

USSA BOARD OF DIRECTORS' MEETING MINUTES

Bavaria Room – The Sonnenalp, Vail CO
Saturday, December 7, 2002, 9:05 a.m. – 10:15 a.m.

USSA BOARD OF DIRECTORS' ATTENDANCE

Chairman: Chuck Ferries

FIS/USOC

FIS Ranking Representative: Bill Marolt

USOC Ranking Representative: Jim McCarthy

USSTF

David Pottruck

Bill Bindley - absent

William T. Esrey

Dexter Paine (Secretary-Treasurer)

Hank Tauber

Thom Weisel - absent

SPORT REPRESENTATIVES

Alpine Representative: Bob Dart - absent

Snowboard Representative: Gary Taylor

Freestyle Representative: Andy Wise

Cross Country Representative: Lee Todd

Jumping/Nordic Combined Rep: Alan Johnson - absent

Disabled Representative: Jack Benedick

ATHLETES

Alpine Athlete: Chris Puckett - absent

Snowboard Athlete: Rick Bower - absent

Freestyle Athlete: Craig Rodman - absent

Cross Country Athlete: Jon Engen - absent

Jump/Nordic Combined Athlete: Greg Boester

Disabled Athlete: Muffy Davis - absent

EX-OFFICIO/NON VOTING

USOC Athletes' Advisory Council Representative: Nelson Carmichael absent – absent

NSAA President/Chair: Michael Berry

SIA President/Chair: David Ingemie

HONORARY

Dr. Bud Little - absent

Dr. Leland Sosman

1. Chairman's Welcome: Chuck Ferries

Ferries asked the board members to identify themselves for the record. Alex Natt confirmed quorum.

2. USSA Agenda Approval: Chuck Ferries

Ferries asked for a motion to approve the agenda.

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

McCarthy/Taylor/Carried Unanimously

3. **USSA Meeting Minutes' Approval May, 2002: Chuck Ferries**

Ferries asked for a motion to approve the meeting minutes from the May board meeting.

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

McCarthy/Tauber/Carried Unanimously

4. **Chairman's Report: Chuck Ferries**

Ferries stated that, since there was a race to attend at 11:00 a.m., he would be brief. He stated that a number of things had happened under Jim McCarthy's reign as chair of the group. Everyone came together, including Bill Marolt coming on board at the same time. The evolution of USSA had been truly phenomenal and he again thanked Jim for all his efforts. Another thing that took place last year, he stated, was to make the decision to have the FIS representation be the leader of the organization, that the stakeholder needed to be representing USSA at the meetings. Hank had done a fabulous job over the years and after discussion with Hank he agreed it was a great idea and he helped to get Bill on the Council and in one of the four vice president positions. Ferries stated that he was glad that Hank would continue on the USSA board. He confirmed that USSA had strong working relationships that had been built over the years.

Ferries made reference to the difficult economic environment and that he thought USSA had done a wonderful job in being proactive and cutting expenses, reviewing budgets carefully since the beginning of the year. He stated that cuts had been made in areas that did not affect, or had minimal effect on the program of the athletes, which he reminded everyone was the reason that all were there. He stated that every month, in his review of the financials that the organization was well prepared and had made necessary adjustments all the way through, that everyone on staff was very realistic and understood what they were doing and were doing a great job.

On the subject of the training center, he stated that it was a very difficult decision not to go forward with the training center. He said that all knew how much Bill had wanted to get this done but at the end of the day Bill had committed that, if it didn't make sense financially, it wouldn't be done. He made the tough decision and Ferries stated that it was the right decision. He said that the organization would continue to work on this going forward, and that USSA would find a way to get this done. He reminded everyone that 2002 was just the beginning and that "we would focus on reestablishing how to get the center completed". Ferries also stated that he saw a lot of support from board members for this to move forward, and that concluded his report. He then asked Alex to continue with the issues from the executive committee.

