

1

PROCEEDINGS

UNITED STATES ADULT SOCCER ASSOCIATION

NATIONAL COUNCIL MEETING

San Francisco Marriott Marquis
San Francisco, California
February 13, 2015

Reported by
Debra K. Resling, RMR, CRR
Resling Sportscrip, Inc.
4 Cheyenne Blvd.
Colorado Springs, CO 80905

3

1 (Commencing at 12:42 p.m.)

2 PRESIDENT MOTTA: Okay. Good afternoon,

3 everyone. Can everyone take a seat? We're just

4 about ready to get started.

5 Welcome, everyone, to San Francisco.

6 Welcome to our Annual General Meeting. It's always a

7 pleasure to see everybody smiling and having a good

8 time out there. Let's just hope I see the same

9 smiling faces when we leave today.

10 A couple of things before we get started.

11 I have asked Jim Hamilton to act as a parliamentarian

12 for the meeting today, so if there's no objections

13 from the National Council, we will have Jim serve as

14 our parliamentarian, if so needed.

15 Any objections?

16 Okay. Thank you.

17 So next on the agenda, we will take a

18 Moment of Silence to remember all of those in our

19 soccer family and our personal families that have

20 left before us, so everybody bow their heads and

21 take a Moment of Silence, please.

22 (Moment of silence.)

23 PRESIDENT MOTTA: Okay. Thank you.

24 Next, we'll call on Darius,

25 Credentials Chairman, to do a roll call.

2

AGENDA

		Page	Line
1			
2			
3			
4	1. Moment of Silence	3	18
5	2. Roll Call	3	25
6	3. Credentials	17	3
7	4. Confirmation of 2014 MYM Minutes	11	23
8	5. Communication	12	4
9	6. Reports of Officer and Committees	12	8
10	7. Elections	17	20
11	8. Unfinished Business	34	7
12	9. New Business	34	8
13	10. For the Good of the Game	66	13
14	11. Adjournment	80	22
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			
25			

4

1 MR. EJLALI: Good afternoon

2 everyone.

3 (The following represents the roll call

4 being called by Mr. Ejlali; the answers by the

5 respective parties.)

6 Q President, John Motta?

7 A Present.

8 Q Vice-president, Bill Bosgraaf?

9 A Here.

10 Q Secretary, Shonna Schroedl?

11 A Here.

12 Q Treasurer, Lori Stoneburner?

13 A Here.

14 Q Member-at-large, Arthur Mattson?

15 A Here.

16 Q Member-at-large, Cezar Wasecki?

17 A Present.

18 Q Region 1 Director, Fritz Marth?

19 A Here.

20 Q Region 1 Deputy Director, Tony

21 Falcone?

22 A Present, without voting.

23 Q Region 1 Secretary, Scott Mapes.

24 A (No response.)

25 Q Region 1 Treasurer, John Kahmke?

5	<p>1 A Here.</p> <p>2 Q Region 2 Director, Bill Davey?</p> <p>3 A Here.</p> <p>4 Q Region 2 Deputy Director, Nick Radu?</p> <p>5 A Here.</p> <p>6 Q Region 2 Secretary, Dyann Pugliese?</p> <p>7 A Here.</p> <p>8 Q Region 2 Treasurer, Wayne Wilson?</p> <p>9 A Here.</p> <p>10 Q Region 3 Deputy Director, Rob</p> <p>11 LaVielles?</p> <p>12 A Here.</p> <p>13 Q Region 3 Deputy Director, Darius</p> <p>14 Ejlali.</p> <p>15 Here.</p> <p>16 Region 3 Secretary, Karon Buyer.</p> <p>17 A Here.</p> <p>18 Q Region 3 Treasurer, Nick Calabro?</p> <p>19 A Here.</p> <p>20 Q Region 4 Director, Paul Scherer?</p> <p>21 A Here.</p> <p>22 Q Region 4 Deputy Director, Sergio</p> <p>23 Bolioli?</p> <p>24 A Here.</p> <p>25 Q Region 4 Secretary, Roy Carlson?</p>	7	<p>1 Q Eastern New York, 5?</p> <p>2 A Here.</p> <p>3 Q Eastern Pennsylvania, 4?</p> <p>4 A Yo.</p> <p>5 Q Florida, 5?</p> <p>6 A Here.</p> <p>7 Q Georgia, 4?</p> <p>8 A Here.</p> <p>9 Q Hawaii, 3?</p> <p>10 A Here.</p> <p>11 Q Idaho, 3?</p> <p>12 A Here.</p> <p>13 Q Illinois, 4?</p> <p>14 A Here.</p> <p>15 Q Indiana, 3?</p> <p>16 A Here.</p> <p>17 Q Iowa, 3?</p> <p>18 A Here.</p> <p>19 Q Kansas, 3?</p> <p>20 A Here.</p> <p>21 Q Kentucky, 3?</p> <p>22 A Here.</p> <p>23 Q Louisiana, 3?</p> <p>24 A Here.</p> <p>25 Q Maryland, 2?</p>
6	<p>1 A Here.</p> <p>2 Q Region 4 Treasurer, Roger Hamilton?</p> <p>3 A Here.</p> <p>4 Q States, as I call your state up,</p> <p>5 please answer with a "present" or "here," and</p> <p>6 come forward, our Credentials Committee is up</p> <p>7 front, and collect your voting cards.</p> <p>8 Alabama, three votes.</p> <p>9 A Here.</p> <p>10 Q Alaska, 3?</p> <p>11 A Here.</p> <p>12 Q Arizona, 4?</p> <p>13 A Here.</p> <p>14 Q Arkansas, 4?</p> <p>15 A Here.</p> <p>16 Q California North, 5?</p> <p>17 A Here.</p> <p>18 Q California South, 6?</p> <p>19 A Here.</p> <p>20 Q Colorado 3?</p> <p>21 A Here.</p> <p>22 Q Connecticut, 4?</p> <p>23 A Here.</p> <p>24 Q Delaware, 1?</p> <p>25 A Here.</p>	8	<p>1 A Here.</p> <p>2 Q Massachusetts, 5?</p> <p>3 A Here.</p> <p>4 Q Metro D.C./Virginia, 5?</p> <p>5 A Here.</p> <p>6 Q Michigan, 4?</p> <p>7 A Present.</p> <p>8 Q Minnesota, 4?</p> <p>9 A Here.</p> <p>10 Q Missouri, 2?</p> <p>11 A Here.</p> <p>12 Q Montana, 2?</p> <p>13 A (No response.)</p> <p>14 Q Nebraska, 2.</p> <p>15 A Here.</p> <p>16 Q Nevada, 1?</p> <p>17 A Here.</p> <p>18 Q New Hampshire, 1?</p> <p>19 A Here.</p> <p>20 Q New Jersey, 4?</p> <p>21 A Here.</p> <p>22 Q New Mexico, 4?</p> <p>23 A Here.</p> <p>24 Q North Carolina, 5?</p> <p>25 A Here.</p>

