

USSA BOARD OF DIRECTORS' MEETING MINUTES

McLane Family Board Room, USSA Center of Excellence
1 Victory Lane, Park City, UT
Wednesday, October 19, 2011; 11:00 a.m. – 11:45 a.m. mountain time

CHAIRMAN

Dexter Paine – Chair

FOUNDATION

John Bucksbaum, Treasurer
John Cumming, Vice Chair – absent
Andy Daly – absent
Jeanne Jackson – absent
Kipp Nelson – absent
Hank Tauber

SPORT REPRESENTATIVES

Alpine Representative: Bob Dart
Snowboard Representative: Jon Casson
Freestyle Representative: Glenn Eddy – absent
Cross Country Representative: Jon Engen
Jumping/Nordic Combined Representative: Joe Holland

ATHLETES

Alpine Athlete: Scott Macartney
Snowboard Athlete: Danny Kass – absent
Freestyle Athlete: Landon Gardner
Cross Country Athlete: James Southam
Jumping/Nordic Combined Athlete: Willy Graves – absent

CEO

Bill Marolt

AT-LARGE

Greg Boester – absent

EX-OFFICIO/NON VOTING

USOC Athletes' Advisory Council Representative: Andrew Johnson – absent
NSAA President/Chair: Michael Berry
SIA President/Chair: David Ingemie – absent
FIS Representative: Bill Marolt
USOC Representative: Bill Marolt

GUESTS: Luke Bodensteiner, Calum Clark, Andrew Judelson, Tom Kelly, Mark Lampe, Wendy Maurer, Alex Natt, Trace Worthington

1. Chairman Opens the USSA Board Meeting: Dexter Paine

Dexter Paine called the meeting to order and asked Alex Natt to take a roll call of the board members present. He also asked to be interrupted if someone joined the call after the roll call was taken. He welcomed everyone to the fall teleconference.

2. **Roll Call of USSA Board Members & Establishment of Quorum: Alex Natt**

Alex Natt read the names of the members of the USSA Board of Directors and confirmed the presence of a quorum, with 11 voting members in attendance.

3. **USSA Agenda Approval: Dexter Paine**

Paine asked Natt to request a motion to approve the agenda (Addendum A).

Motion # 1: To approve the USSA Board of Directors' meeting agenda.

M/S/C – Bill Marolt/Bob Dart, approved by acclamation

4. **USSA May 2011 Meeting Minutes' Approval: Dexter Paine**

Paine then asked for a motion to approve the May 2011 USSA meeting minutes as presented.

Motion # 2: To approve the USSA Board of Directors' meeting minutes as presented.

M/S/C – Jon Engen/Bill Marolt, approved by acclamation

5. **USSA Chairman's Report: Dexter Paine**

Paine stated that it had been a very busy and productive summer for the organization and he hoped that everyone had an opportunity to read the attached written reports, which were produced in advance of the call from each of the major programs to keep the call as efficient as possible. There was a comprehensive report on the sales and marketing front and today Bill and Mark would go through an athletic and financial update.

He added that the summer training had been very good and that the Alpine World Cup would kick off this weekend in Sölden. All of the teams were feeling good about their time on snow as well as their physical conditioning.

As an organization, he felt that the management team had gelled. Luke Bodensteiner had the responsibility for Athletics and the one departure over the summer was John Farra who left to go work for the USOC, an organization that had taken many of our employees over time.

On the financial side, Mark Lampe will walk us through this; we certainly have challenges but we've also made some headway. On the sales and marketing front, Jud had done a nice job with renewals and now he was tackling some new opportunities. The economy continued to be challenging in terms of sports marketing dollars, but we've had good news in terms of existing sponsors supporting us for an extended period of time.

On the foundation side, pretty good performance so far this year. He mentioned that Trace Worthington would be leaving the organization in November and Paine thanked him for his efforts over the last two years. He reported that we would be searching for a new head for the Foundation in the first half of next year, and that continued to be an important position for the organization, generating a quarter of its revenue.

The only update he had was that the executive committee met over the summer and approved full bonuses for the management team, the individuals having met the objectives set for them. He commented that they'd also set the objectives for 2012 at that meeting.

Paine turned the meeting over to Bill Marolt, who would provide a quick update on the state of the organization.

6. USSA Chief Executive Officer's Report: Bill Marolt

Marolt said that before he started, if anyone had questions related to the written reports from the vice presidents, they should feel free to jump in and the staff was at hand to answer those questions. He felt they were good, comprehensive reports and reflected the positive things that were going on with the organization as well as the challenges.

Paine had outlined the summer activities. He wanted to add that the attitude coming out of the summer was good and that he'd had the opportunity to watch the athletes over the summer in the Center of Excellence and the work had been sound, conditioning had been great, and the program directors and head coaches were doing a really solid job of providing leadership. The test would begin this weekend in Sölden. He commented that there was a certain unknown going into the season but we had a proficient group of athletes and he felt confident that they would give it a great shot.

He mentioned that the IOC had decided to add new sports over the summer to the program of the Olympic Winter Games. In slopestyle, pipe, women's ski jumping and parallel GS. These new sports presented tremendous opportunity in terms of Olympic success and finding support in a demographic that everyone was trying to reach so, he reported, we'd done a good job of developing those programs and finding sponsorship, and there was great buy in on the part of the athletes. A lot of the athletes from the new sports were taking advantage of the Center of Excellence and the opportunities it provided.