5. **Ratification of the Actions of the USSA Executive Committee: Chuck Ferries**

Alex Natt stated that in August of 2002 the executive committee had approved two issues that required approval prior to the start of the competition season. The first one was the USSA adoption of the FIS rule regarding wearing helmets in mogul and in freestyle skiing and the other was a proposal from Jumping to create a JI North American Junior Olympics and a second proposal to limit the Junior Olympics to JII's only. The executive committee approved these proposals but the USSA board needed to ratify the actions of the executive committee for them to be formally approved so he asked for the motion to ratify the actions if there was no discussion.

Motion #3: Motion: To ratify the actions of the Executive Committee regarding Freestyle Helmets and the Jumping Issues that were outstanding from spring.

M/S/C McCarthy/Paine/Carried Unanimously

6. FIS Report: Bill Marolt

Bill Marolt echoed what Ferries said regarding the FIS Council position. Hank Tauber had been very helpful in making the transition to Marolt's occupying that seat. Hank had been at the FIS Council many years, had great history and Marolt stated that they continued to work together bouncing ideas off each other on the work of the Council and the FIS in general. He stated that he had attended his first meeting in November and found the meeting to be interesting, useful and challenging. The issues that he had presented to the board in the spring; i.e. anti-doping, cost containment, revenue enhancement were the three issues that had to be dealt with there. He said that the management of television, corporate sponsorship inventory, where the FIS goes with venues and schedules were all things that the FIS would face as an international organization and come to grips with how to manage. He said it would change the landscape of how the World Cups look. He reiterated that it was a challenge that the Council had to take on and that he had encouraged Gian-Franco Kasper to establish himself in a leadership role and take on those issues. These would be ongoing weekly discussions and Marolt said that he looked forward to taking these on.

Marolt said that he was encouraged with how anti-doping was proceeding, stating that the FIS was the international federation that was the most aggressive in this area. The FIS had allocated significant dollars to this effort and it would be a work in progress that would get better as we moved forward – with the ultimate goal of leveling and making the playing field fair. He reiterated that he was excited to be there and delighted with the opportunity and that the decision to put the CEO on that seat was the right one, because he ultimately was the one who had to deal with those challenges.

Marolt then asked if there were any questions. Ferries commented that a strategy had been set up a year ago to work more closely with the FIS and with the USOC. He stated that these were two crucial organizations and that how well they did would depend on how well we would do and how well the organization was going to be able to continue to grow. He stated that Jim McCarthy was USSA's representative on the USOC and asked him for a few words.

7. USOC Report: Jim McCarthy

McCarthy stated that, as most of the board already knew, the USOC served as USSA's regulatory agency and also a major source of funding. He said that, in the earlier financial presentation, the USOC was committed to providing \$2.4 million in this fiscal year, which placed the USOC in the major sponsor category of USSA. The health, welfare and success of the USOC were very important to USSA. He stated that if the election results had been followed, a lot of time at the executive committee had been spent electing leaders and CEO's. He stated that there had been a tremendous amount of turmoil there very similar to where USSA had been as an organization in the early 90's - with the same unfortunate loss of momentum and staff enthusiasm and commitment. He said that, although they had some very good people, it was very difficult to function when the leadership changed annually so there were some real challenges at the USOC and he hoped that they would rise to meet them. He said that USSA would try to be a positive force in helping them move forward.

McCarthy then provided an inventory of USSA representation at the USOC. He said that USSA had two athlete representatives on the Athletes Advisory Council; Bob Balk, Paralympian in cross country skiing in 2002 and the other representative, Nelson Carmichael. Balk, he said, served as the Paralympic winter sports representative. He said that it was great to have one of our athletes there and that, from spending time with Bob, McCarthy stated that he thought he would be a great representative. McCarthy explained that the AAC controlled 20% of every committee and the board of the USOC and that the group was very active and zealous in promoting and protecting athletes' rights. McCarthy stated that USSA had worked effectively with its athlete representatives to achieve the same end.

McCarthy said that other committee members included Bill Slattery who sat on the Games Preparation Committee, which dealt with selection procedures for the Olympics. Bill Gorton sat as a member of the International Relations Committee and Melinda Roalstad was a member of the Anti-Doping Committee. Lee Todd, he said, while not officially representing the organization, represented the interests and was a friendly vote on the board as a representative of Special Olympics as his employer. He said that he, himself, represented the organization both at the board level and the executive committee level.

