



MINUTES

USATT Board of Directors Teleconference Meeting

June 10, 2019

Monday, June 10, 2019 – Teleconference

Chair Anne Cribbs called the meeting to order at 7:02 p.m. EDT.

1. Roll Call and Administrative Matters

The following board members were in attendance:

Anne Cribbs (Chair), Ed Hogshead, Bruce Liu, Tara Profitt; Carolyne Savini, Gary Schlager.

Also attending:

Virginia Sung (CEO), Dennis Taylor (General Counsel and Secretary), Mark Thompson (COO), Carl Danner (Representative of USTTA Foundation), Tammy Kuypers (Assistant Secretary), Joerg Bitzigeio (High Performance Director).

A quorum was established. No conflicts of interest were reported.

Ms. Cribbs requested that before the next meeting the Board members go to the Strategic Plan which is posted online, review, and send the following to her:

The top three priorities for the first six months starting now, then for the next year and the following two years. Members should send one page with the member's name at top. Ms. Cribbs will pass the detail to Ms. Sung to begin work on at USATT.

2. Review and Approval of Minutes from January 22 and February 11 Board Meeting Teleconference Calls.

MOTION 1. MOVED to amend the January 22, 2019 Minutes by appending “subject to the final audit” to the first bullet-point.

Movant: Gary Schlager

Second: Tara Profitt

Motion passed by voice vote 5-0-1 (Liu)



MOTION 2. MOVED to approve the January 22, 2019 Minutes, as amended.

Movant: Anne Cribbs
Second: Tara Profitt

Motion passed by voice vote 3 (Cribbs, Profitt, Schlager)-0-3 (Liu, Savini, Hogshead)

MOTION 3. MOVED to approve the Minutes from February 11, 2019, as amended.

Movant: Carolyne Savini
Second: Gary Schlager

Motion passed by voice vote 5-0-1 (Liu)

3. Welcome Chief Executive Officer, Virginia Sung.

- Ms. Cribbs formally welcomed Ms. Sung.
- She expressed the hope that Ms. Sung would have time to speak with each Board Member.
- Virginia Sung said thank you to the Board for having confidence in her. She also stated, “We at USATT as a team have accomplished many things in the last three weeks. The compliance check list from the USOC is almost finished. The exceptions are that the 2019 Budget needs to be approved, and that the new SafeSport policies need to be implemented by August.”
- Ms. Sung shared that the team has identified a couple of IT companies to choose from to improve member services and software for tournament directors.
- Mr. Thompson and the team are working hard on the Nationals.
- Ms. Sung has identified a site for the US Open, Fort Worth, Texas. We have their assurance of maximum support. If there are no objections, we will proceed with negotiations in Fort Worth. No objections were raised.
- Ms. Sung’s second week of work involved a trip to China, where she worked on sponsorships and partnerships with the Chinese.
- Ms. Sung is working on bringing the Chinese team to train in the US. Chinese officials have been expressing interest. She also met with coaches from the German National Team; it is important to look at making an alliance with them.
- While in China, Ms. Sung also met with potential sponsors who showed great interest in working with USATT in the future.
- Ms. Sung met last week with the USOC. It was good to learn their perspective on our organization. Not everything was positive, and USOC has concerns. An important outcome is that Denise Parker will work with Ms. Sung on an execution plan for the Strategic Priorities.
- Ms. Sung is completing a Staff review with an assessment of each employee, after



which she will determine whether there is a need for staff reorganization.

- Ms. Sung thanked the Board members for their support after only 3 weeks on the job. She believes USATT is headed in the right direction.
- Ms. Cribbs asked who Ms. Sung met with at the USOC. The USOC meetings were with Lance Williams, Denise Parker and Dragomir Ciroso (from International relationships). They mentioned USATT had a coaching grant that was cut because of non-execution. Ms. Sung will work hard to get the grant restored.