The Copper Mountain Project which the board approved in spring was off and running and like all new projects had installation challenges. We hoped it would be ready to go in early November; right now it will be the 10th of November before it will be up and running. It is a huge project; when you get out there and walk the project, you see the impact it will have and its value to the USSA, and at the same time, it will bring tremendous value to Copper. The training there will be outstanding and world class. He reminded the group that it was a \$4.3 million project. He was looking forward to being there and watching the athletes train on the very first day.

There had also been discussion of developing an academic program for high-school athletes, specifically, juniors and seniors. It would be an on-line project with Luke Bodensteiner and his staff having done a remarkable job in researching this. It would be up and running by June of next year. These two projects coupled with what we were doing with Westminster, Dartmouth, and the University of Utah, allowed us to offer a total package to our athletes. We would be offering a full program, and to the extent that was feasible, we would build another endowment, in addition to the Legacy, and that endowment would be dedicated to the support of our academic programs. We were currently in the midst of a feasibility study and would be presenting the preliminary results of that study at the time of the trustee meetings in December.

From an economic standpoint we were seeing revenue growth in a tight economy, but having said that, with the addition of the new Olympic sports and the challenges that we face of getting to the funding levels of FY 08, this year would be significantly challenging for us. We will manage our way through it, but not without making some really difficult decisions.

From the USOC standpoint, the USOC held their Assembly in Colorado from September 22-24. They were very good meetings and he continued to be pleased by the leadership of Probst and Blackmun. The meetings now were positive, focusing on the future and focusing on athletes. He reported that they had stepped up in their support of the USSA as related to the new sports and their recognition of these new medal opportunities was a reflection of the solid work by Luke Bodensteiner, putting together a plan to build those sports out.

Another big topic there was future Olympic bids and we heard a lot about potential bids for 2022 from Denver, Salt Lake and Reno; those were all pretty subtle right now as the USOC was not likely to move forward with any Olympic bids until there was a resolution with the IOC on the revenue split of the television moneys. That would be the lynchpin on any Olympic bids. He added that there was still a distance to go to get agreement on the revenue that would come from the new NBC contract.

Finally, the safe sport environment had been discussed in previous meetings. He reminded them that USA Swimming had had challenges with coaches and young female athletes that became a national story and basically the USOC took that on and created what was called the safe sport environment, with a director of ethics and safe sport having been hired to create resources and provide information to clubs and club leadership and parents around the country so that these problems were addressed. The leader of that effort at the USOC had been Nina Kemppel, who was a former USSA athlete and board member.

From an FIS standpoint, the big story was dimensions on alpine skis. The real issue was the dimension of GS skis and that was still a work in process and he was certain that, at the November 7th Council meeting, they would be presented with either a final solution or one that would lead to a final solution sometime this year.

Youth Olympics, a program initiated by the IOC, were scheduled for January 2012 and the USSA was sending a full team, which had already been selected and we were excited about the possibilities there.

Lastly, with the 2015 FIS Alpine Ski World Championships, the organizing committees were meeting on a regular basis and, from his perspective, the executive committee and the organizing committees had plans well in hand and were on their way to negotiating final contracts for television, timing & data, and determining which sponsorship categories were still open and getting into the marketplace to make those sales and to also obtain private donations to balance that budget. Venue construction of the new women's downhill course and the refurbished finish area at Beaver Creek would start next summer. The team event would take place in Vail Village at Gold Peak which allowed Vail to be partners. He said that these championships provided a tremendous opportunity, and everyone on the committee and in Vail realized that; so it will be a real opportunity to sell our sport, nationally and internationally and that concluded his report.

Paine asked if there were any questions the board wished to address to Marolt. There were none. Paine then asked Lampe to provide an overview of the current financial situation.

7. USSA Financial Report: Mark Lampe

Lampe reported that there were two slides on the financials. The first was a comparison of this year's forecast vs. budget and the second slide had FY 10 and FY 11 actuals against this year. He said he would mainly focus on the first slide. The second slide provided information for the board to see how we were trending, particularly in the revenue areas. Both Paine and Marolt had mentioned that it was a challenging year with five new sports and also a need to continue to reinstate some of the sports' core funding that got cut out of FY 09 and that not all of the funding had been fully reinstated. In Athletics, under Bodensteiner's guidance, they looked selectively at what had the best impact and we would add back in projects as we obtained the resources to do so.

Some key areas he wished to highlight were the revenue side was growing and there was still opportunity. He said that the next 60 days were pivotal for obtaining revenue for the remainder of the year. In sales and marketing there was some good top line growth which was partially offset by additional costs to help support that growth. He stated that we were short of budget right now but showing a good growth trend over the last few years. Several opportunities were

still pending; and to illustrate where we were currently, a week ago we were looking at needing to find an additional \$800,000. We were at about half of that number at this point. Hopefully Judelson and his team would close that gap shortly.