9	<p>1 Q North Dakota, 1? 2 A (No response.) 3 Q North Texas, 6. 4 A Here. 5 Q Ohio North, 2? 6 A Here. 7 Q Oklahoma, 3? 8 A Here. 9 Q Oregon, 4? 10 A Here. 11 Q Pennsylvania West, 3? 12 A Present. 13 Q Rhode Island, 2? 14 A Here. 15 Q South Carolina, 4? 16 A Here. 17 Q South Dakota, 2? 18 A Here. 19 Q Southern Ohio, 3? 20 A Here. 21 Q Tennessee, 4? 22 A Here. 23 Q Texas South, 5? 24 A Here. 25 Q Utah, 2?</p>	11	<p>1 Q ASL, 1? 2 A (No response.) 3 Q Let me go back over the ones I did 4 not hear from, Montana, 2? 5 A (No response.) 6 Q North Dakota, 1? 7 A (No response.) 8 Q Wyoming, 1? 9 A (No response.) 10 Q USL? 11 A (No response.) 12 Q WPSL? 13 A Here. 14 Q AYSO? 15 A (No response.) 16 Q SAY? 17 A (No response.) 18 MR. EJLALI: I would like our past 19 presidents to stand so we can recognize them. 20 (Applause.) 21 PRESIDENT MOTTA: Okay. While our 22 Credentials Committee is doing the numbers, we 23 will go to Confirmation of Minutes from the 2014 24 Mid-year Meeting. Are there any corrections or 25 any deletions to the minutes of the mid-year</p>
10	<p>1 A Here. 2 Q Vermont, 2? 3 A Here. 4 Q Washington, 5? 5 A Here. 6 Q West Virginia, 2? 7 A West, by God, Virginia. 8 Q Western New York, 4? 9 A Here. 10 Q Wisconsin, 2? 11 A Here. 12 Q Wyoming, 1? 13 A (No response.) 14 Q USL, 4? 15 A (No response.) 16 Q WPSL, 3? 17 A (No response.) 18 Q NPSL, 3? 19 A (No response.) 20 Q AYSO, 4? 21 A Here. 22 Q MSSL, 1? 23 A Here. 24 Q SAY, 1? 25 A (No response.)</p>	12	<p>1 meeting? 2 Seeing none, I will approve the 3 minutes of the mid-year meeting. 4 Next, we have Communications which, I 5 don't have any to report on right this minute. 6 So we will move quickly, while they're adding 7 that. 8 Reports of Officers and Committees. 9 I will begin. I will give you a 10 quick report on the U.S. Soccer board meeting 11 that we just had this morning. I want to 12 apologize to all the regional meeting people, all 13 the members here, that I did not attend the 14 regional meetings because I had to attend the 15 U.S. Soccer board meeting. We had quite a few 16 things on the agenda that involved USASA, so I 17 felt it was important that I be at the meeting to 18 address all the USASA issues that were on the 19 agenda. 20 Just a quick rundown of things that 21 happened. Sunil did announce today that U.S. 22 Soccer, and Sunil has endorsed for the FIFA 23 president -- as you all know, FIFA has a new, has 24 an elections coming up in May -- and the United 25 States through Sunil, our president, has endorsed</p>

<p>13</p> <p>1 the Jordanian federation president for the 2 position of president of FIFA. 3 (Applause.) 4 So it's interesting, that we are not 5 supporting the incumbent, Sepp Blatter, so it 6 should be an interesting election, nonetheless, 7 to see how that transpires. 8 The Federation is going to, in the 9 very near future, get the board together for a 10 little retreat to go over some issues that they 11 feel at this time needs to be looked at, and 12 three of the things that really stuck out was 13 they want to look at how the governance of U.S. 14 Soccer is again, today. Is there anything we 15 need to change? 16 One thing they want to do is get the 17 board more involved in the day-to-day, you know, 18 things that are happening at the Federation. 19 They also want to take a good look at the 20 structure of committees in the Federation. There 21 are many committees now that really have no 22 function. There's no budget money to support 23 them. They have basically not been meeting, so 24 they're going to take a good look at their -- the 25 relevance of those committees and whether or not</p>	<p>15</p> <p>1 fees around the percentages that come back to the 2 state association. That was not talked about. 3 FIFA, this year, has -- they used to 4 charge a 2 percent fee for international games to 5 each of their confederations or their national 6 members. And CONCACAF also used to have a fee 7 for hosting international games in our country. 8 They used to get like a 2 percent kickback to 9 them on the attendance. FIFA this year, since 10 they figured they had enough money, decided that 11 they didn't need that 2 percent, so they 12 abolished that rule and told CONCACAF and the 13 other confederations that they are not -- they 14 should not also pay back the 2 percent, because 15 they also had enough money. 16 So the decision today at the 17 Federation was that, as it has to do with 18 international fees, is that we, the Federation, 19 they used to collect like a 9 or 10 or 12 percent 20 fee depending on the level of the game, which 21 included the 2 percent for FIFA and the 2 percent 22 for CONCACAF. So they used to charge a flat fee 23 of -- let's say, of 9 percent. So we agreed that 24 we would -- since FIFA does not want the 2 25 percent any longer, U.S. Soccer would not charge</p>
<p>14</p> <p>1 they're needed. 2 At the same token, they will be 3 looking at putting together some new committees 4 for the Federation, some of them that are 5 probably well needed, but that's all going to 6 come in the future, when we meet as a board in 7 this retreat. 8 There is also talk about a fee 9 increase around the year 2017. So, that should 10 be an interesting debate coming up or an 11 interesting topic to talk about, but they said 12 they haven't had a fee increase in quite a few 13 years, and it's something that they also want to 14 take a look at. So stay tuned for more on that. 15 As many of you know, all of you know, 16 next year COPA America will be held in the United 17 States and the Federation is thinking that this 18 will be the biggest soccer event in this country 19 since the 1994 World Cup. 20 By March 16, they will announce the 21 venues for this event, so stay tuned for that. 22 Just so there's clarification out 23 there. We did have a discussion around 24 international game fees, but it's not -- you 25 know, we had no discussion on international game</p>	<p>16</p> <p>1 the promoters that 2 percent either. So that was 2 what was agreed on today, and nothing to do with 3 the percentages that come back to the state 4 associations. I'm not saying that will not be 5 heard of, talked about in the future, but that 6 was not discussed today at the board meeting. 7 Are you ready? Yes, Rick. 8 MR. MOTTA: Can you come up and 9 identify yourself? 10 MR. OLIVAS: Rick Olivas. 11 PRESIDENT MOTTA: I know you can 12 speak loud but not loud enough. 13 MR. OLIVAS: Rick Olivas, Cal North. 14 Would this decrease in fees help us 15 to expedite the payment of the percentages to the 16 state associations? Because I have some 17 international games that were played 16 months 18 ago that we still have not seen any, and we don't 19 get any sort of information whether they're in 20 limbo or what. 21 PRESIDENT MOTTA: Well, since I'm not 22 involved in that directly, I cannot answer that 23 question, but I could find out for you. But we 24 do know that one of the promoters in your state 25 did pay quite a bit of money to the Federation</p>