4. High Performance Update.

Mr. Bitzigeio sent a detailed report updating High Performance activities. His written report stated:

- I will try to summarize what happened in the HP area within the last month since the BoD had its last call on 5/13 where we spoke about HP the last time.
- ITTF Slovenia and Croatia Challenge Open (8th-19th May) Several of our adult players like Wu Yue, Lily Zhang, Kanak Kha, Nicholas Tio and Kai Zhang went to the former Yugoslavian countries to have some high-level competition in May. Lily Zhang made the quarterfinal in Slovenia by beating top seed Adriana Diaz in the round of 16, this by being sick and with incredible headache and after a sleepless night. Kanak Jha won a silver medal in Croatia in the U21 singles and him and Wu Yue reached the round of 16 in singles in Croatia in the adult events where Kanak and match points against the later winner of the singles events from Sweden. ITTF Thailand Junior + Cadet Open + ITTF Thailand Challenge Open (15th-26th May) With Rachel + Joanna Sung, Tia Hsieh, Tiffany Ke, Angie Tan, Kai Zarehbin and Aditya Godhwani in total 7 TTTeam USA members took part in the competitions in Thailand. As always, these kind of events in Asia are pretty strong and our kids couldn't go further than the round of 16, which is not the podium, but also not a surprise and just fitting to their current level. Getting the experience to play on this level will help them to grow.
- International Team Event + Training Camp in Chengdu/China (24th May-9th June) Our male team (Kanak Jha, Sharon Alguetti, Nicholas Tio and Kai Zhang) got an invitation from the Chengdu province to participate in the "2019 One Belt One Road Chengdu International Table Tennis Open", an international event with 16 strong teams including some European National Teams like the Polish team or the team of former World Champion Werner Schlager (AUT). We agreed on running an additional 2-weeks training camp at their province training center, too, because with this such a trip is more beneficial. Our team finished in position 8 and had some good individual results like Kanak Jha's win against former Vice World Champion Joo See Hyuk (KOR). Right now they are still working hard at the camp under guidance of coach Chen Jian, former Singaporean Men's Coach, additionally with Aditya Godhwani one more TTTeam USA players joins the camp.
- Female Training Camp in Japan (27th May-11th June) For the long-term preparation for the Pan Am Games, we arranged for Wu Yue and Lily Zhang to



have a 2-weeks training camp in Japan at one of their professional company teams. After their European season with their club teams have been done and after the ITTF events in former Yugoslavia, this camp is a very good and intensive training before heading back to the US for a short break and the US Nationals. Especially in Japan they find different playing styles and players with a variety of material (pips) to prepare for the upcoming tasks.

- ITTF NA Hopes Week & Challenge (27th May-2nd June) The continental Hopes action has been held for a week at Broward TTC in Florida and in total 28 kids (19 from USATT + 7 from TTCAN) took part while we had 6 coaches there running the show, here 5 from TTCAN and 1 from USATT. Finally, the winners on both genders came from the US, Natalie Chan and Daniel Tran, and with this both kids qualified for the ITTF World Hopes Week & Challenge in Oman (25th-31st July) where they will be accompanied by one of our coaches from the USATT NT Coaches Development Group, Maggie Tan. You can find a report of the continental Hopes action, results and pics here on the ITTF website <https://www.ittf.com/2019/06/05/tran-triples-chan-tops-group-ittf-north-american-hopeschallenge/>. ITTF Hopes Selection Camp in Shanghai/China (4th-10th June) Emily Tan and Nandan Naresh, both represented North America in the 2018 ITTF World Hopes Week, have been invited by the ITTF to participate in the ITTF Hopes Selection Camp from 4-10 June 2019 in Shanghai (CHN) to follow up on the 2018 ITTF Hopes program. Pan Am Junior Champs Prep Camp in Korea (8th-19th June) Our Junior teams (4 girls + 4 boys + coaches Gao Jun/Qi Wei) for the upcoming Pan Am Junior Championships (24th-29th June in Mexico) will have a prep camp with the Korean Junior National Team in their National Training Centre in Jincheon from next weekend on. This international camp is based on an agreement USATT made at the 2018 World Team Championships with the Korean association which includes common training camps in Korea and the US within the next years alternately in both countries. As you have realized, a lot of TTTeam USA members are enjoying currently high-level international training camps in Asia at the same time in different countries. We are talking in total of 17 TTTeam USA members who work hard under professional circumstances in China, Japan and Korea. TTTeam USA players in European leagues next season 2019/20 In past season 2018/19, which just finished in April, we had 11 US athletes participating in European, mainly German leagues. Four players (Wu Yue, Lily Zhang, Kanak Jha and Nick Tio) played and stayed in Europe full time, 7 other young promising players went there for a couple weeks to play some matches throughout the season for different clubs. The overall experience has been positive and the performances have been good, so that for the next upcoming season from September 2019 on we have been able to continue this approach and not only that, we also have been able to increase the number of players and got better contracts/deals for them, furthermore some players who did well can now compete in future even in higher, stronger leagues.
- The clubs are also partially asking us in our days if they can sign up our players instead of us having to offer our players and “begging” for positions on the team