On the Foundation side, we were also projecting growth with Gold Passes nicely ahead of pace from previous years and that was the result of a lot of hard work from that staff. We were also up in the Inner Circle contributions by six additional donors. He said that there was more opportunity there. He reported there were some in-season special events still to come and with success there, we could show some growth in special events as well.

On the Sochi side, these were coming in more slowly than planned. We planned for 20 additional commitments this year and were still challenging ourselves to get to 12 and this would be carefully monitored. He said as we went to the trustee meetings in Vail in December that was where we often picked up momentum. He stated the Bodensteiner had collected information from his site visit last week and Sochi remained an exciting prospect with a number of donors showing interest, but not having pledged yet.

Another area to highlight was the USOC number which was above budget due to Bodensteiner's hard work with the USOC to request additional funding for the new sports, primarily slopestyle. The USOC had provided an additional \$254,000 in additional support in the last six months to help support new sports. Likewise in Athletics expense, the spending forecast was up and that reflected adding in that money and spending it on those programs.

Also of note, the Center of Excellence bond refinance, unlocking the collar and floating it had resulted in roughly \$500,000 in interest savings this year. The rate since the end of May was .13 of 1% on \$20 million; he added that it had gotten as low as .06 of 1%. If the Fed trend of keeping interest rates low remains, we should get a good benefit in FY 13 as well.

In Events, we were still seeing pressure from site fee negotiations and the Swiss franc exchange rate to meet the FIS prize money requirement.

Overall, he stated that we were currently projecting a \$500,000 deficit. This is the time of year where we had a lot to close; last year at this time, it was projected at a \$200,000 deficit and we managed out of that. There remained a number of revenue opportunities to close that gap. He mentioned that there had already been discussions as an executive team to look at alternatives should revenue not fall our direction and address what potential cuts we could make to bring this back into balance. The next 60 days would allow us to determine our revenue and next steps at that point.

Paine mentioned that the USSA's fiscal year end was April so these were approximately six-month numbers so we still had time to achieve the numbers, since we were not a December 31 fiscal year end.

8. Legal and Judicial Reports: Alex Natt

Natt stated that there were no judicial activities since the last meeting of the board and he wanted to report on an interesting occurrence that took place in September. The USOC challenged what is known as Rule 45, which was passed unilaterally by the IOC in 2008 and what the IOC said was that, if an athlete was adjudicated of a doping offense of any more than six months, that athlete would have to miss the next Olympic Games regardless of whether the athlete's six months suspension was expired. What could have happened had this been implemented, and it was implemented in the case of Jessica Hardy, was that the athlete suspended for six months for a doping offense for inadvertently taking a banned substance, for instance, that suspension could have taken the athlete out of one Olympics if it occurred within the first six month period, but also under Rule 45, the athlete would be out of the next Olympics.

The USOC looked hard at this because another athlete, Lashawn Merritt, in track and field, could potentially be out of the Olympics in London. The USOC challenged this before the arbitration court in Lausanne and won in September. As a result, Rule 45 has been thrown out for the London Games but the IOC has said publically that it intends to change the WADA code before the next Olympic Games which would be in Sochi to re-instate Rule 45. Whether or not the IOC is able to convince WADA to put this in the next version of the WADA code remains to be seen.

This was a significant victory on behalf of the athletes that the USOC undertook. Whether it comes back remains to be seen, but this was a bad rule that the IOC unilaterally imposed that has been thrown out by the Court of Arbitration for Sport and, frankly, it's a very rare instance where a court has been able to exercise jurisdiction over the IOC in this way. We need to keep our eye on Rule 45.

In addition, he wanted to update the board on the USSA's concussion implementation. We've had a good roll out on that with a few questions from foreign TDs on whether or not it applied to foreign TDs and we said that it applied to competitions that are held in the US and we would enforce it that way. In reality, he did not foresee that this would make much difference from what had been done historically; when an athlete's been injured, they take them out of competition.

Finally, we took a hard look over the summer at the Foundation bylaws. He said these would be reviewed with the Foundation Nominating Committee in the next few months. In addition to the few changes that were made over the summer, more wholesale changes would be made to keep them up to date with, not only the changes in the Colorado statute, but also the Ted Stevens Act and also the USSA bylaws, so he told the board members to expect to see those in the next few months. That concluded his report.

9. USSA Old Business: Dexter Paine

Paine said that the only piece he had under old business was that as a board we had discussed having set up an Ad Hoc Committee of Foundation and USSA board members, consisting of Dexter Paine, Bill Marolt, Jim McCarthy (former USSA BOD Chair), Chuck Ferries (former USSA BOD Chair), and Paul Raether (longstanding Foundation Board member) to look at the transition for our CEO, the FIS and USOC seats, and we were in the process of coming up with a game plan there.

That committee met twice over the summer and would continue to work to ensure that the transition we undergo in a few years is as seamless as possible. He said that we were lucky to have a long-serving CEO who had done tremendous things for the organization but it also created the most important decision with which he and the board members would be involved when Bill Marolt retired in two years. He said that there would be more to report on this at the May meeting, but it continued to be something that we worked on and we would keep the board apprised of this group's work.

