

Minutes

Special Meeting of the USFA Board of Directors

February 16, 2002
Columbus, OH

Attendance:

USFA Officers: S. Johnson, President; R. Zimmerman, Vice- President,; S. Posthumus, Vice President; B. Lynch, Vice President; D. Anthony, Secretary; M. Sullivan, Treasurer

Athletes Representatives to the Board: M. D'Asaro, Jr.; E. Kaihatsu

Section Directors: G. Baumgart, Rocky Mountain Section; R. Largman, Mid Atlantic Section; Sara Kass, Great Lakes Section; Ron Herman, Midwest Section; Jonathan Jakus, Metropolitan Section; Jerry Benson, Southwest Section; Alan Kuver, North Atlantic Section

Congress: L. Merritt, New England Division; D. Micahnik, Philadelphia Division;

Appointed Directors: E. Ballinger,

Guests: D. Alperstein, General Counsel; S. Sobel; Executive Committee/Assoc. counsel; C. Richards, USFA Director of Technical Programs ; M. Massik, USFA Executive Director, K. Weeks, Tournament Committee Chair; D. Merritt; K. Williams; Z. Longenbach; M. Jones; G. Kolombatovitch

I. Information

A. General Information and Organizational Items:

Appointment of Parliamentarian

Motion (Ms. Kass) to appoint Mr. Sobel Parliamentarian.

Motion carries

B. Minutes of the September 1, 2001 Meeting of the Board of Directors.

Motion (Mr. Anthony): To approve the minutes of the September 1, 2001 Annual Meeting of the Board of Directors.

Motion carries

C. Officer and Director Reports: (Please refer to the Index of Appendices)

Ms. Lynch requested that a report "Improving/Establishing Communication Between Clubs" handed out at this meeting.

Ms. Kass, referring to the Youth Committee report, asked about the proposal to eliminate one of the two Youth NAC events, in favor of increased regionalization. She added that more regional events may actually

increase the demand for national level tournaments rather than serve as a replacement. Mr. Massik said that the USFA is working with Canada towards hosting such an event in Canada in 2002-03 and that some thought is being given to adding more age group events to the Junior Olympics. Ms. Johnson explained that the topic is in the process of discussion and that no final conclusions have been reached. Ms. Williams offered Kansas City as a possible host. Mr. Massik suggested that all interested parties could attend the Youth committee meeting scheduled for that evening following the conclusion of fencing.

Ms. Merritt inquired about the status of the 2001-2002 Equipment and Developmental Grant Funds. Mr. Sullivan advised that after some administrative confusion, it was learned that the program went according to schedule and the grants distributed will be included in the minutes. (Appendix Y)

D. Special Recognition

Mr. Sobel eulogized the passing Mr. Jennings Smith, a former Treasurer of the USFA and Trustee of the United States Fencing Foundation. Mr. Sobel spoke of the honor, integrity and professionalism that Mr. Smith brought to the sport of fencing. The Board acknowledged Mr. Smith's contributions with a moment of silence.

George Kolombatovitch and Linda Merritt were presented with certificates from the International Olympic Committee signed by Juan Antonio Samaranch in gratitude for their contributions to the sport of fencing.

Meg Galipault, Editor of American Fencing Magazine, was introduced to the board by Ms. Johnson and presented with a plaque thanking her for her exemplary work on the magazine. Mr. Sullivan, in expressing his own thanks, reminded the Board that all the evidence of the fine work Meg has contributed is contained in the pages of the magazine.

E. Committee Reports

1 Executive Committee Reports of Action (Appendix Z)

Mr. Massik explained the development of the opportunity to acquire new office space for the USFA. After reminding the Board that the USOC required the USFA and four other National Governing Bodies (NGBs) move from the United States Olympic Training Center (USOTC) campus to an office facility far removed from the USOTC and inconvenient to nearly all staff members, the USOC had offered to provide these NGBs with \$600,000 payable over three years to be applied toward the purchase of an office building in downtown Colorado Springs, five minutes from the USOTC. These payments would be in lieu of rent obligations of the USOC made when the NGBs were asked to vacate the USOTC. Additional funds will be made available by the El Pomar Foundation and Mr. William Hybl former president of the United States Olympic committee. These funds will contribute to the purchase price, defray the cost of improvements and cover the cost of money for the period of time until the USOC financial obligations are fulfilled. Labor for any required improvements will be provided by the Colorado Department of justice and materials will be provided at cost by Home Depot, a USOC sponsor. The building will be legally divided in such a way that the USFA will assume a 32% share in ownership and rights to a corresponding amount of floor space. It is anticipated that ongoing maintenance costs and utilities will be approximately the same as are currently budgeted by the USFA. The key benefit to the USFA to this transaction is that we will acquire a significant physical asset contributing to balance sheet stability at no cost to the membership.