because nobody of those clubs knew before that the US has this potential and level of players. In total 23 TTTeam USA members will be signed up for European clubs, six of them will stay there full time as professional players (Wu Yue, Lily Zhang, Kanak Jha, Kai Zhang, Michael Tran and Nick Tio) and all the four boys will stay, live and train in the same professional training place in Grenzau, the place Kanak Jha is living since summer 2017, and we will try to add an USATT coach in future to this male group to help them in daily practice and to coach our pro players in Europe including the female athletes on international / ITTF events during the season because to optimize their environment and support this is more than needed.

- Highlights are that we got a 2 year-contract for Kanak Jha in one of Germany's most successful clubs in 1st Division with TTC Zugbrücke Grenzau, we also got for Wu Yue a contract with the current European Champions League Winner KTS Tarnobrzeg from Poland and for Lily Zhang with the current German Cup Winner and Vice-Champion SV DJK Kolbermoor.

- These are the TTTeam USA members playing next season in Europe:
 - Wu Yue KTS Tarnobrzeg (Poland) (1st Division + Champions League)
 - Lily Zhang SV DJK Kolbermoor (Bundesliga / 1st Division)
 - Amy Wang TTG Bingen/Münster-Sarmsheim (Bundesliga / 1st Division)
 - Rachel Sung TTC 1945 Weinheim (Bundesliga / 2nd Division)
 - Joanna Sung TTC 1946 Weinheim (Regionalliga Südwest / 4th Division)
 - Crystal Wang TSV Schwabhausen (Bundesliga / 1st Division)
 - Swathi Giri SV DJK Kolbermoor (Bundesliga Süd / 3rd Division South)
 - Angie Tan TSG Kaiserslautern (Regionalliga Südwest / 4th Division)
 - Emily Tan TSG Kaiserslautern (Regionalliga Südwest / 4th Division)
 - Kanak Jha TTC Zugbrücke Grenzau (Bundesliga / 1st Division)
 - Kai Zhang TTC GW Bad Hamm (Bundesliga / 2nd Division)
 - Nicholas Tio TTC Ruhrstadt Herne (Bundesliga Nord / 3rd Division North)
 - Michael Tran SV Union Velbert (Bundesliga Nord / 3rd Division North)
 - Nikhil Kumar 1. FSV Mainz 05 (Bundesliga / 2nd Division)
 - Victor Liu TSG Kaiserslautern (Bundesliga Süd / 3rd Division South)
 - Sharon Alguetti TSG Kaiserslautern (Bundesliga Süd / 3rd Division South)
 - Adar Alguetti TTC Ruhrstadt Herne (Bundesliga Nord / 3rd Division North)
 - Gal Alguetti TTC Ruhrstadt Herne (3Bundesliga Nord / 3rd Division North)
 - Ted Li SV Union Velbert (Regionalliga West / 4th Division)
 - Kai Zarehbin Spvgg. 06/95 Duisburg-Meiderich (Verbandsliga / 6th Division)
 - Aziz Zarehbin Spvgg. 06/95 Duisburg-Meiderich (Verbandsliga / 6th Division)
 - Alex Wu 1. FSV Mainz 05 (Regionalliga Südwest / 4th Division)
 - Daniel Tran SV Union Velbert (Verbandsliga / 6th Division)