<p>17</p> <p>1 last week that they owed us, so maybe you will 2 get your check next week. 3 Okay. I think the credentials 4 chairman is ready. 5 MR. EJLALI: We have a total vote 6 count of 202, which creates a majority of 102, 7 and two-thirds, 135. 8 PRESIDENT MOTTA: Can I have a motion 9 to approve the credentials report? 10 UNIDENTIFIED SPEAKER: So move. 11 PRESIDENT MOTTA: Second? 12 UNIDENTIFIED SPEAKER: Second. 13 PRESIDENT MOTTA: All in favor say 14 aye? Thank you. 15 (Motion passed.) 16 PRESIDENT MOTTA: Any other officers 17 or committee chairs would like to give their 18 report? This is your time to do it. Any 19 committee chairs? If not, thank you. 20 Brings us down to the elections. 21 Okay. 22 First on the elections will be the 23 office of Vice-President of the USASA. Do we 24 have any nominations for Vice-President of USASA? 25 Bill Davey.</p>	<p>19</p> <p>1 cuts down on a lot of time. 2 Again, I am honored to put forth for 3 your consideration as Vice-President of the 4 USASA, Fritz Marth. Thank you. 5 (Applause.) 6 PRESIDENT MOTTA: Okay. Thank you. 7 Bill Bosgraaf. 8 MR. BOSGRAAF: Mr. President, I would 9 like to second the nomination of Fritz Marth. 10 Just as Bill has just mentioned, Fritz has been 11 around this game, pretty well close to birth, had 12 a great upbringing and a great leadership that we 13 enjoyed for many, many years from his dad. Knows 14 the ins and outs of this organization. Also 15 knows how to move it forward, and I think there's 16 some great things that will come from him. 17 He would be an excellent choice to be 18 your vice-president. And having served in this 19 position myself for the last four years, I know 20 that he would do a fantastic job. 21 Thank you. 22 (Applause.) 23 PRESIDENT MOTTA: Okay. Rob 24 LaVielle. 25 MR. LA VIELLE: Thank you,</p>
<p>18</p> <p>1 MR. DAVEY: I would like to place 2 into nomination the current Region 1 Director, 3 Fritz Marth. By trade, Fritz is an engineer, 4 bringing those analytical business practices to 5 the operational functions of the NBOD. 6 Fritz grew up in the organization, 7 from a young man, all the way through. Very few 8 of us have the opportunity to say we actually 9 grew up in this organization and know the inner 10 workings. Still active at the grassroots level, 11 with one of the oldest contiguous members of 12 USASA, Fritz volunteers in his club on a weekly 13 basis, and I understand they're going on a trip 14 to Italy this summer. Fritz is passionate about 15 the game, passionate about the game at the 16 competitive level, but still cognizant of the new 17 social demographic within the organization and is 18 willing to compromise, so that both ends of the 19 demographics of our organization is suited well, 20 not to forsake one over the other. 21 Working with Fritz on the board, he 22 is always willing to dissect an issue by 23 analytical views and put forth a reasonable 24 approach to the resolution, something as a 25 current board member, I really appreciate. It</p>	<p>20</p> <p>1 Mr. President. 2 It's my honor and privilege to 3 nominate Arthur Mattson for Vice-President of the 4 U.S. Adult Soccer. I have known Arthur probably 5 for the last 10 or 15 years within the Florida 6 State Soccer Association as a player. Arthur is 7 a registered referee. He is passionate about 8 this sport. He brings a tremendous amount of 9 knowledge to the table, and he truly wants to 10 progress this organization, vocal in our board 11 meetings and our strategic planning, looking at 12 better ways to move our organization forward as a 13 group. And I think that what he can bring to us 14 makes him a superior nomination for 15 Vice-President. 16 So with that, again, I would like to 17 nominate Arthur Mattson for Vice-President of 18 U.S. Adult Soccer. Thank you. 19 (Applause.) 20 PRESIDENT MOTTA: Are there any other 21 nominations for vice-president of USASA? Being 22 none, we'll close the nominations, and we can go 23 ahead and vote. And we'll have our Credentials 24 Committee people -- oh, I'm sorry. I'm sorry. 25 I'm sorry. We closed the nominations, but I will</p>

<p style="text-align: center;">21</p> <p>1 give the two candidates some time to speak to the 2 council. So we'll start off with Arthur. 3 MR. MATTSON: We must really be short 4 on time today. 5 The United States Adult Soccer 6 Association. Who are we? Why are we here? 7 During the natural course of any association's 8 life, such as ours, there comes a time of 9 self-examination, a time of soul-searching. And 10 in light of our most recent strategic plan, I 11 believe, now is that time. 12 The strategic plan gave us data on 13 where we've been and where we are. It detailed 14 our successes and exposed our failures, and all 15 this information is crucial when mapping out our 16 future. 17 Now, upon examination of the 18 strategic plan, like many of you, I was surprised 19 as to how expensive our National Cup program is 20 to operate, and I know that they're incredibly 21 important to this organization, as they're 22 important to me too. 23 But I cannot support any program that 24 absorbs 50 percent of all of our national money 25 and resources, when it only accommodates 4</p>	<p style="text-align: center;">23</p> <p>1 them that we want them in our membership base by 2 providing some bilingual materials. And let's 3 structure an outreach program to work with the 4 states, so that we can go after the Hispanic 5 leagues that are unaffiliated, because I know 6 many states, especially Florida, like I said, 7 many of them in here, are experiencing that 8 challenge. 9 Let's build stronger working 10 relationships with local professional soccer 11 organizations. This is a valuable asset that is 12 often overlooked by the state associations. 13 Last month, I provided a copy of the 14 partnership agreement between Florida State 15 Soccer and the Orlando City Soccer Team, the 16 newest MLS team. My hope was to provide examples 17 of how both a state association and a 18 professional soccer organization, could both 19 benefit from such an agreement. And in the short 20 time that it's been made available, I have 21 already begun working with three states in their 22 efforts to build relationships with their local 23 MLS teams. This idea is working. 24 Let's bridge the gap between youth 25 players and our adult programs. Each year tens</p>
<p style="text-align: center;">22</p> <p>1 percent of our membership. 2 We need a strong, viable cups program 3 that is structured and operates based on a 4 sustainable, economic business model that is 5 relevant to our membership base. And while we 6 have made some small steps towards addressing 7 those problems, much of the work is still ahead 8 of us. 9 Another challenge we face is growing 10 competition. Our membership numbers have dropped 11 consistently over the last 10 years, but our 12 competition's numbers have gone up 40 percent in 13 just the last year. Why is this? 14 I believe it starts with a product we 15 offer our consumers, our members. 16 Have you ever struggled to explain 17 the benefits of being a member with U.S. Adult 18 Soccer? Your board, working with states, needs 19 to focus on providing more services and products 20 for our members. We need to add value to compete 21 in an ever-changing soccer landscape. 22 The Hispanic population is expected 23 to grow from 1 in 6 Americans to 1 in 5 of all 24 Americans. I consider this to be one of our 25 biggest areas of potential growth. Let's show</p>	<p style="text-align: center;">24</p> <p>1 of thousands of 18-, 19-year-old youth players 2 age out of the youth programs, but they play 3 somewhere, and the youths of today are the adults 4 of tomorrow. 5 So let's work with U.S. youth and 6 create a national outreach program to provide an 7 introduction and marketing material to these 8 players, directing them to the closest affiliated 9 member of U.S. Adult Soccer. 10 Now, in addition to seeking your 11 approval to serve as your Vice-President of U.S. 12 Adults, I am also seeking reelection to continue 13 to serve as your representative to the U.S. 14 Soccer Board of Directors. As your 15 representative to U.S. Soccer, I have many 16 responsibilities, but none are more important 17 than listening and learning and communicating. 18 Last year, when I traveled to your 19 regional and state meetings discussing our 20 relationship with U.S. Soccer, you told me that 21 you felt a real disconnect between this 22 organization and U.S. Soccer, and I promised you 23 that we would make that better. 24 And as unorthodox as this type of 25 communication has been from this organization, I</p>