USSA SKI JUMPING HILL CERTIFICATION

Luke Bodensteiner commented that this was tabled from the USSA Congress meeting in the spring when the USSA Ski Jumping Committee presented a relatively extensive and technical document governing standards for ski jumping hills for the USSA which was deferred to counsel for legal and safety review, which was done. Everything was satisfactory. The goal of this proposal from the Ski Jumping Committee was to bring up to standard the USSA hills used in competition to be at the FIS level standard so they adapted what had been presented for FIS level hills and would work to bring these standards compliant by 2017 (Addendum B). He said that this required a motion that needed to be voted upon here.

Natt said that it was presented in May and tabled for legal review and he asked for a motion to pass the rule change for Ski Jumping Hill Certification that appeared between pages 7 and 10 in the packet prepared for the board.

Motion # 3: Motion to ratify the USSA Ski Jumping Hill Certification rule change document as presented.

M/S/C – Bob Dart/Dexter Paine, approved by acclamation

10. **USSA New Business: Dexter Paine**

USSA CORPORATE RESOLUTION & OFFICER AUTHORITY

Paine asked Alex Natt to address new business as he had none. Natt said that there was the USSA Corporate Resolution & Officer Authority that we asked the board to approve on an annual basis and he read the first three paragraphs of the document into the record (Addendum C). Having read the paragraphs, he asked if there were any questions, and if not, for a motion to approve.

Paine asked Natt to explain to the board why we approved this motion annually, allowing Bill and Mark to buy and sell things. Natt replied that the company was required to have such approval by the bank for Marolt and Lampe to sign checks on behalf of the organization. He said this was nothing unusual.

Paine confirmed that the bank resolutions were necessary for the conduct of business and sounded far more ominous than required for the ordinary course of business.

Motion # 4: Motion to ratify the USSA Corporate Resolution & Officer Authority to conduct the business of the USSA Corporation & its Affiliates.

M/S/C – Dexter Paine/John Bucksbaum, approved by acclamation

Paine asked Bodensteiner to cover the next topic.

USSA MEMBERSHIP DUES STRUCTURE FY 12/13

Bodensteiner stated that the board was aware that each fall we reviewed our member dues structure and it had been several years since we increased dues. This year we looked more extensively at where we could have a dues increase that would be suitable for the sport and also for membership and he acknowledged the work that Walt Evans had done in terms of flushing these through with the sport communities (Addendum D).

The sport committee chairmen were very involved in the process and provided good guidance regarding alternate scenarios. Through that process, we found a good buy in within the community and also got exceptional feedback from various parties on this. In the board packet, the proposed dues structure was presented for next fiscal year, noting where the increases were made.

The changes were relatively small. We proposed a \$10 increase to youth, rookie, student and competitor memberships, i.e. the participants in our competitions, leaving the remainder of the dues the same. We also proposed a \$50 increase in our club membership, currently at \$150. As you all know, we assigned Walt Evans to run a club program and he was doing a very nice job building that program out and to lead the clubs, so the clubs would receive excellent value from that.

He said that the other piece in this to consider was a fee based on service, so some changes would also be made to the head tax structure. We were in the process of finalizing and rolling out an on-line management competition system, which had been discussed for some years. That will come on-line as a test this winter. It will be an excellent tool for clubs, race administrators and athletes and provide additional service there, so we feel the increase in head tax by \$4 is warranted and we have favorable buy in from clubs, race organizers, etc.

We were proposing no changes to non-scored races, i.e. no fee for non-scored. Access will not be provided to the on-line registration system for those races. The clubs do not feel that there is enough value yet there. So we will continue to gradually roll that out over the next few years and provide them with a system that will deliver good value to them. That was an overview of what was presented in the packet and he requested a motion for approval. Natt stated that the fee changes appeared in pages 5 and 6 of the board agenda packet and he asked for a motion to approve the fee changes.

Engen asked about the adaptive membership which still appeared in the fees/dues structure. Bodensteiner explained that, as we negotiated our arrangement with the USOC and they took the program back under their management, one of their requests was that we continue to offer adaptive sanctioned competitions and memberships. He said that might change over time. The issue for them was to recreate what we have for members with insurance and so we agreed at this time to continue to offer that category.

Motion # 5: Motion to ratify the USSA membership dues & fees as presented.

M/S/C – Bob Dart/Dexter Paine, approved by acclamation

USSA FIS REPRESENTATION

Paine asked someone to speak to the FIS representation (Addendum E). Natt stated that we were required to update our FIS representation biennially to be presented to the FIS at the time of the Congress, the listings of which are on pages 11 and 12 of the board meeting packet and he asked if there were any questions about the roster. Paine questioned what the changes were from the last time these were approved:

- * FIS Cross Country Committee-Non-European – Luke Bodensteiner to replace John Farra.
- * FIS Cross Country Subcommittee for World & Continental Cup – Luke Bodensteiner to replace John Farra.
- * FIS Subcommittee for Ladies Cross Country – Eileen Carey (previously no representation).
- * FIS Subcommittee for Popular Cross Country – Bob Gross (previously open position).
- * FIS Recreational Skiing Committee – Alex Natt to replace Dick Coe.
- * FIS Freestyle/Snowboarding Youth & Children's Questions Subcommittee – Todd Schirman to replace Dick Coe.

Bob Dart indicated that there should be a rotational change on the NorAm chairmanship between the US and Canada starting in 2012.