2 Committee Reports:

Ms. Johnson reminded the Board that approval of reports does not signify Board approval or acceptance of any policy recommendations or rule changes that might be included in such reports. This is especially true with respect to FIE rule changes outlined in the FOC report. The Executive Committee has advised the FOC that we will act after the FIE publishes the actual rulings.

Motion (Mr. Anthony): Motion to approve Committee Reports.

Motion carries

II. Budget Phase

- A. **Financial Reports:** The complete financial reports for the Budget Phase will be mailed to the Board under separate cover in advance of the meeting.

1. Budget vs. Actual report for period of 8/1/2000 – 12/31/2001

Motion (Mr. Sullivan): To approve the Budget Report as submitted to the Board.

Motion carries.

III. Decision Phase

A. Urgent

1. **Motion (Mr. Anthony): To approve the updated Committee List submitted by the President. (Appendix L)**

Russell Wilson has been added to the Fencing Officials commission. Paul Levy has been added to the Veterans committee. Marc Courtney has been added to the Tournament Committee. A revised Committee List is attached. (Appendix AA)

2. **Motion (Mr. Sullivan): To approve a budget variance of \$25,000 as a performance award for the Women's Foil Team which won a Bronze medal at the 2001 World Championships in Nimes, France. This award will be a non-binding retroactive honorarium.**

Ms. Merritt was given confirmation that the award was for the entire team, to be divided and allocated by the High Performance Committee, not for each individual member of the team.

Mr. Micahnik asked for an explanation of the term "non-binding retroactive honorarium." Mr. Sullivan advised that the terminology was included to make it clear that this award was a one time only gesture by the Board and that it implies no future commitments should another team or individual achieve a similar accomplishment.

Motion carries.

B. Second Hearing

1. **Motion (Mr. D'Asaro): That the Board of Directors interpret the USFA bylaws to allow the awarding of prize money and the competition of professionals in USFA sanctioned competitions. Specifically, this motion asks that under USFA Bylaws Article VIII Section 18(d) which states that "Professionals shall be permitted to compete only under such rules and conditions as the Board of Directors may from time to time prescribe", the USFA Board of Directors prescribe an interpretation that allows the awarding of prize money and the participation of professionals.**

There was a lengthy discussion on this topic. Ms. Posthumus expressed concerns about the NCAA stating that the NCAA expressly prohibits the acceptance of prize money or cash awards for performance. Mr. Benson reminded the board of potential USFA liability should our policies or advice lead to the ineligibility of an athlete. Ms. Richards suggested that it the USFA should not offer any such advice, but that it should provide members with assistance in obtaining information from the proper sources by providing notice in the magazine and newsletter. It is a matter of each athlete's personal responsibility to maintain their own eligibility in accordance with NCAA regulations. Mr. Ballinger suggested that warnings be posted at all events in which prize money is awarded and that entrants be required to sign acknowledgment of receipt and understanding of such warning.

Mr. Alperstein stated that he had two problems with the motion as written:

- 1) There are superseding FIE regulations currently in place which are arcane and unclear, possibly as a result of translations, or possibly intentionally. The point is that the regulations make no literal sense, which makes it difficult for the USFA to know if adopted policies are in compliance.
- 2) The motion that “the Board of Directors prescribe an interpretation” is not the way to address the problem. The proper procedure would be to adopt new bylaws addressing the issue.

Mr. Alperstein added that it has been USFA policy to address this issue by taking the attitude that we must be beyond reproach, both in the eyes of the FIE and the NCAA.

Mr. Kaihatsu illustrated the incongruity of the situation by asking “what is the difference is between awarding elite athletes money for World Championship and Olympic performance and allowing prize money at lesser tournament?”

