

**USA TAEKWONDO (USAT)
 QUARTERLY MEETING OF THE USAT BOARD OF DIRECTORS
 New Orleans, Louisiana
 March 7-8, 2009**

Board Members Present:	
Ronda Sweet	Chairperson and Grass Roots Director, USAT
Jason Han	USAT AAC Athlete Rep.
Brad Lunn	Independent Director, USAT
Mark Biviano	Referee Director, USAT
Mark Williams	Grass Roots (NASTO) Director, USAT
Kevin Padilla	Coach Director, USAT
Ron Getto	Independent Director, USAT
Eric Laurin	AAC Athlete Director (USOC)
Marty Mankamyer (via telephone)	Independent Director, USAT
Joon Pyo Choi	Affiliated Organizations
Staff Members Present:	
David Askinas	Chief Executive Officer, USAT

1. Ms. Ronda Sweet, Chairperson called the USA Taekwondo (USAT) Board of Directors' meeting to order at 1:00 PM Central Daylight Time. All board members were present in New Orleans except Ms. Marty Mankamyer. Ms. Mankamyer joined the discussion later into the meeting after the first phase of business.
2. Dr. Diana Dunlap conducted a training session on effective Board leadership for the new Board. The Board thanked Dr. Dunlap for her fine presentation.
3. Ms. Sweet gave a brief Chair's report on her activities since the last meeting in November. She welcomed the newest Board members, Mr. Getto, Mr. Han, Mr. Choi and Mr. Laurin and encouraged them to play active and constructive roles on the board and in USAT.
4. Mr. Askinas was called upon to present the CEO report. Mr. Askinas first discussed the great success of this year's US Open. Close to 2000 athletes and 600 coaches participated. The size of the event caused some logistical issues that USAT will look to solve in the future. The use of the LaJust system pros and cons were discussed. The use of the system added time to the event and LaJust was not prepared for the number of entrants. Plans are being examined to bring the event back to Las Vegas over the next few years. Askinas then discussed the WTF rule changes and their effect upon our national team programs. He also discussed the particular rule changes pertaining to the

adjustment of certain weight classes. He stated that we would be giving the athletes the opportunity to re-select weight divisions based upon the new weights. Athletic trainer coverage at USAT events and specifically the US Open was discussed in detail. It was explained that we were in a transition period away from Bare Essentials and that there would be an adjustment period for our athletes. Mr. Askinas agreed that he would detail staff to ensure that future events were properly staffed with trainers and sufficient ice for injuries. Various methods of offering extra taping services to athletes were discussed and will be explored. (Some of this discussion took place on Day 2 of the meeting.) It was explained that the CFO was actively engaged in US Open financial accounting and our annual audit causing updated financial documents to be delayed.

5. A number of items were presented under Old Business.
 - a. Approval of revised Financial Policies and Procedures: this item was tabled by the Board until the next meeting to incorporate some suggestions made by board members.
 - b. USAT travel teams update: Mr. Askinas discussed the challenges of putting USAT travel teams together and the importance of having any team properly staffed with manager, coaches and trainer. The expense of taking a travel team to the Dutch Open was believed by staff to be prohibitive. It was noted that the USOC was funding a Junior Team trip to Eindhoven in March. Those athletes were chosen by national team coaching staff with an eye toward the 2010 Youth Olympics in Singapore. We are looking at creating a team for the Costa Rica Open.
 - c. Approval of Final Budget: Various budget items were discussed including funding for national team athletes. The USOC funding grant and allocation of athlete stipends was discussed in detail. The USOC reduced its funding across all departments. This was not a surprise to USAT as our experience showed that sports in the first year of a four year cycle are not funded to the extent they are in the last two years' build up to the Olympics. It was agreed that it would be optimal to create more funds for athlete support and the Board and staff will look to future budgets to do so. The final budget approval was tabled until the next Board meeting.
 - d. Standardized Agenda: Mr. Lunn re-introduced his concept of a standard planning agenda for the board that would specify certain reviews and actions on a yearly timetable for the board. This was proposed as an improved tool for effective board governance. It was agreed that Mr. Lunn would work with the CEO and CFO to finalize the agenda.

- e. CEO Contract and Performance Review: The Board went into Executive Session to discuss this personnel matter. The CEO performance review was discussed. A three year contract extension for the CEO was unanimously approved by the Board. The Board approved a Compensation Committee consisting of Ron Getto, Chair, Marty Mankamyer, Brad Lunn and Eric Laurin to finalize and draft the contract extension.
6. A number of items were presented under new business:
- a. Audit Committee: Ronda Sweet moved that a new Audit Committee of Brad Lunn, Chair, Ron Getto, Eric Laurin and Mark Williams be approved. Seconded by Mark Williams and approved unanimously.
 - b. Ethics Committee: Ron Getto moved that two persons, Steven Giddens and Barbara Holloway be added to the Ethics Committee. Mark Williams seconded and the nominees were approved. Marty Mankamyer abstained from the vote.
 - c. ByLaw Review Committee: Ronda Sweet proposed and Eric Laurin moved that Marty Mankamyer, Ronda Sweet and Eric Laurin be named to a ByLaw Review Committee to periodically review the USAT ByLaws for corrections and improvements. It should be noted that the three members of the committee are those Board members who cannot run for re-election at the end of their term, removing any conflict of interest. Their recommendations would be due before the end of the year so as to be implemented (if any) before the next election year 2010. Mark Williams seconded. The motion passed unanimously.
 - d. Succession Plan: Eric Laurin stressed the need for a plan that would go into effect should the CEO become incapacitated, die or in some other fashion be unable to perform his duties. This was seconded by Mark Williams. The Board unanimously approved a plan wherein the CFO would take over the day to day operations of the corporation in the extended absence or death of the CEO.
 - e. Election of Chair: Kevin Padilla was elected as Chair of the Board for a term ending the later of December 31, 2010 or the date of the first Board meeting where a new Chair is elected in the first quarter of 2011. Marty Mankamyer voted via facsimile.
7. The Board adjourned at 9:00 pm CST until the next morning, March 8, 2009 at 9:00 am CDT wherein the Board reconvened for a strategic planning session. (The clocks changed that evening to CDT.) The strategic planning session

concentrated on revenue generation, effective use of volunteers and membership services.

8. The Board discussed various options for the next Board meeting and decided that a second quarter meeting could be held in May via teleconference. No decision was reached on future Board meetings for the second and thrid quarter.
9. Mr. Padilla moved to adjourn the meeting at 12:00 PM and it was seconded by Mr. Laurin. The motion was passed unanimously.