McCarthy reiterated Dexter Paine's comment that the USSA was a respected NGB within the USOC both for athletic performance, which was USSA's major focus and the focus that USSA had consistently tried to bring to the USOC, but also organizationally. McCarthy stated that we had all realized that if we were to be best in the world athletically, we would have to be best in the world in every other way, including the way in which the organization functioned. He stated that we had great staff to staff relations with the USOC as well. Ashley and his staff and Bill Marolt and Bill Gorton had gone out of their way to make sure of the good relations and he thought that made a big difference.

On the very positive side, he said, two of USSA's coaches were recognized by the USOC for their achievements. One, he said, received the ultimate recognition as the international coach of the year, namely Pete delGuidice, who was the snowboard halfpipe coach, coming out of the Olympic Games with four medals. Of all the coaches of all the NGB's in the Olympic family, Pete was selected as the international coach of the year, which was a tremendous honor and a great indication of the respect that the USOC had for USSA and its programs. Nick Preston, a long-time freestyle coach in the US, was one of the five finalists for domestic coach of the year. "He did a great job as our candidate and to get to the top five was a tremendous achievement."

McCarthy stated that within the USOC, USSA was certainly within the top five NGB's in funding and probably within the top three. He said it was very difficult for USSA to compete with sports such as swimming and track and field, which were similar in size but more successful in the medal count than USSA. On the winter side, USSA was the largest recipient of USOC funding, but he pointed out that USSA was also responsible for half of the winter medals, which made it an appropriate level of funding.

He closed by reiterating that the health and success of the USOC was also directly related to USSA's ability to perform and deliver services to the athlete. He said that USSA would strive to provide constructive assistance to the USOC to make it a better organization and help us become a better organization and this was the position that USSA had taken as it moved through the USOC.

Sosman asked if McCarthy had any ideas about why the turnover. McCarthy responded that the average tenure of a CEO at the USOC currently was less than two years. The average time in office for a committee chairman was also well under the four years allotted. The USOC he stated have had a lot of turmoil and have had a hard time

determining what its direction and purpose were. He reminded the board that in the 90's USSA had been in a similar position. He stated that Bill Marolt brought with him a very clear direction on athletes and athletic success.

The USOC McCarthy said was still struggling with whether it wanted to talk about winning on the field of competition or winning hearts and minds. He said that that was a very real internal problem, 'what is our role as an organization?' McCarthy stated that if winning hearts and minds was an equal goal that provided a big excuse for not winning medals. He said that they were in that state of flux. He continued stating that there was also a state of flux as to who was running the organization, the staff or the volunteers. He said it was an organization in transition hopefully moving toward a better definition of its goals and purposes and the roles of the people within it. Ferries concluded stating that the USOC was a volunteer organization and not run by the staff. He said that the volunteer part of the organization pummeled anybody coming in and trying to get the job done – exactly where USSA had been for a long time. Ferries stated that USSA had concerns about future funding from the USOC and that USSA would remain vigilant to the issues.

8. **Sport Committee Reports/Action Items:**

Alpine: Alan Ashley reported for Bob Dart who had a conflicting TD assignment in Canada. He stated that the alpine sport committee met in the fall and that no action items were brought forward. Ashley said that the focus of the meetings had been on the national development system. The focus was on the content of the national training program, how racers were being managed through the pipeline, the development of a clear path of advancement so that winning at each level actually meant something, and then developing an educational model. The only other item that Bob had asked him to report was that there would be quite a few changes on the sport committee in the spring. He stated that he had asked the staff to work hard on finishing the procedures manual to clearly explain the expectations and responsibilities of new committee members on the alpine sport committee so that members were educated as to the right perspective and right kind of direction. Ashley then provided current competition results for the day for freestyle athletes with three top tens for both sides.

Cross Country: Lee Todd stated that their committee meeting had taken place in Maine since they tried to rotate to different parts of the country for the annual fall meeting, this year hosted by the Libra Foundation. He said that he had just attended a trustees' meeting of the foundation and that Owen Wells was excited about the U. S. Ski Team and mentioned that the foundation had tons of money. The cross country sport committee meeting was two days and the same topics discussed by alpine were discussed in cross country under the tutelage of Luke Bodensteiner. A coaches' seminar and an officials' seminar were also held, which were very popular. Many people from the east attended. In the end, he said, there were no action items to come before the board.