- Upcoming actions
 - Pan Am Junior Championships in Mexico from 24th-29th June
 - US Nationals from 30th June-5th July in Las Vegas
 - In July/August we plan to have 4 weeks of TTTeam USA summer camps for our youth players including again an athletic camp in COS, additionally 2 weeks of Pan Am Games prep camps for our Pan Am Games teams which are separate from the other summer camps. As you can see, the international reputation of TTTeam USA is becoming more positive and better overall, the fact that our players are now on the radar of European clubs shows this significantly. Regardless of these approaches and improvements we should not forget that we are working on a long-term project/plan and this takes time and a lot of efforts. For sure, success in this road always helps and keeps up the motivation and believe!

- Mr. Danner commented that to get to the level of being good enough to make the team takes a lot of cost. One benefit to offer is Mr. Bitzigeio is working hard to make the camps more affordable for players.

5. Para High Performance Update.

Ms. Rather sent a detailed report updating Para High Performance activities. Her written report stated:

- Even though Parapan Games are in August, there were a lot of stages of registration for the large size Para team that is going to participate at Parapan Games.
- USOC is implementing more detailed background check for athletes and staff including requirements for all to complete SafeSport and USADA.
- We are still waiting to hear from the ITTF on eligibility of one athlete that transferred to the US from another country.
- Para High Performance Committee, USOC and Para Program Manager/Director are in the last stage of Athletes selection for Parapan Games (Bipartite spots selection only since regular spots are filled either through world ranking, winning regionals or world qualifying tournament). Also, staff selection procedures are being finalized as it is PPA. It was impressive work, with 100 percent participation of the Para High Performance Committee. This is an important process, and when committee members are active and bring their knowledge to the table or detecting possible issues, it is a great help to USATT and USOC.
- This year is the first year of a Para High Performance Committee specifically designated for Para issues. In a first few months of its activity it was shown that this was a great move of the USATT Board to approve this new committee. This way, all committee members are experts on Para and understand the needs of the program and



its athletes. In the past, the regular HPC almost always had a few silent members that would never be active on Para matters.

- Para self-funded athletes were playing in Para Mexico Open. Sam Huang brought one medal home.
- We are preparing the final touches for the joint USA/Canada Para camp in August to be held prior to the Para Pan Games. It will be held in Clearwater, FL from August 12-17, and then our team will arrive a few days early in Peru to acclimate.
- Currently, we have a Para recruiting opportunity at the Para event in Oklahoma, where we will have classification and clinic. At the US Nationals, Para Classification will take place and Coach Mitch will be monitoring para events.
- One of the Para athletes will be playing in Japan Open in August, prior to Parapan events.
- Ms. Profitt also noted athletes are preparing for the Para Pan American Games in August. SafeSport procedures are being worked on. Para Camp is coming in August in Clearwater, FL and the Para Pan American games are coming up immediately afterward.

6. Update on 2021 World Championships in Houston.

- Outreach for hosting ITTF World Championships began in 2017, when then CEO Gordon Kaye and Chair Cribbs invited the ITTF to consider the United States to host the World Championships. First choice was San Jose, due to concentration of table tennis clubs in the area. After two site visits in fall of 2017 and Jan. 2018, San Jose was unable to find coordinated space in the convention center, the arena and the hotels due to already booked space for tech events which aligned with the ITTF's calendar. Working with the USOC, Mr. Kaye suggested Houston and the well-regarded Houston Sports Commission to put in a bid for the World Championships. The ITTF, Houston and USATT were enthusiastic about mounting a bid as the Houston Sports Commission had recently hosted the World Weightlifting Championships, working closely with the USOC.
- Mr. Kaye and Ms. Cribbs worked with the ITTF to develop the agreement where the ITTF would award the World Championships to USATT and USATT would enter into an agreement with Houston. This was the model for the 2007 Junior World Championships. The ITTF awarded the event to USATT and USATT awarded the responsibility of hosting the Junior Worlds to the Bay Area Sports Organizing Committee (BASOC) in San Francisco.
- As part of the agreement, Ms. Cribbs requested that USA Table Tennis would assume no financial liabilities for the World Championships in Houston. Ms. Cribbs sent a copy of the draft agreement to everyone, Mr. Hogshead and Ms. Profitt responded with suggested changes.