Paine asked if there were any other questions. There were none and he asked for a motion to approve the representation.

Motion # 6: To ratify the USSA's FIS Representation, with the modification of Bob Dart's listing from vice chairman to chairman of the FIS Alpine NorAm Committee.

M/S/C – Bob Dart/Jon Engen, approved by acclamation

Paine asked Natt if there were any additional items that needed approval. Natt replied that there was a placeholder for any questions from the board, but there was no further business.

Paine asked the board members once again if they had any questions. There were no questions and he reminded the board members that, as always, if there was anything they would like to discuss with him, he was available to them, to simply call or email him.

11. Next USSA Board Meeting Date: Dexter Paine

Paine reiterated that he was appreciative of the board members taking the time to be on the teleconference, that the fall was always busy, and he looked forward to seeing everyone in Park City at the time of the meeting in May. (The next annual meeting of the board was scheduled for Saturday, May 12, 2012).

An invitation was extended to the USSA Board to attend in person or to teleconference into the USSTF Board of Trustees' meeting in December in Vail. He said that it was always a fun event with the World Cup being in Beaver Creek. It was a great course and site of the 2015 FIS Alpine Ski World Championships, so please join, if they could.

12. Chairman's Closing Comments & Motion to Adjourn the Board Meeting: Dexter Paine

Paine had no additional closing comments and requested a motion to adjourn.

Natt said that he wanted to point out that the next USSA Board meeting would be on Saturday afternoon rather than bright and early on Sunday morning. So when making travel arrangements the meeting would take place from 2:30 - 5:30 p.m. and you might be able to save on a night's hotel stay.

Paine asked if the rest of the week remained the same. Natt replied that the sport committees had been asked to compress their meetings so we could get participants out on Saturday afternoon, and they complied with that request; so we will have productive meetings in a slightly shorter schedule.

Motion # 7: To adjourn the USSA Fall Board of Directors' Meeting.

M/S/C – John Bucksbaum/Hank Tauber, approved by acclamation

Minutes transcribed by Suzette 10/26/11;
Legal review 11/1/11;
Exec review 11/7/11.

ADDENDUM A

USSA BOARD OF DIRECTORS' TELECONFERENCE AGENDA

3rd Floor Lobby Conference Room, USSA Center of Excellence
1 Victory Lane, Park City, UT
Wednesday, October 19, 2011; 11:00 a.m. – noon mountain time

Meeting chair: Dexter Paine

1.	Chairman Opens the USSA Board Meeting	Dexter Paine	1 min
2.	Roll Call of Board Members & Establishment of Quorum	Alex Natt	2 min
3.	USSA Agenda Approval	Dexter Paine	1 min
4.	USSA May 2011 Meeting Minutes' Approval	Dexter Paine	1 min
5.	Chairman's Report	Dexter Paine	5 min
6.	Chief Executive Officer's Report	Bill Marolt	8 min
7.	Financial Report	Mark Lampe	5 min
8.	Legal & Judicial Reports	Alex Natt	3 min
9.	Old Business	Dexter Paine	2 min
	USSA Ski Jumping Hill Certification	Luke Bodensteiner	3 min
10.	New Business		
	USSA Corporate Resolution & Officer Authority	Alex Natt	2 min
	USSA Membership dues structure for FY 12/13	Luke Bodensteiner	2 min
	USSA FIS Representation	Bill Marolt	2 min
	Questions from the Board	Dexter Paine	3 min
11.	Next USSA Board Meeting	Dexter Paine	1 min
	– USSA Congress 2011: May 8 - 12, 2012, Park City, UT		
	– USSA BOD & Annual Meeting: Saturday, May 12, 2012, 2:30-5:00 p.m.		
	– An invitation is extended to the USSA Board of Directors to attend the USSTF Board of Trustees' meeting December 1-4.		
12.	Closing Comments & Motion to Adjourn the Board Meeting	Dexter Paine	2 min

ADDENDUM B

USSA SKI JUMPING HILL CERTIFICATION

Ski Jumping & Nordic Combined Event Officiating/Organization

For the betterment of the sports of Ski Jumping and Nordic Combined that all ski jumping hills in the United States will be "Certified" by the year 2017 through the following process.

Definitions

Inspected: A ski jumping hill that has been reviewed and approved as having met USSA standards by a USSA National Technical Delegate.

Surveyed: A ski jumping hill that has been surveyed per the USSA survey protocol.

Survey Protocol for ski jumps up to K49: Survey will be taken for the existing points of P, K, L, U, and the takeoff. The H/N, R1 & R2 will be measured.

Survey Protocol for ski jumps K50 and above: Survey will be taken with an electronic surveying unit by a knowledgeable surveyor.

Designed: Ski jumps that were designed or built before the 2008 construction standard will not be required to strictly adhere to the 2008 standards. However, the USSA Hills Committee would like hill owners to migrate their H/N toward the envelope described in the 2008 document. Existing hills do need their H/N envelope to fall within the requirements of the 1996 construction standard to obtain certification (K50 and above). New construction (not retro-build) ski jumps must be built according to the 2008 standard to obtain certification (K50 and above), existing jumps must be brought to at least the 1996 standard to obtain certification.