Disabled: Jack Benedick reviewed the results from the Paralympic Games; additionally Candace Cable won the Wilma Rudolph Award and Steve Cook was awarded the Archives Award, selected from both the Paralympic and Olympic Athletes during the Games. He stated that he did not really know what the award was but that Steve had won it, which was probably good. Willie Stewart competed in the Ironman and came in in the middle of the pack. He closed stating that winning the hearts and minds didn't work. Winning did.

Freestyle: Andy Wise stated that the only action item from the Freestyle Sport Committee had been the helmet issue, which was previously approved. In the fall meetings, he said that one day was spent on development at the grass roots levels and discussing programs and programming. One of the main things, he said, coming out of the meetings was the need for a sport-wide membership. The committee felt that the time had come to do this - something that would allow simple access for people to get into the sport. He stated that after membership queries had been completed, it was discovered that one of Freestyle's problems was that new members were not a problem, but attrition seemed to be. He said that the Freestyle program needed to do something to keep the new members around. He said that if they were older skiers that they should be moved into coaches or officials or something along those lines. Also, he said, that the committee spent time looking at the pipeline to make sure that the athletes were obtaining the right things at the right level. He then commented on competition results sharing with the board that the last weekend at the World Cup in France, on the ladies side, the Freestyle program had two podiums and on the men's side, Travis Cabral won the event and of 12 finalists, five were Americans. He said that many of the 12 were C team members and what Alan had not mentioned about Italy was that there were five finalists again on the men's side. The women had four finalists. He confirmed that the program was on track and getting the podiums needed to move to 2006.

Jumping/Nordic Combined: Greg Boester stated that there were no major actions requiring board approval. He said that he wanted to point out the amount of money that funded the Legacy Campaign that was dedicated to the Olympic Park would be gigantic for the jumping and nordic combined programs going forward. He stated that full funding of that complex would allow jumping and nordic combined to achieve results in best of class, if not best in the world, just in allowing access to more kids to try ski jumping and try it year round. He said that he wanted to publicly acknowledge SLOC's funding as being very appreciated by the community. He then stated that, with the nordic combined team leadership change, with Tom Steitz moving on and Bard Elden at the helm, the momentum and morale were at an all time high. He said that, in the past coming out of an Olympic Games when there was usually a lot of turmoil, it was worth mentioning that the athletes were fired up and were looking four years down the road to fulfill the goals. He said no one had skipped a beat and that the momentum was gathering for those programs, which was really exciting after an Olympics.

Snowboard: Gary Taylor stated that the snowboard committee had two action items that were distributed by Alex earlier and that he hoped everyone had had an opportunity to review them. The first had to do with helmet usage and he read the following language: "Helmets manufactured for ski sports are required for all competitors participating in divisional and regional halfpipe competitions and official training. Helmets will also be required at USSA sanctioned events designated as elite level competitions for all competitors under the age of 18. These events include the Grand Prix Series and U.S. Snowboard Finals. During the 2002-2003 season, competitors over the age of 18 in these designated elite level events are not required to wear a helmet. Competitors choosing to ride without a helmet will sign a release of liability in which they acknowledge and assume any and all risks arising from their decision not to wear a helmet. USSA neither specifies nor recommends any particular helmet design or brand name and undertakes no responsibility or liability in connection with the requirement that helmets be utilized. It is the sole responsibility of the competitor to select an appropriate helmet for accident protection in snowboard competition."

He stated that in February, winning four of six medals at the Olympic Games was the true meaning of best in the world. To remain at this level, Taylor stated that this rule change was something that needed to be done. Two years prior to the Games, the FIS, he explained, would not allow a super pipe; they were going to go with a regular halfpipe

because a super pipe hadn't been tested and proven. The USSA showed the FIS that the super pipe had been tested and proven in the US in Grand Prix and World Cup competition. Also the format used at the Games was one that USSA suggested to the FIS. He stated that USSA had been a guiding force to stay at the top level and the change being requested was to keep the top athletes in USSA's elite level events. The events for this season he said were three Grand Prix and one US Snowboard Finals. The issue would be further reviewed over the season and revisited in May of 2003 and that there had been a great deal of discussion with counsel and staff on this issue.