- At China Open, Ms. Sung asked for more funds from the ITTF - \$250,000 up to \$300,000. USATT may not have direct financial risk, but as the host USATT must account for hospitality, time and effort. In addition, USATT will request a percentage of the sponsorship funding from USATT contacts.
- Ms. Cribbs agrees with \$250,000 compensation and will ask for additional funds for athletes. USATT is asking for one athlete representative for the operating committee, and one athlete representative on all committees.
- Mr. Hogshead did not think we were getting enough percentage from them, but feels Ms. Sung is addressing the issue compensation level.
- Mr. Hogshead shared that advertising on the back of shirts is also a possibility. Ms. Profitt wants to see the terms changed so that the final payment would arrive a couple of months before the event. Of the three payment installments, the last one would need to be changed.
- Ms. Cribbs doesn't have the data on what the ITTF will make in profit, and she noted that it is a huge risk they are taking on. There is no US Government sponsor for such World Championships which come to the United States, unlike other countries who often provide financial support.
- Mr. Schlager asked if there are any comps in other developed countries that could give us examples. Perhaps, USATT should talk to peers. Otherwise it is very difficult to figure out what is the correct compensation to USATT.
- Ms. Sung shared that Budapest had a very different structure. For Americans this is the first venture in hosting the World Championship, so it is difficult to figure out.
- Mr. Taylor asked if everything is satisfactory enough to make a motion to allow the CEO to finalize the details.
- Mr. Liu asked who is going to drive the project? The Houston Sports Commission will provide the leadership for the World Championships, working closely with the ITTF and USATT.
- Mr. Schlager agrees to the addition of Ms. Sung to work on the contract with Ms. Cribbs with the ITTF. The contract will come back to the board with revisions for final approval.



MOTION 4. MOVED to authorize CEO Virginia Sung, in consultation with Board Chair Anne Cribbs, to finalize the draft Assignment Agreement for the 2021 World Championships, subject to Board approval of the final version.

Movant: Ed Hogshead
Second: Tara Profitt

Motion passed unanimously by roll call vote 6-0-0

7. Discussion on Current Status of Officiating Committee Reorganization.

Mr. Taylor asked if everyone got a copy of the information? Currently the Officials and Rules Committee and the Selections committee have two very different tasks, which are done by small groups. Joseph Yick is chairing Officials and Rules, and Roman Tinysznan is chairing Selections.

- Option one is combining everything into one committee to do everything. Roman Tinysznan would be the one to pull this together.
- Ms. Cribbs is in favor of two committees.
- Mr. Schlager noted several people called him to praise Roman Tinysznan and his abilities.
- Mr. Schlager says option one is combining committees and have Mr. Tinysznan as Chair. Option two is to keep the selection committee separate. The Officials and Rules Committee would have five members, and the Selection Committee would also have five.
- Mr. Hogshead thinks reducing the quantity of the committees is a better way to go.
- Ms. Cribbs says the board has not received a recommendation from Mr. Somarapu, who is currently traveling.
- Ms. Cribbs would like everyone to decide on whether to combine the committees. If there are twelve members then will need another athlete on the committee.

MOTION 5. MOVED to approve an Umpires and Referees Committee consisting of Roman Tinysznan (chair), Esther Aliotta, Wendell Dillon, Linda Hsing, Kagin Lee, Joseph Yick, Saul Weinstein, Han Xiao, Pam Fontaine (athlete representative), Khoa Ngyuen (athlete representative), and a third athlete representative to be named by the Chair of the AAC. The Committee will be generally responsible for umpire and referee education and recruitment, selection of umpires and referees for the US Open, US Nationals, and international competition, and to serve as a resource for rules questions.