<p>25</p> <p>1 have reported back to you, not only after every 2 Federation meeting, but also after every budget 3 committee meeting, and the feedback that I have 4 received from this group has been overwhelming, 5 so I know we're on the right track.</p> <p>6 As Bob Kepner reminded me earlier in 7 the year regarding communication, That's your 8 job. And I take it seriously. Now, on my short 9 year on the Federation board, I have developed 10 relationships with most of the board members, and 11 many of the staff. My fellow board members are 12 not only the sharpest minds in the soccer world, 13 but the sharpest minds in the business world as 14 well. Our organization has a lot that we can 15 learn from U.S. Soccer, and I consider it my job 16 to bring back some of the principles and 17 practices that has made U.S. Soccer so 18 successful. This is why I asked to serve on the 19 budget committee, so I could see firsthand, the 20 business end of U.S. Soccer, and I thank 21 President Gulati for the opportunity.</p> <p>22 Soccer in this country is exploding. 23 And everybody in this room lives it every day, 24 but U.S. Soccer has successfully captured that 25 growth and that energy, and this wave has no</p>	<p>27</p> <p>1 because a focused direction from your board and 2 creating added value to our membership, and most 3 importantly working together, I know that we can 4 prepare U.S. Adult Soccer for the future.</p> <p>5 Thank you. 6 (Applause.)</p> <p>7 PRESIDENT MOTTA: Thank you, Arthur. 8 Fritz.</p> <p>9 MR. MARTH: Thank you, John.</p> <p>10 This morning, I had the chance to go 11 around and visit with every region, and I thank 12 you for that opportunity. I also, over the 13 course of the last month or so, as I said 14 earlier, reached out to everybody and spoke to 15 them about the vision and the plans that I have 16 for USASA. And in the three or so months before 17 that, I have been sending out my position papers, 18 which I think clearly set forth my goals and my 19 visions for USASA.</p> <p>20 By now, I think any of you who don't 21 know me know me now, and I think you know what I 22 stand for, and I think you know what my plan is.</p> <p>23 This morning, when I went around to 24 the regions, I made one thing perfectly clear, 25 that this election, which many, which many will</p>
<p>26</p> <p>1 foreseeable end, so let's work with U.S. Soccer 2 and grow our organization based on a sound 3 business model, as they operate.</p> <p>4 Now, the answer to my earlier 5 question, Who are we, and why are we here? It 6 can be answered quite simply, it's in the tools, 7 the values, and the services that we sell our 8 states, our leagues, and our members, better 9 known as our consumers. And I believe the 10 brightest days are ahead of us.</p> <p>11 We must find the courage to break 12 away from the chains of our past and build 13 towards the future. I am very excited to be part 14 of this.</p> <p>15 In regards to our competition, we can 16 win this battle with our strengths and assets. 17 We are financially sound. We have a dedicated 18 staff. We have a clear vision with our strategic 19 plan, but the most important thing that we have 20 are the volunteers in this room here today, who 21 wake up every day, sacrificing time away from 22 their families, away from their jobs, to make 23 U.S. Adult Soccer a better place.</p> <p>24 And I ask you to join me in turning a 25 page to a new chapter with U.S. Adult Soccer,</p>	<p>28</p> <p>1 term change versus no change, is anything but 2 that.</p> <p>3 This election is not a choice between 4 change and not changing. Make no mistake, this 5 organization will change. We are a dynamic 6 organization that is always changing, just by our 7 very nature, but we are also a proactive 8 organization that proactively changes to meet the 9 needs of our constituencies.</p> <p>10 The changes, however, need to be made 11 wisely. Changes need to be implemented and not 12 just done. That means managed.</p> <p>13 In my business, as an engineer in the 14 construction field -- and I deal with nothing but 15 projects that have gone into trouble -- it's 16 always because of changes and the failure to 17 manage changes or making the wrong changes. 18 Believe me, we do not want to make the wrong 19 changes. We do not want to wipe the entire slate 20 of what works for us clean, simply for the sake 21 of change. We do not want to change as an 22 organization to become what our competing 23 organizations are.</p> <p>24 We want to change what works for us, 25 to make USASA the best it can be.</p>

<p>29</p> <p>1 Our cups programs are important. The</p> <p>2 number of teams that enter is a testimony to</p> <p>3 that. Yes, that program needs to change. It</p> <p>4 needs to adapt. And over the course of the last</p> <p>5 few months, I have sent out a comprehensive</p> <p>6 program to address some of the downsides that we</p> <p>7 currently have with the cups, to make the cups</p> <p>8 stronger, and to make the cups cost less money to</p> <p>9 USASA.</p> <p>10 Most importantly, the plan that I set</p> <p>11 forth works for everybody. It doesn't sacrifice</p> <p>12 what works for some so that we can have what</p> <p>13 works for others. In fact, it is a plan that</p> <p>14 gives every aspect of our constituency what they</p> <p>15 are looking for, because, as I said again, by</p> <p>16 saving us money, we should not lose sight of what</p> <p>17 makes us us. And our competitions and our</p> <p>18 programs are part of it.</p> <p>19 Like Arthur, I am also seeking a</p> <p>20 position on the Federation board and I will ask</p> <p>21 for your support for that.</p> <p>22 Many of the proposals that I have</p> <p>23 outlined and that I have sent out to you involve</p> <p>24 Federation issues. Closer cooperation with the</p> <p>25 professional division is key, and that is</p>	<p>31</p> <p>1 MR. KEPNER: Thank you very much.</p> <p>2 I want to commend both of the</p> <p>3 candidates for both their clearly articulated</p> <p>4 positions that they have offered. I think back</p> <p>5 to last year, two candidates there, Richard and</p> <p>6 Arthur, offered clearly articulated, well</p> <p>7 thought-out positions, and I appreciate that.</p> <p>8 Taking that kind of approach, I consider to be</p> <p>9 very healthy for this organization.</p> <p>10 There's a shared responsibility,</p> <p>11 though, between the candidate, and the eventual</p> <p>12 officer and us as members. Running an</p> <p>13 organization, providing leadership to an</p> <p>14 organization, is not a one-way street. Arthur is</p> <p>15 quite right. He and I spoke several months ago,</p> <p>16 and we got into talking about things, and I said</p> <p>17 communication is a key. What is communication?</p> <p>18 Communication is a dialogue between two people or</p> <p>19 a person and a group of persons.</p> <p>20 We share in that responsibility.</p> <p>21 And so whoever wins, let's work with</p> <p>22 that person and expect and ask that person to</p> <p>23 work effectively with us, and communication is an</p> <p>24 important part of it.</p> <p>25 So good luck, folks.</p>
<p>30</p> <p>1 something, while it can, on a local basis be</p> <p>2 achieved in one or two areas, I can tell you for</p> <p>3 a fact, it's not achieved everywhere, and that is</p> <p>4 a change that has to be a philosophical change</p> <p>5 coming from up top. A change, by the way,</p> <p>6 which, again, will not only benefit the</p> <p>7 professional ranks of this organization by</p> <p>8 growing what they want, which is a fan base, but</p> <p>9 also helping us by growing our exposure to that</p> <p>10 entire demographic.</p> <p>11 So instead of recapping everything</p> <p>12 that I have sent out, that I have spoken to you</p> <p>13 about, I ask that you consider my candidacy and</p> <p>14 consider the change that I want to bring to this</p> <p>15 organization and how I want to bring it. And I</p> <p>16 ask for your support in doing so.</p> <p>17 Thank you very much.</p> <p>18 (Applause.)</p> <p>19 PRESIDENT MOTTA: Thank you.</p> <p>20 Yes. Mr. Kepner.</p> <p>21 MR. KEPNER: Mr. President, I wonder</p> <p>22 if you would permit me just one moment to make a</p> <p>23 statement.</p> <p>24 PRESIDENT MOTTA: You have the floor,</p> <p>25 sir.</p>	<p>32</p> <p>1 (Applause.)</p> <p>2 PRESIDENT MOTTA: Thank you, Bob.</p> <p>3 So everyone has their ballots. I</p> <p>4 would ask you to cast your vote, and we will have</p> <p>5 the Credentials Committee pick them up.</p> <p>6 Have all the ballots been collected?</p> <p>7 Anybody still have their ballots?</p> <p>8 All right. So we can continue with the</p> <p>9 agenda, while they're counting the ballots.</p> <p>10 We also have the office of treasurer that</p> <p>11 is up for elections today. Do we have any</p> <p>12 nominations for treasurer?</p> <p>13 MR. O'BRIEN: Ben O'Brien from</p> <p>14 Minnesota.</p> <p>15 I would like to nominate Lori</p> <p>16 Stoneburner for Treasurer, please.</p> <p>17 PRESIDENT MOTTA: Any further</p> <p>18 nominations?</p> <p>19 MR. BUSCH: Move the nominations be</p> <p>20 closed.</p> <p>21 UNIDENTIFIED SPEAKER: Second.</p> <p>22 PRESIDENT MOTTA: Any further</p> <p>23 nominations?</p> <p>24 Being none, we'll close the</p> <p>25 nominations, and congratulations, Lori. Elected</p>