Ms. Johnson suggested that the motion be referred to the FIE advisory Committee for further study and recommendations as to how FIE Rules should be changed to clarify the intent. With our increased presence on FIE commissions, we could have a chance to effectuate needed changes.

Mr. Massik noted that we all seem to be in agreement as to the desired outcome and suggested that we take our time and do what it takes to do it right.

Motion (Mr. D’Asaro): To refer the motion and the issue to the FIE Advisory Committee for further study and their recommendations.

Motion carries.

III. Good and Welfare

Summer National Special Meeting of the Board of Directors will be held the morning of July 6, 2002. The Annual Meeting of the Congress and a Membership meeting will be held the evening of July 5, 2002. The Hall of Fame dinner will be held the evening of July 4, 2002

Mr. Massik advised the Board that the USFA is working with the FIE toward hosting a six weapon Junior World Cup event to be held in September. The USFA has received a commitment from the Galt House in Louisville for the use of their facilities at no cost. Ms. Richards pointed out that the FIE has changed the Junior World Cup point system to require participation in four events in Europe and up to two outside of Europe. It was also suggested that perhaps the Board should hold its fall Annual meeting in Louisville at the time of this event.

APPENDICES

Appendix Y

2001 Development and Equipment Grants

2001 Equipment Grants

<u>State</u>	<u>Applicant/Club</u>	<u>Amount \$</u>
South Carolina	Charleston	500
Alaska	Kodiak	500
Washington	Metro Tacoma	250
Iowa	Des Moines	500
Iowa	Sioux City	500
Alabama	Birmingham	500
Kansas	Wichita	500
Kentucky	Louisville	500
Texas	Salle Mauro	500
Ohio	Kiraly	250
New Hampshire	Amoskeag	250
New Mexico	High Desert	<u>250</u>
		\$5,000

2001 Development Grants

<u>State</u>	<u>Applicant/Club</u>	<u>Amount \$</u>
South Carolina	Charleston	500
Idaho	Loomis	500
Oregon	Eugene	1000
New York	Frederick Academy	1000
New Hampshire	Amoskeag	500
Washington	Metro Tacoma	500
Ohio	Ben Solomon	500
Kansas	Wichita	1500
Texas	Palo Alto	<u>1000</u>
		\$7,000

Appendix Z

Executive Committee Reports of Action

Reports of Actions: January 10, 2002

- 1) **Approved \$25,000 award for Women's Foil World Championship Bronze Medal performance. These funds will be allocated by the HPC.**

Reports of Actions: February 15, 2002

- 1) **Approved a resolution allowing the USFA to participate with a group of NGB's in the purchase of an office building in Colorado Springs which will become a capital asset of the organization. The resolution authorizes the Executive Director to proceed on behalf of the USFA only upon satisfaction of certain protective conditions and the commitments of the other participants. (Reference Appendix Z.1 and Z.2 below)**

Appendix Z.1

Background

Prior to the year 2000, the USOC Marketing Division was housed in a complex of buildings known as the MDC. In that year, a business decision was made to relocate the Marketing Division onto the main campus of the Olympic Training Center. In order to facilitate that move, NGBs that had been housed on the main campus were relocated to the MDC. The relocated NGBs have traditionally been provided free office and storage space under an agreement that has been in place with the USOC for decades. Currently, there are five NGBs located at the MDC. These NGBs occupy only a small fraction of the available office space in that complex. The approximate operating cost of the MDC is \$1 million annually. The USOC Finance Division has determined that a more efficient use of resources would be to relocate these NGBs to a more cost effective space and simultaneously sublease the MDC to an outside corporation. This would result in a savings to the USOC of \$800,000 annually. The stated goal is that these NGBs would, in three years, assume the responsibility for the cost of their office space and that the original agreement and policy for USOC subsidized office space would be abandoned. In the interim, the USOC would continue to subsidize this office space at a total cost of \$200,000 per year.

Proposal

Rather than relocate the displaced NGBs into space leased by the USOC, these NGBs will join together and purchase a building that will accommodate their needs. The building would be owned on a pro rata share basis by each of the participating NGBs. The ownership stake would be calculated on a square footage occupancy rate.

Since the NGBs lack the financial resources to engage in the purchase of this type of capital asset, we would propose that the USOC divert the funds already allocated for lease payments into a series of specific grants that would be used to offset the purchase price of the building. These grant payments would not exceed the total amount that is currently budgeted for lease payments. The grants would be on a pro rata share basis according to square footage of occupancy in order to mimic the current proposed lease structure. The NGBs would assume all responsibility for maintenance, utilities and taxes on the property.