Ashley stated that the rule for helmets in FIS snowboard was passed at the November meeting of the FIS Council. Long term he said it would have to be addressed because it was a FIS rule and would be a rule for the Olympics. Ashley said that helmets had not been required for the last six years by FIS. He said that, particularly for this year, with respect to what needed to be done in terms of communication to athletes and evolution (since this was a very important cultural and communication issue) and out of respect for the best athletes, he believed that the snowboard committee had crafted a way to deal with the helmet issue. He said he really wanted the support of the board on this - keeping the young athletes using helmets but making sure that a rule was not imposed on the best athletes that did not fit with what happened in the sport.

McCarthy asked what USSA's liability was when it was sued over an injury. Alex Natt responded that there were a lot of issues from a risk management perspective when it was raised. This was brought to the attention of USSA's insurers and they were concerned about the change, but they assured USSA that they would continue to cover the events without imposing an additional premium. He also stated that if those athletes chose not to wear helmets, they would be required to execute a release in which they assumed any risk associated with that decision and held USSA harmless from all claims. He stated that going into the insurance marketplace next year would be quite a challenge for the entire insurance package but he confirmed that USSA had the support of American Specialty at least for this year since this is a one-year rule. Natt said that it was important enough from an athletic perspective, the staff was behind the rule change; and, while sensitive to Jim's position, he said that Gordon Strachan was in the room and had dealt with the helmet issue for years and could speak to it as independent counsel to the board.

The question was asked if it would be possible to require athletes who did not want to wear a helmet to purchase some sort of coverage? Natt stated it was worth considering but might prove logistically difficult. When athletes participated in USSA events, he said, they were covered by participant accident insurance so in terms of minor injuries, those would be covered. The real question was the general liability. David Pottruck asked why not consider in some fashion passing the cost along since in most cases it was due to commercial issues? Natt said that he would investigate that.

Tauber stated if USSA and the foundation were two separate organizations and if in a few years there was a substantial endowment in the foundation that would be a lot of money if a legal situation came up. He asked - USSA had a certain net worth - were the general liability limits whatever the net worth of the organization was or would a major catastrophic injury lawsuit have access to the endowment funds? He stated that, at the FIS, the Marc Hodler foundation held all of the assets. The FIS House he said was worth \$15 million and Swiss law prohibited any attack of the \$30 to \$40 million in US valuation in the foundation from the liability sense. Mark Lampe agreed that that was a significant risk and the question had been asked of KPMG and attorneys in Salt Lake to review the corporate structure to further protect that endowment. He stated that the way USSA was currently set up did provide exposure. Lampe said that this was a priority matter for the organization and would be resolved over the season. Lampe confirmed that there would be an update in the spring trustees' meeting.

Sosman asked if the FIS made the rule, wasn't that it? Natt responded that historically USSA had a rule requiring helmets in all halfpipe competitions and the FIS did not, so when USSA ran an event and wanted to attract the athletes, the event would be sanctioned as an FIS event in order to avoid the helmet rule.

Ashley added that the likelihood was that, if they were wearing helmets at lower levels events, they would continue to wear them in the Grand Prix. He said that this was simply a matter of choice. Ashley stated that the issue was that USSA was trying to work culturally with a group of athletes at the very top of the sport that simply didn't go down this road. He acknowledged that there was work to be done with events looming and athletes on the list who did not wear helmets in competition. He stated that all that was being requested was a window to allow USSA to work through this.