<p>33</p> <p>1 by acclamation. Thank you. 2 (Applause.) 3 PRESIDENT MOTTA: Next on the 4 elections is the at-large position on the USASA 5 Board of Directors. Any nominations for the 6 at-large position? 7 MR. SADOWSKI: Jim Sadowski, Metro 8 D.C./Virginia president. We're in San Francisco, 9 so my wife said I have to look hip and cool. I 10 don't think I've succeeded. 11 The fact that I have to say very 12 little about this person says so much. I will 13 nominate Werner Fricker Jr. to the position. 14 He's grown up with the game. He's been a 15 supporter of the game, across the board with all 16 of our competition. He has experience. He's 17 level-headed, balanced, and a good friend. 18 So with that, I would nominate Werner 19 Fricker, Jr. 20 PRESIDENT MOTTA: Thank you. Is 21 there any other nominations for the at-large 22 USASA Board of Directors position? 23 MR. BUSCH: Move the nominations be 24 closed. 25 PRESIDENT MOTTA: Okay. We'll close</p>	<p>35</p> <p>1 at this time, as to what date that will be as of. 2 PRESIDENT MOTTA: I think it would be 3 all the actions of all the minutes that have been 4 confirmed up-to-date. 5 MR. BORTS: Then I'm going to ask the 6 following consideration. 7 As of today's date, the minutes of 8 the January 15th meeting of the National Board of 9 Directors were confirmed yesterday. They have 10 not been published according to the rules and 11 bylaws, Section 432. So I'm asking that the 12 motion be limited to those minutes that have been 13 properly and timely promulgated as of this date. 14 It's not a question of what was done at that 15 meeting; it's a question of the format which 16 should be complied with. The rules are pretty 17 specific as to how they should be done, and I 18 think for everybody's sake -- I realize it's an 19 unwieldy process, and it's nobody's fault, but we 20 should be getting these in a more timely way, and 21 in conformance with the bylaws and rules which 22 are found in Section 432, which requires our 23 policies and bylaws to be published within 15 24 days. 25 So that is my comment, and I think</p>
<p>34</p> <p>1 the nominations. And congratulations, Werner 2 Fricker, on winning the election on acclamation. 3 (Applause.) 4 PRESIDENT MOTTA: Okay. So now we 5 can continue. And what we'll continue with is 6 new business. We do not have any Unfinished 7 Business, so we'll move on with New Business. 8 We've got three items on the New 9 Business. First, I would like to put on the 10 agenda and bring to the floor is to affirm the 11 actions of the NBOD for the last year, which 12 according to our bylaws is a requirement that the 13 National Council approves the actions of the 14 board over the last year. 15 Is there a motion to approve the 16 actions of the board? 17 UNIDENTIFIED SPEAKER: So move. 18 UNIDENTIFIED SPEAKER: Second. 19 PRESIDENT MOTTA: Okay. Any 20 discussion? David Borts. 21 MR. BORTS: Good afternoon. I'm Dave 22 Borts, Rhode Island Soccer Association. 23 The only question I have on the 24 motion that's being presented on the affirmation 25 of the actions of the NBOD is it's more a query</p>	<p>36</p> <p>1 that that is an appropriate, perhaps, friendly 2 amendment to the motion. Thank you. 3 PRESIDENT MOTTA: Okay. So I will 4 amend my original motion, and that would be to 5 affirm all the actions of the board for the year 6 2014. So that would take out that set of 7 minutes, which could be affirmed at the mid-year 8 meeting. 9 Mr. Busch. 10 MR. BUSCH: I was just asking to 11 clarify a question. Thank you. 12 PRESIDENT MOTTA: Is there any other 13 discussion on the affirmation of the minutes, of 14 the board's actions? 15 Being none, all in favor say aye? 16 Anybody opposed? Thank you. 17 (Motion passed.) 18 PRESIDENT MOTTA: Second thing I 19 would like to bring up to the National Council 20 would be the confirmation of the American Soccer 21 League. Last year, the American Soccer League, 22 which is pretty much a Northeast-based league 23 right at the moment, came to the board, and we 24 gave them a provisional one-year status with 25 USASA approval, and we asked them to come to the</p>

<p>37</p> <p>1 board last night to see if they had met the 2 criteria to become a full member. 3 They presented their objectives to 4 the board. The board voted to confirm them as 5 the full membership of USASA, but according to 6 the bylaws, they must be presented to the 7 National Council for approval, so I'm bringing it 8 to the board. 9 MR. RAPAGLIA: So move. 10 PRESIDENT MOTTA: So moved by Sal. 11 And is there a second? 12 MS. POLLEY: (Indicating.) 13 PRESIDENT MOTTA: Second by Peggy 14 Polley. Okay. Any discussion? 15 All those in favor say aye? Anybody 16 opposed? Thank you. 17 (Motion passed.) 18 PRESIDENT MOTTA: Okay. Now the 19 third item I would like to bring to the council 20 would be last year, this council approved the 21 budget for the 2014-2015 budget year, which ends 22 on August 30th of this year. 23 In the meantime, we have approved 24 changing our year for a calendar year, and that 25 was voted on and approved.</p>	<p>39</p> <p>1 board voted an amendment to the budget at the 2 January meeting concerning \$40,000 subsidies to 3 the region; is that correct? 4 PRESIDENT MOTTA: That is correct. 5 MR. GROFF: And that amendment, since 6 we don't have the minutes, that amendment was to 7 permit a region to allocate the funds as they see 8 fit for those \$40,000? 9 PRESIDENT MOTTA: Yeah, the motion 10 that was made and was voted and approved, was 11 that the \$40,000 that the USASA gives to the 12 region be unrestricted, that is correct. 13 MR. GROFF: All right. So, I would 14 like to make an amendment that would -- and I 15 understand the reason for the modification, but 16 that would be under discussion -- but I would 17 like to make an amendment, that those \$40,000 18 allocations, for regions, carry a stipulation, 19 that at least 75 percent of the \$40,000 be used 20 for national competitions which include, but not 21 be limited to, the Veterans Cup, the women's 22 championships, the Under-23 championships, and 23 the national cups. 24 PRESIDENT MOTTA: Is there a second 25 to Richard's motion?</p>
<p>38</p> <p>1 Your board has voted and approved 2 having this same budget that was approved at the 3 mid-year meeting extend right through the end of 4 December, the 31st of this year, giving that 5 budget that you approved, four additional months. 6 I'm coming to the board and asking 7 that the board affirm our vote to approve that 8 action. 9 UNIDENTIFIED SPEAKER: So move. 10 PRESIDENT MOTTA: Okay. Is there a 11 second? 12 UNIDENTIFIED SPEAKER: Second. 13 PRESIDENT MOTTA: Second. Any 14 discussion on extending the budget? 15 MR. GROFF: Richard Groff, delegate 16 from Delaware. First a query. Under the bylaws, 17 a budget is to go to the Finance Committee. Has 18 this gone there? 19 PRESIDENT MOTTA: It did originally, 20 yes. 21 MR. GROFF: But I mean this period 22 from September 1st to December 31st. 23 PRESIDENT MOTTA: No, because there 24 were no changes made to it. 25 MR. GROFF: Then I understand the</p>	<p>40</p> <p>1 UNIDENTIFIED SPEAKER: Second. 2 PRESIDENT MOTTA: Seconded by -- 3 MR. KAHMKE: Second. 4 PRESIDENT MOTTA: -- John Kahmke. 5 Discussion on the motion? 6 MR. GROFF: Can I discuss now? 7 PRESIDENT MOTTA: You can discuss it. 8 MR. GROFF: Five years ago, we had an 9 extensive discussion of how we were going to 10 manage cups. There was a concern that the money 11 was being spent at the national office and not 12 being spent at the regions. There was concern 13 that each region was different and therefore, 14 they had to have the flexibility to make some 15 decisions. So five years ago, we made the 16 decision that the money would not be spent at the 17 national level. It would go to the regions, 18 \$40,000. 19 We had one condition. You needed to 20 spend this money on national competitions. 21 At the time, there was interest in 22 spending some money on the Veterans Cup. There 23 was interest in spending money on developing a 24 women's championship. So that flexibility was 25 given to each region.</p>