The NGBs would sign a quit claim for any future USOC office subsidized space and the previous agreements for free office space would be declared void by all parties.

The NGBs must each obtain approval from their Board of Directors to finalize this proposal.

USOC Advantages

- No additional budget impact
- Personnel savings in maintenance services
- NGBs would assume responsibility for locating suitable property
- NGBs would assume responsibility of creating appropriate legal ownership structure

NGB Advantages

- Purchase of building eliminates nomadic lifestyle and allows for efficient business operations.
- USOC grants reduce mortgage principle and ultimately reduce operating costs
- USOC/NGB partnership creates an opportunity for NGB self-sufficiency

APPENDIX Z.2

RESOLUTION OF THE BOARD OF DIRECTORS OF _____
(Name of NGB)

WHEREAS this organization has established and wishes to continue to maintain an office in Colorado Springs, Colorado; and

WHEREAS for many years the organization's office was located on the main campus of the United States Olympic Committee (USOC) and the rent for that office was subsidized by the USOC; and

WHEREAS in the year 2000, the USOC moved the organization's office to space in the USOC's former Marketing Division Complex, and that space is inconveniently located for our staff, volunteers, athletes and visitors; and

WHEREAS the USOC has determined that it is no longer desires to house this organization and other National Governing Bodies in the former Marketing Division Complex, and has indicated interest in a proposal for the relocation of those NGBs that would allow this organization and those similarly situated to receive a combined rent subsidy equivalent to \$200,000 per year for three years and perhaps other consideration in exchange for the termination of any obligation of the USOC to provide rent subsidies; and

WHEREAS, under the proposed arrangement, this organization, working with those that are similarly situated, would be able to procure an ownership interest in office space that is more suited to its needs;

BE IT RESOLVED that the Executive Director be and hereby is authorized to contract on behalf of this organization to participate in the purchase and occupation of a suitable office building, with the following restrictions:

1. That if the purchase transaction or arrangements for procurement of an office involves entities in addition to this organization, that this organization not be bound or committed to proceed unless all other participants are so bound and committed; and
2. That this organization's interest in any space or structure so acquired be proportional to its contributions, that its right to occupy, sublease to others or otherwise control space therein be likewise proportioned, and that the Executive Director may negotiate for and commit the organization to such proportional interest as he or she deems appropriate in his or her best judgment; and
3. That the proceeds of any agreement with the USOC to terminate its subsidy of this organization's office rental and to release the USOC of any ongoing obligation in that regard be assigned or otherwise committed to the acquisition of the organization's ownership of the office property, with any surplus being reserved for operation, management and maintenance thereof; and
4. That the organization shall enter into an agreement with all other participants in the acquisition arrangement for the common ownership, occupancy, operation, management and maintenance of the property to be acquired, with any resulting commitment being proportional to this organization's ownership interest, and it may join with such other participants in seeking grants, subsidies and other support from third party sources for the contemplated acquisition and occupation; and

BE IT FURTHER RESOLVED that the authority of the Executive Director to act for, commit and execute binding instruments and agreements on behalf of this organization to effectuate the contemplated transaction is hereby confirmed; and

BE IT FINALLY RESOLVED that all third parties involved in any transaction to further the proposed project may rely on the full authority of the Executive Director to act in this organization's name, and shall not be required to confirm or investigate the Executive Director's authority to do so.

APPENDIX AA

COMMITTEE APPOINTMENTS: 2001-2002

Rev March 19, 2002

Notes: All committee appointments require members be current USFA members.

