaw referencing the US Anti-Doping Agency.

MOTION 9. MOVED to approve a new Bylaw, Article X-B, reading:

USATT, and by association its members, acknowledge that the use of methods or substances prohibited by the applicable anti-doping rules make them subject to penalties including, but not limited to, disqualification and suspension. If it is determined that a member may have committed a doping violation, the member shall submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of the ITTF and/or USATT, if applicable or referred by USADA.

Movant: Ed Hogshead

Second: Carolyne Savini

Motion passed unanimously by voice vote, 7-0-0.



17. Closed Session

The Board went into executive session at 3:37. [Note: Minutes are not kept in Executive Session.]

The meeting returned to General Session at 3:58.

18. US Open Discussion Continued

- The Board continued discussion of mini-cadets not being eligible to compete in the Elite Track at the US Open. No action was taken.
- Mr. Kaye and Mr. Bitzigeio have had many emails from a member wanting to play in the Open Singles and various Performance Track events.
- There is a concern that a decision to allow the mini-cadets into the Performance Track could open flood gates.
- The Board took no action.

19. Old Business

No Old Business was raised.

20. New Business

NOTICE 2. The next meetings of the Board will be October 15 (teleconference), November 12 (teleconference), and December 15-16 (Orlando, FL).

- The Board discussed Board members' fiduciary duty and the Board's social media policy. No action was taken.

The meeting adjourned at 4:44 p.m., EDT

Respectfully submitted,

Dennis Taylor
USATT Secretary