<p>41</p> <p>1 Now, we understand that some regions 2 may want more flexibility, and we heard that 3 message. But we do not agree in Region 1 that 4 this is clear -- I'm representing Region 1 in 5 this amendment -- this is a clear opinion on our 6 part that at least 75 percent of this 40,000 7 should be spent on the national competitions, 8 which are very broad, Under-23s, the women's 9 championship, the national cups, the Veterans 10 Cup, any type of tournament that you may have in 11 your region, great flexibility. We do not agree 12 with the board's decision on a 6-to-4 vote that 13 it should be totally unrestricted. 14 Thank you very much. 15 PRESIDENT MOTTA: Thank you, Richard. 16 Tim. 17 MR. BUSCH: I think Richard made many 18 of the same arguments I'm going to make against 19 the proposal. And at first, I would actually 20 like to ask the parliamentarian whether or not 21 voting on a change in the budget is appropriate, 22 because the real challenge for Mr. Groff, and 23 apparently as an agent for Region 1, is objection 24 to how the money is being allocated, which I 25 believe is a decision of the National Council.</p>	<p>43</p> <p>1 comes back to our regions, and that's really, 2 really unfortunate, because that's part of 3 recognition that there's differences in our 4 country. There's not anybody in this room, 5 despite what people may say, that don't want us 6 to have high-level competitions. We see it 7 differently. Our geography is different, but I'm 8 really getting bored with the idea that we're not 9 intelligent enough to support the programs we 10 have. 11 So I would ask that people vote 12 against the amendment to the budget. 13 Thank you. 14 PRESIDENT MOTTA: Okay. Paul 15 Scherer. 16 MR. SCHERER: I would like to speak 17 against the proposal as well. First thing I 18 would ask is Region 1, how much money did you 19 give your Veterans Cup team to go to the Veterans 20 Cup? How much money did you give your women's 21 teams to go to the women's championship? 22 Region 4 gave those teams money. We 23 also gave money to the cups games, so to imply 24 that we're not going to support the competitions 25 in USASA is ridiculous, Number 1.</p>
<p>42</p> <p>1 So my question is whether or not 2 there ought to be a vote to overturn the decision 3 of the national -- or the NBOD, excuse me, not 4 the National Council, the NBOD, rather than doing 5 it through the budget process. That's my first 6 question, okay. 7 PRESIDENT MOTTA: The parliamentarian 8 said we can do it either way. 9 MR. BUSCH: Okay. Thank you. 10 You know, it's a very interesting 11 thing, if you have been around here for awhile, 12 and I've listened to the various candidates, and 13 I have listened a lot to change. And I have 14 change in my pocket, and it's about that 15 effective, when it comes to what we do in USASA. 16 So five years ago, a decision was 17 made about budget, and this council can do 18 whatever they choose to do with the budget, 19 because frankly, Region 4 spent the majority, 20 more than 75 percent, on national competitions. 21 We're smart enough to form teams. We're smart 22 enough to form leagues. We're smart enough to do 23 state associations, but apparently, it's at least 24 some people's opinion, that we're not smart 25 enough to be able to spend the money when it</p>	<p>44</p> <p>1 Number 2, I agree with Mr. Busch from 2 Washington, that yes, believe it or not, we are 3 capable of using that money to better help USASA. 4 When we had an option to be able to 5 use those funds, we started a grant program, and 6 guess what, from that grant program, we actually 7 grew some numbers in Region 4. One of our goals 8 was to actually grow our numbers, so we used some 9 of that money to help us grow some of our numbers 10 in Region 4, with some of our state associations. 11 I think that was a good thing, and I think most 12 of you would agree that's one of our goals with 13 USASA is to help grow our membership. 14 We can still fund the team. We're 15 not anti-cup. Everybody seems to think that that 16 Paul from Idaho, he's anti-cup. No, I was a cup 17 commissioner. I would still be one. I support 18 the cups. I don't support how much money we 19 spend on it, because a lot of it goes to 20 administration. We can eliminate the 21 administration part and still have a marvelous 22 cup competition. I'm not anti-cup, but I think 23 each region is smart enough, capable enough, to 24 be able to use those funds where they can better 25 help USASA.</p>

<p>45</p> <p>1 PRESIDENT MOTTA: Thank you, Paul. 2 John. 3 MR. KAHMKE: John Kahmke, Region 1 4 Treasurer, Western New York Registrar. 5 Richard is 100 percent correct as the 6 original competitions or the original funds were 7 used for national cups, now they've changed. 8 There's been a lot of talk about change, and it 9 was decided four or five years ago that there was 10 enough of an argument, and enough folks 11 expressing their beliefs that it should be used 12 for competitions. That's what these funds are 13 for is for competitions. Nobody is telling you 14 what you are supposed to do with the funds. 15 These funds are for the regions to conduct their 16 competitions as they see fit. 17 If it's Veterans Cup, women's cup, 18 coed, you go through the whole gamut, but those 19 funds -- and if we go back history-wise, I mean, 20 we've got most of us that have been here have 21 been here probably at least ten years, if not 22 longer, so everybody understands that the funds 23 were initially allocated for competitions. They 24 have been changed, and now we, after four or five 25 years, we want to change it again, so it's</p>	<p>47</p> <p>1 President and former Region 4 Director. 2 There's a little bit of 3 misunderstanding on what is going on. So the 4 reason Region 4 spent the money last year is 5 because it was restricted strictly to national 6 competitions. Previous year to that, which was 7 two years ago, it was unrestricted, and that's 8 when the money was allocated everywhere else. 9 The grants committee that was put 10 into place in Region 4 was put in place before 11 this money actually was funded by Region 4, so 12 that is a little different in the way it was 13 talked about. 14 I support that it be restricted to 15 the national competitions. We did support all of 16 the national competitions that we used almost the 17 entire majority of it for national competitions. 18 It's -- there's a big long discussion 19 that we can get into, but you are going to have 20 to make up your minds on which way you want to 21 decide on how you go forward with this, but as 22 the former region director and as Arizona, I 23 definitely support it. 24 PRESIDENT MOTTA: Okay. Any further 25 discussion on the motion? Okay, there being</p>
<p>46</p> <p>1 unrestricted. 2 Part of it, that's correct. But we 3 can unrestrict it, but if nobody is telling you 4 that we need to spend this money for 5 competitions, because that's what, that's what 6 we're all about. I mean, anybody that will, that 7 goes up to a field, we've got players, I don't 8 care if it's youth, adults, friendly games, I can 9 tell you for a fact, anybody that has been in 10 this game for long enough, as soon as that 11 whistle blows, the curtain comes down, and 12 everybody sees red. It's not friendly anymore at 13 that point. It's a competition. We're going to 14 win. When the game is over, the curtains go up, 15 we're going to have a good time. But these funds 16 need to be used for competitions. And I agree 17 that, okay, they will be unrestricted a little 18 bit more, 75 percent sounds reasonable, maybe 50 19 percent, but as long as part of that money is 20 allocated for competitions -- and again, nobody 21 is saying anything, a specific competition, it's 22 competitions. That's all I have to say. 23 PRESIDENT MOTTA: Thank you. 24 Dan. 25 MR. TRAINOR: Dan Trainor, Arizona</p>	<p>48</p> <p>1 none, call the question. 2 UNIDENTIFIED SPEAKER: No, no. 3 PRESIDENT MOTTA: I'm sorry. 4 You just made it. 5 MS. LANGENWALTER: I just can't help 6 it. 7 I just want to take a slightly 8 different approach, which is philosophically New 9 Mexico doesn't participate much in the cups, and 10 I think people know that. We're not against 11 spending money on the cups. But what I'm having 12 a real philosophical problem with here is this is 13 money coming back to the regions. How can it be 14 restricted to fund certain things? That decision 15 is being -- we're being asked to have that 16 decision made for us for the regions. 17 I'm speaking against the proposal by 18 Mr. Groff, because I think that there's nothing 19 that restricts, left as it is, we can continue to 20 spend our \$40,000 on cups. Nobody is preventing 21 the regions from doing that. But what is the 22 purpose of sending that money back to the regions 23 if we're just going to say, it has to be spent on 24 the cups? 25 I just don't philosophically</p>