* Indicates not appointed by President; not subject to confirmation

President:	Stacey Johnson
Executive Committee	S. Johnson - Chair; D. Anthony, J. Carter, B. Lynch, S. Posthumus, S. Sobel, M. Sullivan, R. Zimmerman
<i>Advisory & Staff Liaison</i>	[Executive Director] D. Alperstein –Counsel, I. Bernstein -Budget
Athletes Advisory Committee	F. Zimmermann-Chair, C. O’Loughlin, J. Tausig, R. Andrews, Z. Longenbach, S. McClain, I. Zimmermann, H. Raynaud, K. Smart, C. Becker, A. Klinkov.
<i>Advisory & Staff Liaison</i>	USFA Representative to USOC AAC – Felicia Zimmermann, Alt. Cliff Bayer Athlete Representatives to the USFA Board of Directors E. Kaihatsu, F. Zimmermann, S. McClain, M. D’Asaro Jr., C. Bayer, H. Raynaud [Director of Technical Programs] C. Richards
USFA Representative to USOC Board	S. Johnson, Alt., [Executive Director]
General Counsel	D. Alperstein
<i>Advisory & Staff Liaison</i>	[Executive Director]
Legal Resource Group	D. Alperstein - Chair, P. Bennett, S. Cheri, F. Nagorney, T. Purcell, L. Siegel, S. Sobel, J. Tobia, J. Springate
<i>Advisory & Staff Liaison</i>	[Executive Director]
Hall of Fame Committee	A. Messing - Co-Chair, S. Khinoy - Co-Chair; S. Barth,
<i>Advisory & Staff Liaison</i>	Advisory, A. Shaw, [Director of Tournament Services]
FIE Advisory Committee	S. Cheri – Chair S. Johnson, C. Borack, D. Dechaine, G. Kolombatovich, R. Zimmerman, F. Zimmermann, J. Bukantz, P. Harmer, G. Baumgart (US Members of FIE Commissions) , N. Anderson (Ex-Officio)
<i>Advisory & Staff Liaison</i>	C. Pallaghy & [Executive Director & Dir. Technical Programs]
Bylaw Review Committee	L. Siegel - Chair; R. Cottingham, G. Masin, S. Sobel, D. Alperstein
<i>Advisory & Staff Liaison</i>	[Executive Director]
Operations Manual Task Force	J. Carter-Chair, P. Soter, L. Merritt, L. Siegel, D. Sapery, G. Masin

Vice President:	Ralph Zimmerman
High Performance Committee <i>Advisory & Staff Liaison</i>	S. Cheris - Chair, D. Stone, T. Glass, B. Cottingham, C. Borack (Cadre), K. Weeks (Chair TC), J. Bukantz (Chair FOC), Felicia Zimmermann (USOC AAC Rep), B. Leach, N. Goodhartz, V. Nazlymov, P. Westbrook [Dir. Technical Programs]
Veterans Committee <i>Advisory & Staff Liaison</i>	R. Block - Chair; Delia Turner, G. Berardi, R. Sexton, D. Kallus, D. Micahnik, R. Cochrane, M. Miernik, J. Campoli, J. Higday, P. Levy [Dir. Technical Programs]
Fencing Officials Commission	Chair – J. Bukantz
Term Expires:	
	2002 G. Baumgart, L. Casado, G. Kolombatovich, J. Moss
	2003 S. Cheris, W. Oliver, F. Martin, A. Tass
	2004 S. Everson, B. Goering, C. Pallaghy, J. Bukantz
	2005 P. Burchard, G. Massialas, R. Wilson
<i>Advisory & Staff Liaison</i>	[Dir. Of Tourn. Services, Dir. Of Tech. Programs]
Vice President:	Sherry Posthumus
Coaching Development Committee Coaches College Education and Seminars <i>Advisory & Staff Liaison</i>	A. Beguinet (Co-Chair) V. Bradford (Co-Chair) R. Largman, W. Kubik, A. Lagan, N. Goodhartz, J. Heil, 1 National Coach TBD [National Training Director, Dir. of Tech. Programs, USFCA-Pres.]
College/Varsity/Schools Committee <i>Advisory & Staff Liaison</i>	M. DeCicco - Chair; L. Schiller (Collegiate), M. Pratschler (High School), E. Kaidanov (Graduate Education) W. Glon, R. Grieser, T. Katzoff, T. Li, B. Boulac, W. Shipman, D. Stabrawa, E. Cochran-Fikes (NCAA Committee Chair Liaison) [Dir. of Membership Services]