Movant: Ed Hogshead
Second: Tara Profitt

Motion passed unanimously by voice vote 6-0-0



8. US Nationals

- Mr. Thompson shared that preparations are going well: player packets are being compiled, supplies are being gathered, and the primary shipment is being assembled.
- Mr. Figge is to help with load up next week, and Mr. Thompson will drive the truck to Las Vegas.
- In early June, Mr. Thompson met in Las Vegas with the convention center manager and Greg Cox to plan out details and logistics of the tournament.
- Ms. Cribbs asked how many athletes had signed up for US Nationals; 756, at that point.
- USATT is giving away paddle covers.
- Volunteer and Officials will have t-shirts.
- Attendees may purchase T-shirts \ during the tournament.
- Ms. Cribbs wants to make sure to recognize Larry Hodges with a plaque during the finals.

9. EXECUTIVE SESSION

The Board went into executive session at 8:20. [Note: Minutes are not kept in Executive Session.]

The meeting returned to General Session at 8:32.

10. Status of Compliance, SafeSport and Financial Audits

- Mr. Thompson noted that the US Center for SafeSport (“USCSS”) has revised SafeSport policy requirements, and Policies and Procedures need updating.
- USATT hopes to have these revisions done by the end of August.
- The USOC is working to complete the compliance audit checklist. There is a backlog on their work.
- Today USATT submitted preliminary materials for the SafeSport audit. USCSS auditors will be attending the US Nationals for an onsite audit.
- The internal USATT Financial Audit, conducted by Lane McMillan, started last week.
- Lane McMillan has estimated that this audit will be completed in six weeks.

11. Financials Update

- Mr. Schlager presented the 2019 Q1 Financial Statements, and he gave a detailed review of the new accounting structure. The number of internal captions has been reduced by nearly 75%.
- Under the new structure, we will be able to drill down to look at P&L for any piece of the business.



- Mr. Schlager gave thanks to the work done by Mr. Thompson, Ms. Sung, and Mr. Mauro.
- Still, Mr. Schlager knows that even though the consulting accounting firm has a good grasp of the USATT financials, it will take some time to get things perfectly in order.
- The proposed 2019 budget was presented.
 - Ms. Sung is still working on HP budget numbers and allocation.
 - Questions on specifics of the budget should go to Ms. Sung.
 - Mr. Hogshead is concerned there is a lack of numbers to budget for membership, clubs and technology upgrades.
 - Mr. Schlager raised the question of whether the Board wants to see a budget that balances or to see a proposed reduction in the reserve balance in order to make the things happen.
 - Mr. Hogshead reminded us that more memberships create stability. He recommends the creation of a task force to create membership value and retention.
 - Mr. Schlager agrees with having a technology committee; it had been deferred while waiting for Ms. Sung to get on board at USATT.
 - Ms. Sung said USATT is in the process of looking for a new software vendor to improve value for our members.

MOTION 6. MOVED to approve the 2019 Budget, as submitted.

Movant: Ed Hogshead
Second: Carolyne Savini

Motion passed unanimously by roll call vote 6-0-0

Ms. Cribbs extended thanks to all that made the budget happen.

12. Planning for Upcoming In-Person Board Meeting

- Ms. Profitt proposed to have the board meeting August 16-18 in Clearwater, Florida, where the Para Team will be preparing for the Para Pan American Games.
- Mr. Schlager noted that the Washington, DC area is available to host the meeting. Sometime after Labor Day would be best.
- Ms. Cribbs will work with Ms. Sung to run the numbers to see what option is best for meeting.
- Ms. Cribbs agrees it would be great to support our Para Program in Clearwater by meeting there. Also, when planning we need to keep in mind that the second week in September is the USOC General Assembly.

13. Old Business

No member raised any Old Business.



14. New Business

Mr. Hogshead asked about the status of our meeting minutes and how to get them out faster?
Mr. Taylor is working on the backlog at all opportunities.

NOTICE 1. The next scheduled meeting of the Board will be via teleconference on July 10, 2019.

The meeting adjourned at 10:00 p.m. EDT.

Respectfully submitted,

Tammy Kuypers
USATT Assistant Secretary