<p>49</p> <p>1 understand that aspect of it, and once you 2 restrict it in that way, well, I mean, I guess I 3 could say -- I was going to say, you can't go 4 back. But we've come back and forth a couple of 5 times.</p> <p>6 I just feel like it is inconsistent 7 to say this is regional money, but here's what 8 you have to use it for. If you want it to be 9 cup's money, keep it at USASA at the Board of 10 Directors. Let Duncan deal with it and don't 11 give it to the region, because we as a region 12 have identified some things. Now, we are not all 13 in agreement, but we as a region have identified 14 some things, that we would like to address as a 15 regional issue. We have some grants we would 16 like to fund. We have some coaching issues we 17 would like to address. We have other programs 18 that would grow the game and grow our membership. 19 And if you are giving us regional money, we would 20 like the opportunity to at least consider those 21 as well as the cups, and philosophically, I just 22 think that this is inconsistent.</p> <p>23 PRESIDENT MOTTA: Thank you. 24 Mr. Kepner. 25 MR. KEPNER: Bob Kepner, North</p>	<p>51</p> <p>1 PRESIDENT MOTTA: Sure. Secretary, 2 they want you to read the motion. Can the 3 reporter, can you read the motion from Richard 4 Groff?</p> <p>5 MR. GROFF: This is how it's done. 6 You don't need to read the prior 7 motion because we are going to amend the prior 8 motion.</p> <p>9 Tim is absolutely correct. When John 10 sent out his notice, he said, basically, I think, 11 we will do it at 50 percent. Is that correct?</p> <p>12 PRESIDENT MOTTA: Well, since I was 13 asked, I sent out an e-mail following the board 14 of directors meeting a couple of days later, and 15 I explained all the actions of the board. And 16 when it came to this, I, in my letter to you, I 17 said during the discussion I had with a certain 18 individual, it was stated to me that at least 50 19 percent of this money would be used at the region 20 level for cup competitions, so I was giving 21 that --</p> <p>22 MR. GROFF: The national 23 competitions. 24 PRESIDENT MOTTA: -- the national cup 25 competitions.</p>
<p>50</p> <p>1 Carolina, I'm not going to speak against or for. 2 I would just ask that before we vote, restate 3 exactly what the motion, is okay, please.</p> <p>4 (Applause.)</p> <p>5 PRESIDENT MOTTA: Well, the motion is 6 to restrict the \$40,000 that is given to the 7 regions to 75 percent of it must go to 8 competitions.</p> <p>9 UNIDENTIFIED SPEAKER: National 10 competitions.</p> <p>11 PRESIDENT MOTTA: National 12 competitions. That is the motion. 75 percent of 13 the \$40,000 that USASA gives to the regions must 14 be used for national competitions. Right now, 15 your board has voted in the last month, to 16 unrestrict that money to the regions to do as 17 they please.</p> <p>18 MR. BUSCH: John, if I could, before 19 we vote on the motion.</p> <p>20 PRESIDENT MOTTA: Sure, Tim.</p> <p>21 MR. BUSCH: Could I ask the secretary 22 to read the exact motion, and also, would you 23 comment on what you have said about the action of 24 the NBOD, when you sent the information out to 25 us, those two things, please.</p>	<p>52</p> <p>1 MR. GROFF: So we are going to 2 propose the amendment that it states 50 percent 3 of the funds would be used for national 4 competitions. Do you agree with that?</p> <p>5 MR. BUSCH: I'm in total agreement. 6 PRESIDENT MOTTA: What was that 7 again?</p> <p>8 MR. BUSCH: Yeah, I know. 9 (Applause.)</p> <p>10 PRESIDENT MOTTA: What was it, I was 11 interrupted by --</p> <p>12 MR. GROFF: We're changing the 75 13 percent --</p> <p>14 PRESIDENT MOTTA: To 50 percent. 15 MR. GROFF: -- to 50 percent. 16 MR. BUSCH: To 50 percent.</p> <p>17 PRESIDENT MOTTA: So we have an 18 amendment to the motion from 75 percent to 19 restrict 50 percent of the \$40,000 to national 20 competitions.</p> <p>21 Any discussion on the amendment? 22 Seeing none --</p> <p>23 MR. SCHERER: I have a question. 24 PRESIDENT MOTTA: Okay. Paul Scherer 25 has a question.</p>

<p>53</p> <p>1 MR. SCHERER: I have a question for 2 our parliamentarian. Is that the appropriate way 3 to handle that? The other one has to be 4 withdrawn? Is that the appropriate way to handle 5 that, to have that withdrawn? 6 (Conferring with Parliamentarian.) 7 PRESIDENT MOTTA: So the 8 parliamentarian has ruled that once the motion, 9 the original motion was brought to the floor and 10 seconded, it can only be amended, which we just 11 did. 12 So, do you want to speak? 13 MR. LA VIELLE: Rob LaVielle, Region 14 3 Director. I'm on the NBOD. I was one of the 15 NBOD members that passed this resolution. 16 From Region 3's standpoint, just so 17 everybody knows, probably after our expenses, 18 just to run meetings and some travel, 100 percent 19 of our money goes to national competitions. 20 In the past, we have not supported 21 vets cup teams with additional subsidies like we 22 have with men's and women's last year. 23 I, like Erin, have a little bit of a 24 philosophical issue with this in telling each 25 individual region, because we have our own</p>	<p>55</p> <p>1 MR. BIGELOW: Justin Bigelow, from 2 Oregon. 3 I would like to call for the 4 question. 5 UNIDENTIFIED SPEAKER: Second that. 6 PRESIDENT MOTTA: Call the question. 7 There was a second, right? Was there a second to 8 call the question? 9 UNIDENTIFIED SPEAKER: Here. 10 PRESIDENT MOTTA: There was a second 11 to call the question, so that ends debate. 12 No, I'm sorry, the parliamentarian is 13 correcting me. 14 The parliamentarian has stated that 15 there must be a motion to close debate, and we 16 need a second and two-thirds majority to end 17 discussion. So do you want to change your 18 calling the question to a motion to end debate? 19 MR. BIGELOW: Yeah. 20 PRESIDENT MOTTA: So moved. Is there 21 a second? 22 UNIDENTIFIED SPEAKER: Second. 23 PRESIDENT MOTTA: Second. We need 24 two-thirds, all in favor. Anybody opposed? 25 I guess we got two-thirds, so we</p>
<p>54</p> <p>1 individual needs, individual differences, the way 2 we run competitions, the way our members in our 3 state associations either go or not go to 4 competitions, for us to be restricted to 50 or 75 5 percent. I feel still and I would still vote for 6 it to be unrestricted at this point. 7 If, in future budgets, that we decide 8 that there will not be regional subsidies and it 9 will be held at the national level, that's for 10 this body to decide in a budgetary process, and 11 we are talking for our 2016 competitions. I 12 personally would still like for those to be an 13 unrestricted amount going to the regions. 14 Thank you. 15 PRESIDENT MOTTA: Paul Scherer. 16 MR. SCHERER: I just wanted to speak 17 against the amendment as well. I'm still going 18 to vote against it. I agree with Rob that there 19 should be no restrictions. Again, we should be 20 able to handle that ourselves. We're mature 21 enough as an organization. And each region is 22 different how we handle things and do things. 23 We've shown we have supported the cups in the 24 past, and I'm sure we will support them in the 25 future, so I would hope that you vote against it.</p>	<p>56</p> <p>1 don't continue. 2 MR. FALCONE: Clarification. 3 PRESIDENT MOTTA: Yes, sir. 4 MR. FALCONE: Anthony Falcone, 5 representing the northern part of Chesapeake, 6 Maryland, today. 7 We are ending the debate on the amendment 8 to the amendment, correct? 9 PRESIDENT MOTTA: Yes, correct. That 10 is correct. I had that, Tony, that is correct. 11 So there is no more debate. All in favor of 12 amending the original motion from Richard from 75 13 to 50 percent, say aye? Anybody opposed? 14 It passes. 15 Now, okay, onto the full motion. Any 16 other debate on the full motion? None? The 17 amendment just passed. Now, I'm going to vote on 18 the full motion. The full motion would be that 19 the \$40,000 going to each region, 50 percent of 20 it, must be used for national competitions. All 21 in favor? 22 Anybody opposed? Call for a vote? 23 We'll do cards. 24 Okay. All in favor of the motion, 25 please raise, yes.</p>