McCarthy asked how to avoid this being an annual request. Marolt said it was a timing issue for this year only and that the new group would be required to wear helmets since it was a requirement for participation in the next Games. Bill Esrey suggested that rather than word the rule that everyone over 18, word it that everyone born over a certain date has the exception so that as the new people came up and reached 18 they didn't come under this rule to have a choice to not wear a helmet. Except the people over a certain date and then the rule would never need to be changed, he recommended. Sosman stated that approach had been taken in ice hockey. Ferries asked if Jake Carpenter had been consulted on this. Ferries stated that his help should be secured on this for the short and long term and that Burton needed to be the leaders on this. Natt said that he spoke with Jake, who runs the U. S. Open at Stratton and has, for years. He said there was no push by Burton to require helmets in those events or the Vans Triple Crown events even though Burton manufactures snowboard helmets itself. The insurance climate, Natt stated, might make that decision for them. It was generally concluded that it would be helpful if Burton as a leader in the sport would try to increase the factor of helmet wearing in the sport.

Esrey stated that the new FIS rule requiring helmets, for him to not, placed Burton's company at risk since he was making the proactive decision not to do something that the FIS had decided. That he said was where the new liability became so extreme in the case of fact and law - that they had chosen not to do something that the worldwide governing body of this sport had demanded. Natt said that he thought that Burton would be facing the same prospect for the U. S. Open in terms of liability insurance. Boester stated that at the very least getting Jake on board to craft a policy with his top athletes would get the little kids doing it. Again, Ferries said that this was a one-year exception for four events only to be revisited in the spring. Wise stated that if this was not approved today the events were at risk to not have the big name stars there. Natt also stated that if USSA wanted to have a constructive dialogue with Burton and its athletes going forward, if this rule was not approved, that would be hampered in terms of convincing them of USSA's position. Natt said that the athletes were told that they were invited and a great slate of athletes had accepted the invitation and they simply wouldn't come. Ferries said that he reviewed Melinda's report and there were no head injuries in that area. Ferries asked if the group wanted to amend the language? Esrey stated that the probability was high that this would be requested again next year. He said he would hate to see someone passing their 18th birthday and taking off their helmet, "we'd be going backward." Ferries asked if that change could be made to the motion. Natt stated that he would amend the Motion to insert a "grandfather" clause as had been done in the National Hockey League when helmets were introduced so that the number of athletes potentially exempted from the helmet requirement would never increase.

Motion #4: To approve the snowboard helmet rule with the language modification.

Taylor/Paine/Carried Unanimously.

(Editor's Note: Rule revision post-meeting:) Helmets manufactured for ski sports are required for all competitors participating in divisional and regional halfpipe competitions and official training. Helmets will also be required at USSA sanctioned events designated as elite level competitions for all competitors who have reached the age of 18 years on or before December 1, 2002. These events include the Grand Prix Series and U.S. Snowboard Finals. During the 2002-2003 season, competitors over the age of 18 in these designated elite level events are not required to wear a helmet. Competitors choosing to ride without a helmet will sign a release of liability in which they acknowledge and assume any and all risks arising from their decision not to wear a helmet.

Taylor said that the other action item was a step up procedure for elite level halfpipe competition. He said that there were World Champion and Olympic medallists in their mid to late teens and this step up followed pretty much the alpine step up rules to allow a competitor 12 years old to enter an elite level competition where currently the age was 13. He said that this might affect only a few kids for the season but was important because there was currently a 12 year old training with the team doing things that none of the team members could do. He stated that he wanted to make sure that the kids could be involved in the process and pipeline so when Olympics and World Championships came around they were still with USSA and helped us reach our goals. Esrey commented on the requirement for both parent signatures. Natt was asked how closely the language matched alpine's step up rule. Natt said it was identical. Ashley stated that in alpine this applied to a handful of athletes every year – not many. Natt said that it would be easy enough to review and draft the releases sensitive to Bill Esry's concerns. Ferries asked if this could be amended. Natt asked for the board to approve the concept in snowboard and he would redraft the release, which itself did not require board approval.

Motion #5: To approve the snowboard step up with modification to the release language.

McCarthy/Wise/Carried Unanimously

9. Executive/Nomination Screening Committees: Chuck Ferries

Ferries then said that USSA was reinstating an Audit Working Group and making a change to that group. Bill Bindley, Greg Boester and Dexter Paine were being proposed for that group. Natt said that it was formed in September of 1999 and the purpose was essentially to work with Mark Lampe on the accuracy and presentation of financial reports. At that time, Bindley, Badami and Boester were the members and with Nick's resignation reconstitute the group with Dexter as the replacement for Nick.