<p>Sport Science, Safety & Technology Committee</p> <p>Sports Psychology</p> <p>Bio Mechanics</p> <p>Athletic Trainer Group</p> <p>Medical Group</p> <p>Safety</p> <p><i>Advisory & Staff Liaison</i></p>	<p>J. Heil – Chair,</p> <p>R. Gordon, A. Kogler</p> <p>N. Goodhartz, N. Franke, M. Geil</p> <p>P. Harmer, J.Moyer, D. DeFabio, S. Kass, G. Short, M. Duthie, J. Carollo</p> <p>C. Epstein, J. Jakus, E. Loftin;</p> <p>D. Dechaine</p> <p>R. Sobalvarro-Coach Liaison, A. Marsh-Athlete Liaison, [Dir. of Tech Programs], [Dir. of Tourn Services]</p>
<p>Youth Development Committee</p> <p>Regionalization Task Force</p> <p><i>Advisory & Staff Liaison</i></p>	<p>W. Kubik-Chair, C. Harkness. C. Yu, G. Murray, R. Finkel, A. Lagan, National Staff Coaches-Members TBD</p> <p>A. Lagan, K. Hanna, E. Rosenberg, E. Dew, W. Kubik, C. Pullo, P. Kelly, L. Masters</p> <p>TC Liaison, [Dir. of Tourn. Services] [Dir. of Technical Programs]</p>
<p>Vice President:</p>	<p>Barbara Lynch</p>
<p>Clubs, Divisions, and Sections</p> <p><i>Advisory & Staff Liaison</i></p>	<p>J. Benson-Chair, Larry Dunn, C. Buerdsell, D. Kirchoff T. Smith, S. Fadner, R. Herman, F. Delgado</p> <p>[Dir. of Membership Services]</p>
<p>State Games</p> <p><i>Advisory & Staff Liaison</i></p>	<p>A. Kuver - Chair, I. Bernstein, B. Murphy,</p> <p>[Dir. of Membership Services]</p>
<p>Tournament Committee</p> <p><i>Advisory & Staff Liaison</i></p>	<p>K. Weeks - Chair, N. Anderson, R. Herman, G. Masin, D. McCormick, R. Cochrane, Linda Dunn, R. Sobalvarro, M. Courtney</p> <p>2 Athlete Reps, G. Kolombatovich - FOC Liaison, [Dir. of Tournament Services], [Dir. Of Technical Programs], NTD</p>
<p>Armorer’s Committee</p>	<p>J. Byrnes, M. Chun, R. Cochrane, D. DeChaine, C. Green, R. Herman, T. Li, A. Merritt, M. Porter, Coaches Dev. Committee Liaison, (Wheelchair)</p>
<p>Wheelchair Committee</p> <p><i>Advisory & Staff Liaison</i></p>	<p>V. Bullard-Chair; G. Baumgart, E. Chaffee, R. Day Jr., J. Moss D. DeFabio, S. Everson, , S. Schumate, L. Stawicki, D. Cotton, D.J. Martin, C. Hickey, G. Moreno, M. Denton, J. Mlynarz, J. Benson, M. Rodriquez,</p> <p>TC Liaison, [Director of Tournament Services]</p>

Secretary:	Donald Anthony
Grants and Development Committee <i>Advisory & Staff Liaison</i>	C. Marchand - Chair; C. Greene II, L. Dunn, (Chair TBD) [Executive Director]
Promotion/Public Relations <i>Advisory & Staff Liaison</i>	P. Reilly-Chair, E. House, S. Paxton [Executive Director]
Information Systems Committee <i>Advisory & Staff Liaison</i>	D. Sapery - Chair A. Latzko, G. Masin, J. Altbush, D. McCormick, M. Courtney, [Executive Director]
Treasurer:	Michael Sullivan
Budget Committee <i>Staff Liaison</i>	Michael Sullivan - Chair, I. Bernstein (Budget Director), [Executive Director], [Director of Business Services]
Parents Committee <i>Staff Liaison</i>	L. Merritt – Co-Chair, C. Marchand –Co-Chair, P. McGarry, B. Prifrel [Exec. Dir.]
United States Fencing Foundation*	I. Bernstein -Chair, S. Posthumus, M. Sullivan, B. Prifrel, S. Sobel
American Fencing Magazine	M. Galipault, Editor, S. Lillard, D. Sapery
Official Historian <i>Staff Liaison</i>	A. Shaw [Executive Director],
American Fencing Policy Board * <i>Staff Liaison</i>	M. Galipault- Chair; S. Johnson, A. Axelrod, M. Huddleson, E. Johnson, C. MacConaugh, B. Milligan [Executive Director] [Dir. of Membership Services]