Certified: Means a ski jumping hill that has successfully been inspected, surveyed and designed to the requirements listed above; and completed and filed all appropriate paperwork with USSA.

Certification Schedule

- National Championship hills shall be certified by 2012-2013.
- Hills hosting National level events shall be inspected by 2012-2013 and certified by 2013-2014.
- All hills need to be inspected by 2014-2015.
- All hills shall be certified by 2017.

K20 and below

1. Maximizing athlete safety is priority.
2. Hills that have scaffolding shall maintain the structure so it is architecturally sound and meets local building requirements.
3. There must be separation of skiers walking up and skiers coming down. For instance, there must be side-boards between the stairs and in-run track.
4. Outrun must be fenced for protection of runaway skis and skiers.
5. Hills must comply with the following selected FIS rules.

411.5.1 *The In-run*

- The prepared snow surface of the in-run must equal the designed snow depth of the profile boards.
- To the outside of the profile boards, there should be a guard rail of 0.5 m in height constructed.
- The minimal placement of the guardrails shall be from the start till 1m from the edge of takeoff.
- It is essential that the in-run area within the guardrails be free and clear of all obstructions that could endanger a fallen jumper.
- At the uppermost placement, the upper edge of the guardrail shall be tapered and rounded downwards to ensure additional safety at the beginning of the guardrail.

411.5.2 *The Landing Area*

- From the bottom of the take off, the entire designed width of the landing slope must be prepared with snow.
- No obstacles are allowed in the prepared area and movable devices must be removed when the hill is in use.
- There must be protection to protect the skiers walking back and up the side of the hill from a fallen skier or a runaway ski.
- The landing hill area must be free and clear of all obstructions that could endanger a fallen jumper.

K21-K49

Criteria: All of the above listed rules apply as well these additional rules listed.

411.5.2 *The Landing Area*

- The placement of guardrails on both sides of the landing hill is recommended for the safety of a fallen jumper or stopping of a runaway ski.
 - The guardrail shall be of a height of 70 cm above the prepared snow profile of the landing hill.
 - The placement of the guardrails on the landing hill shall be from 0.1 w to the end of the transition curve.
 - From the end of the transition curve to the exit gate and around the entire outrun area the height of the barrier shall be 1m above the prepared snow profile.
 - The snow profile height as well as the distance markers (paddles) should be marked on the guardrails.
 - In addition, the guardrails must be parallel to the landing hill profile.
- It is essential that the landing hill area within the guardrails is free and clear of all obstructions that could endanger a fallen jumper.
- The upper edges of all guard rails must be rounded.
 - Guardrails constructed in concrete have to be padded on the inside of the landing area.

K50-K69

Criteria: All of the above listed rules apply as well these additional rules listed.

411.5.1 *The In-run*

-The in-run for the jumping hill is to be designed to provide the necessary speed v_0 at which a maximum jumping distance for the hill can be reached.

-The layout of the starting gates shall be equal in their distance apart.

In addition, the starting places shall be numbered so that the lowest starting place is designated as start gate number 1.

-The prepared snow surface of the in-run must equal the designed snow depth of the profile boards. To the outside of the profile boards, a guard rail of 0.5 m in height is to be constructed. The minimal placement of the guardrails shall be from the start till 1m from the edge of takeoff. The distance between the guardrails and the prepared b1 width should not exceed an additional 25 cm in overall width.

-The in-run area within the guardrails must be free and clear of all obstructions that could endanger a fallen ski jumper. At the uppermost placement, the upper edge of the guardrail shall be tapered and rounded downwards to ensure additional safety at the beginning of the guardrail.

411.5.2 *The Landing Area*

-From the bottom of the take off, the entire designed width of the landing slope must be prepared with snow. No obstacles are allowed in the prepared area and movable devices must be removed when the hill is in use.

-The placement of guardrails on both sides of the landing hill is recommended for the safety of a fallen jumper or stopping of a runaway ski. The guardrail shall be of a height of 70 cm above the prepared snow profile of the landing hill. The placement of the guardrails on the landing hill shall be from 0.1 w to the end of the transition curve.

-From the end of the transition curve to the exit gate, and around the entire outrun area, the height of the guardrail shall be 1meter above the prepared snow profile. The snow profile height as well as the distance markers (paddles) should be marked on the guardrails. In addition, the guardrails must be parallel to the landing hill profile.

-The landing hill area within the guardrails must be free and clear of all obstructions that could endanger a fallen ski jumper. The upper edges of all guardrails must be rounded. The guardrails must be set up in such a way that a stray ski of a fallen ski jumper cannot go through. Guardrails constructed in concrete have to be padded on the inside of the landing area.

K70 +

Criteria: The following are only excerpts of the FIS ICR 411.5. It is required that all hills K70 and larger follow FIS ICR 410, 411, 412 to hold a sanctioned USSA event.

411.5.1 *The In-run*

-The in-run for the jumping hill is to be designed to provide the necessary speed v_0 at which a maximum jumping distance for the hill can be reached.

-The layout of the starting gates shall be equal in their distance apart and with a maximum height difference between each starting place not exceeding 0.40 m. In addition, the starting places shall be numbered so that the lowest starting place is designated as start gate number 1.