The nominating committee recommended that Todd Wakefield replace Faris Taylor as chair of the USSA Judicial Committee. Todd was formerly counsel to USSA and worked with Jim McCarthy in drafting the revised bylaws. He said that Todd was very familiar with the process, that he was not currently a practicing attorney, that he had founded his own company and he was doing very well. Natt stated that Todd had the time and was willing to help and the nominating committee recommended to the board the approval of Todd Wakefield as chair of the USSA Judicial Committee.

USSF board nomination: Boester stated that Nikki Stone was a retired athlete who was taking a very active and progressive role in USSA and USOC affairs. He said that she

was currently the alternate athlete to the USOC AAC and he said that she was keen on getting to know the organization more. Some of the qualities that she brought to the table were that she was very pragmatic in terms of understanding the different constituents at the board level as well as within the organization. He stated that she brought a mix of understanding of athletes' perspective but she understood the role of the trustees and others in the organization. He said that she was smart, wanted to be involved, had the best interests of the organization at heart and that, while she did not bring a lot in terms of managing the foundation, he thought she would bring an athlete's perspective that would be well received.

Motion # 6: To approve the composition of the Audit Working Group, the appointment of Todd Wakefield to chair USSA Judicial and the addition of Nikki Stone to the USSF board for a 3-yr term

Marolt/McCarthy/Carried Unanimously.

10. Judicial Committee Report: Alex Natt

Natt stated that there was no report as there were no actions over the summer.

11. Legal Report: Alex Natt

The legal report he stated was that the company was not threatened or the subject of any lawsuits at the current time but that USSA might become plaintiff in one or two collection lawsuits. One he said would be discussed in executive session and the board had been briefed on before. The others were small sponsorship issues the largest of which, he said, was in the amount of \$140,000. Natt said that these would need to be filed in Utah courts and collected because the companies had decided not to pay and in the current climate, USSA needed all the money it was entitled to.

12. Athletes' Council Report: Greg Boester

Boester reported that the Athletes' Council had met the prior day to discuss several issues that had been raised at the alpine athlete level. He said that he would not go into the items since they were business items rather than items for the board to address but he said there was good and improving communication between what is being done at the company and what is realized at the athlete level. Some of the initiatives that would be undertaken he said to improve communication were simple things like building an athlete portal on the web site. This would provide an athlete the ability to find the information that they need, which should cut down on some of the misperceptions on the part of athletes. He concluded that there were no action items.

13. Old Business: Chuck Ferries

Under old business, Andy Wise stated that Jeremy Bloom would be joining the freestyle team after taking finals next week.

14. New Business: Chuck Ferries

Dexter Paine said that in the foundation board meeting certain bylaw changes had been adopted. Natt stated that, as a matter of process, the USSA board needed to approve foundation bylaw amendments. He said that everyone was present when these were

proposed and all that was needed was the motion to approve the bylaw amendments approved by the foundation.

Wise asked if the officers were four positions. Natt responded yes that historically they had combined the secretary treasurer position incorrectly so now a separate office was created and he stated John Bucksbaum was now the secretary. Wise stated that, in that case, paragraph two then needed to be changed to four elected offices. Motion to approve subject to that change.

Motion # 7: To approve the USSTF bylaw amendments as presented and adding the housekeeping change.

M/S/C Taylor/Benedick

15. Meeting Dates for 2003: USSA Congress 2003 - May 14-18, 2003, Park City, UT

Ferries thanked everyone saying that everyone was doing a great job and the next meeting was scheduled for the 18th of May in Park City as part of the USSA Congress. Sosman asked if the meeting was scheduled for Sunday. Marolt confirmed that the volunteers had requested the Saturday for work sessions.

16. Closing Comments & Adjournment: Chuck Ferries

There being no further business, Ferries thanked the board members for their time and adjourned the meeting. Natt asked for the voting members of USSA to remain in the room for a short executive session.

Minutes prepared by Suzette – 12/12/ 02
Minutes approved by Alex Natt –12/12/02