-The prepared snow surface of the in-run must equal the designed snow depth of the profile boards. To the outside of the profile boards, a guard rail of 0.5m in height is to be constructed. The minimal placement of the guardrails shall be from the start till 1m from the edge of takeoff. The distance between the guardrails and the prepared b1 width should not exceed an additional 25cm in overall width.

-The in-run area within the guardrails must be free and clear of all obstructions that could endanger a fallen ski jumper. At the uppermost placement, the upper edge of the guardrail shall be tapered and rounded downwards to ensure additional safety at the beginning of the guardrail.

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- The landing hill area within the guardrails must be free and clear of all obstructions that could endanger a fallen ski jumper. The upper edges of all guardrails must be rounded. The guardrails must be set up in such a way that a stray ski of a fallen ski jumper cannot go through. Guardrails constructed in concrete have to be padded on the inside of the landing area.

ADDENDUM C

USSA CORPORATE RESOLUTION

U. S. SKI AND SNOWBOARD ASSOCIATION BOARD RESOLUTION

RESOLVED, That the Chief Executive Officer and/or Chief Financial Officer are hereby jointly and severally authorized and empowered on behalf of this Company and its affiliates to purchase and acquire, and to exercise options and/or rights for the purchase and acquisition of stocks, bonds, rights, warrants, and other securities, and to sell, assign and transfer all or any stock, rights, warrants, bonds and/or other securities, and to execute the instruments proper or necessary to effect any such purchases and/or transfers, and the sale of other assets including real property.

FURTHER RESOLVED, That the Chief Executive Officer and/or Chief Financial Officer acting for and on behalf of this Corporation, and its affiliated Corporations, and as its act and deed be, and they are, empowered and authorized to: borrow money, obtain lines of credit, authorize company credit cards, execute notes, grant security, execute security documents, negotiate items, acquire, lease or dispose of assets including vehicles and other property and equipment in the ordinary course of operations of the organization.

FURTHER RESOLVED, That any and all resolutions heretofore adopted, inconsistent with the above resolution, be and they are hereby rescinded.

I HEREBY CERTIFY That the foregoing is a true and correct copy of a resolution passed at a regular meeting of the Board of the U. S. Ski and Snowboard Association, a corporation duly authorized and existing under and by virtue of the laws of Utah, held on the 19th day of October, 2011 at the USSA Center of Excellence, 1 Victory Lane, Park City, UT and I further certify that due notice of said meeting was given to each member of said Board; that a quorum was present and voting throughout and that said resolution is now in full force and effect and has not been amended or repealed.

USSA OFFICER AUTHORITY

To Whom It May Concern:

I hereby certify that the following individuals have been authorized by the Board of Directors of the U. S. Ski and Snowboard Association to hold the following positions and are authorized to conduct the business of this Corporation and its affiliates:

William Marolt

President and CEO

Mark Lampe

Chief Financial Officer

ADDENDUM D

FY 12/13 PROPOSED USSA MEMBERSHIP DUES STRUCTURE

		FY 11/12	FY12/13
Alpine	Youth	70	80
	Student	90	100
	Competitor	140	150
	Master	110	110
	Official	60	60
	Coach	135	135
	Cert. Coach	N/A	N/A
	Associate	35	35
	FIS	85	85
	Late FIS (after Aug 15)	155	155
	Provisional FIS	N/A	N/A
	Alpine Masters FIS	30	30
	USSA Points Confirmation	100	100
	FIS Points Confirmation	120	120
Freestyle	Youth	50	60
	Rookie	70	80
	Competitor	140	150
	Official	60	60
	Coach	115	115
	Associate	35	35
	FIS	65	65
	Late FIS (after Dec 15)	105	105
	Provisional FIS	N/A	N/A
	USSA Points Confirmation	100	100
	FIS Points Confirmation	N/A	N/A
Snowboard	Regional Comp	70	80
	National Comp	140	150
	Official	60	60
	Coach	115	115
	Associate	35	35
	FIS	85	85
	Late FIS (after Aug 15)	N/A	N/A
	Provisional FIS	N/A	N/A
	USSA Points Confirmation	100	100
	FIS Points Confirmation	N/A	N/A
	Grand Prix Entry Snowboard Finals		
Cross Country	Youth	50	60
	Competitor	140	150
	Official	60	60
	Coach	115	115
	Associate	35	35
	FIS	85	85
	Late FIS (after Dec 15)	155	155
	Provisional FIS	N/A	N/A
	USSA Points Confirmation	100	100
	FIS Points Confirmation	N/A	N/A

Jumping/Nordic Combined	Youth	50	60
	Competitor	140	150
	Official	60	60
	Coach	115	115
	Associate	35	35
	FIS	30	30
	Late FIS (after Aug 20)	N/A	N/A
	Provisional FIS	N/A	N/A
	USSA Points Confirmation	100	100
	FIS Points Confirmation	N/A	N/A
Adaptive Alpine	Competitor	140	150
	Coach	135	135
	Associate	35	35
	IPC AS	100	100
	IPC AS Late	200	200
	Provisional FIS	N/A	N/A
	USSA Points Confirmation	100	100
	FIS Points Confirmation	N/A	N/A
Adaptive Cross Country	Competitor	140	150
	Coach	115	135
	Associate	35	35
	FIS	N/A	100
	Late FIS (after Dec 15)	N/A	200
	Provisional FIS	N/A	N/A
	USSA Points Confirmation	100	100
	FIS Points Confirmation	N/A	N/A
Other	Club	150	200
	Rush Processing	25	25
	Late Fee	25	25
	NSF Check Fee	25	25
	Temporary Registration	25	25
	Member Card Replacement	N/A	N/A
	Back Screening Reinstate	N/A	N/A

\$4 increase in head tax for scored races; no fee for non-scored races.

ADDENDUM E

PROPOSED 2012-2014 USSA FIS REPRESENTATION

FIS COUNCIL

FIS Council – Vice President / Finance Commission / Alpine WG	Bill Marolt
FIS Council – Honorary	Hank Tauber

FIS COURT

FIS Court – US Representative	Vacancy
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CROSS COUNTRY

Cross Country Committee – Non-European Countries	Luke Bodensteiner
Cross Country Committee – Honorary	Lee Todd
Subcommittee for World & Continental Cup	Luke Bodensteiner
Subcommittee for Ladies' Cross Country, Chair	Eileen Carey
Subcommittee for Rules and Control	Bob Gross
Subcommittee for Popular Cross Country Skiing	Bob Gross
Subcommittee for Cross Country Youth & Children's Questions	Jeff Byrne

JUMPING

Jumping Committee - Member	Matt Laue
Jumping Committee - Honorary Member	Gustav Raam
Subcommittee for Jumping Hills (corresponding member)	Kyle Gilbertson
Subcommittee for Calendar Planning	Dave Jarrett
Subcommittee for Officials, Rules & Control	Matt Laue
Subcommittee for Equipment and Development	Dave Jarrett
Subcommittee for Ski Jumping Youth & Children's Questions	Jeff Byrne

NORDIC COMBINED

Executive Board Member	Dave Jarrett
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ALPINE

Committee for Alpine Skiing – Executive Board Member	Herwig Demschar
Committee for Alpine Skiing – Ladies Alpine Chair	Karen Korfanta
Subcommittee for Alpine Youth & Children's Questions	Patrick Riml
Subcommittee for Classification of Alpine Competitors – Vice Chairman	Jeff Weinman
Subcommittee for Ladies' Alpine Skiing - Chair	Karen Korfanta
Subcommittee for Alpine Courses – Member	Bruce Crane
Subcommittee for Alpine Courses – Honorary Member	Nelson Bennett
Subcommittee for Alpine Courses - Inspectors & Controllers	Bob Calderwood
	Tom Johnston
	Paul Mahre
	Ted Sutton
	Tom Winters
Subcommittee for Rules and Control - Member	Karen Korfanta

Subcommittee for Alpine Technical Delegates	Paul Van Slyke
Subcommittee for the Alpine World Cup - Member	Calum Clark
Subcommittee for Nor-Am Cup – Chairman	Bob Dart
Regional & National Coach	Lester Keller
At-large	Karen Korfanta
At-large	Patrick Riml
Secretary:	Walt Evans
Alpine Coaches Working Group – Men	Sasha Rearick
Alpine Coaches Working Group – Women	Alex Hoedlmoser

FREESTYLE SKIING

Committee for Freestyle Skiing – Member	Jay Simson
Freestyle Appeals Commission - Chair	Jay Simson
Subcommittee for Freestyle Rules & Officials – Vice Chairman	Jay Simson
Freestyle Scheduling Working Group	Todd Schirman
Freestyle New Event Working Group	Jeremy Forster
Freestyle NorAm Committee - Chair	Bruce Robinson, CAN
Commissioner	Konrad Rotermund
At-Large	Todd Schirman
USSA Rules & Officials representative	Andy Hayes
Secretary	Cheryl Pearson
	Matt Gnoza
	Garth Hager
	Nate McKenzie
Freestyle/Snowboarding Task Force – Chair	Jeremy Forster

SNOWBOARDING

Committee for Snowboard - Chairman	William Slattery
Snowboard Rules Working Group	Peter Foley
Snowboard Task Force	Jeremy Forster
Snowboard TD Working Group	Tom Winters
Subcommittee for Snowboard & Freestyle Youth & Children's Questions	Todd Schirman

SPECIAL COMMITTEES

Committee for Competition Equipment - Snowboard	Bill Slattery
Legal and Safety Committee - Member	Alex Natt
Legal and Safety Committee – Honorary Member	Barry Bunshoft
Medical Committee – Member	Dr. Larry Gaul
Committee for Advertising Matters - Chairman	Howard Peterson
Committee for Recreational Skiing	Alex Natt
Committee for Public Relations and Mass Media - Chairman	Tom Kelly
Committee for Public Relations and Mass Media – Corresponding Member	Gary Black
Subcommittee for Cross Country Development	Bob Gross
Subcommittee for Cross Country Development - Honorary	John Lindstrom
Subcommittee for University Racers - Member	Richard Rokos

Subcommittee for Masters Racers - Member
Committee for Telemark Skiing
Athletes' Commission
Timing Working Group (Data Experts & Timing Experts)

Bob Dart
Jim Stein
Kikkan Randall
Allen Church