<p>57</p> <p>1 PRESIDENT MOTTA: Are we done 2 counting? 3 I can't hear you. You must come to 4 the microphone. I cannot hear you. I can't hear 5 you either. 6 (Multiple simultaneous conversations.) 7 PRESIDENT MOTTA: Okay. Everybody 8 must vote again. Darius, do you have it or do 9 you need another count? 10 MR. EJLALI: This side needs a second 11 one. 12 PRESIDENT MOTTA: We need a count on 13 the left, my right. Keep it up. 14 MR. MARTH: Mr. Chairman. Bill Marth 15 from New Jersey. 16 I think the people should hold up the 17 yeses and nos at the same time. Otherwise, 18 someone in theory, could vote yes and vote no, 19 because if someone is counting the yeses, the 20 same people could also then hold up the nos. So 21 they should be held up at the same time. Someone 22 should count the yeses, and someone should count 23 the no votes. 24 (Multiple simultaneous conversations.) 25 PRESIDENT MOTTA: Okay. Do we have a</p>	<p>58</p> <p>1 count, Darius? Let's do one more. All those not 2 in favor, please put up your no votes. Are we 3 done counting the ballots? Can they put them 4 down? 5 So the majority of the votes cast 6 voted in the affirmative. It was 98 to 86 nos. 7 So the motion passes. 8 (Applause.) 9 PRESIDENT MOTTA: Okay. Do we have 10 the election results for the vice-president? 11 Okay, so do we have the results for the 12 vice-president of USASA. Congratulations, 13 Arthur. You won the election. 14 (Applause.) 15 PRESIDENT MOTTA: Which brings us 16 to -- well, I saw Sunil Gulati enter the room. 17 Did he leave? He left. He didn't like our 18 politics? 19 So we do have Mike Edwards in the 20 room, that would just like to say a few words on 21 behalf of U.S. Soccer. Mike. 22 MR. FALCONE: Mr. President. 23 PRESIDENT MOTTA: Yes, sir. 24 MR. FALCONE: Point of Order. We 25 were in the process of new business to approve</p>
<p>59</p> <p>1 the adopted budget for this year. 2 PRESIDENT MOTTA: Oh, we didn't 3 finish that. You are correct. 4 Hey, Mike, give us two minutes. 5 (Multiple simultaneous conversations.) 6 PRESIDENT MOTTA: We have a motion to 7 destroy the ballots. Do I have a second? 8 MR. OLIVAS: Second. 9 PRESIDENT MOTTA: We got a second. 10 Destroy the ballots. 11 In the process of approving the 12 budget, we had the amendment that Richard brought 13 up, so we approved the amendment to that budget. 14 We still need to approve the budget to run up 15 until December 31st, 2015. 16 All those in favor say aye? Anybody 17 disapprove? No. So, it passes. 18 Okay. Mike. Do you want to come up 19 here? 20 MR. EDWARDS: Sure. 21 UNIDENTIFIED SPEAKER: Very quickly, 22 John, you asked us to destroy the ballots, and we 23 got a second. I don't think you voted. 24 PRESIDENT MOTTA: I voted; I said 25 destroy the ballots.</p>	<p>60</p> <p>1 MR. EDWARDS: I'm here to report that 2 Sunil was in the back of the room, and he left. 3 Thanks. 4 I suppose John intended a little bit 5 more than that. 6 Let's see, we had an energized board 7 meeting this morning, but I think what I'm going 8 to tell you is the same thing I did at a USYSA 9 council meeting in Philadelphia, and actually, 10 one of my colleagues, who had a very good idea, 11 sitting in the second row, said the good thing is 12 I don't have to send you an e-mail now, I can 13 just talk to you at the meeting. 14 Back in December, after the MLS cup, 15 Sunil, Dan, Jürgen had a big roundtable meeting, 16 and we announced, what, about a \$6 million 17 additional commitment, I think, was the budget we 18 voted to further develop or further staff out 19 National team coaching staffs, higher-level 20 coaching, a whole lot of stuff that I would 21 describe as being for the top of the triangle. 22 And that's a good thing that right now, virtually 23 50 percent of the U.S. Soccer annual budget is 24 guaranteed money. For those of you that remember 25 the good old days when we had to borrow money</p>

<p style="text-align: center;">61</p> <p>1 from state associations to make the payroll, back 2 when I had brown hair, those days are long gone. 3 So we made a big commitment to the top of the 4 triangle. 5 And when we were at that meeting in 6 Los Angeles, Sunil went around the table after 7 the good news, and queried all of us as to, in an 8 ideal world, what would we do, each of us 9 individually with the idea that we have, I 10 wouldn't say unlimited resources, but to a large 11 degree, a whole lot more resources than a lot of 12 us ever thought we'd have in the sport. And to a 13 large degree, we all kind of went back to our 14 roots. Arthur, me, John, John Sutter kind of 15 went back to the other 98 percent of the pyramid, 16 which frankly is us, and trying to put resources 17 back into the fact that, as I say it, for four 18 million years, we have had four million members. 19 And if you want to make the top of the triangle 20 grow, have a bigger triangle. 21 So if I had 6 million members, if I 22 had 7 million members, it would give me a lot 23 better chance to have that triangle up at the top 24 of the very small players that play in world 25 competitions and become professional players, I</p>	<p style="text-align: center;">63</p> <p>1 about U.S. Soccer writing a check. I'm talking 2 about the fact of social media. I'm talking 3 about a U.S. Soccer team coming into your state 4 association and doing what I would call a 5 management review, look at what you are doing, 6 figure out ways that you can do it better, and 7 what can U.S. Soccer do to help you do that? 8 So often I show up with a joke that 9 I'm from U.S. Soccer, and I am here to help you, 10 but I'm from U.S. Soccer, and I'm here to help. 11 So the question is for you, and you know soccer 12 is different in New Jersey than it is New Mexico. 13 It may be different in Papua New Guinea -- I have 14 never been, there. But it's very local. 15 So what I'm asking from you is to 16 give some thought -- and I actually got some 17 pretty good ideas out of the USYS council on 18 governance, on the fact that we don't have a 19 junior coaching program. What do you do if 20 you've got a 16- or 17-year-old kid that sees 21 that kid is not going to be a national team 22 player, what if you got that kid to go back and 23 coach 6-year-olds? Guess what, we don't have a 24 system set up to do that. It's a pretty simple 25 idea. And I never thought of it, and frankly,</p>
<p style="text-align: center;">62</p> <p>1 would have a lot bigger base to choose from in 2 our sport. And that comes about in several ways, 3 and particularly, in Youth Soccer, it would be in 4 the manner of convincing parents to make soccer 5 their first choice when they find something to do 6 something with this kid that's driving them crazy 7 around the house, this four-year-old or 8 five-year-old. 9 And what I put in front of the USYS 10 council was the idea of you have got people who 11 want to get things done. Soccer is local, 12 completely local. Somebody is going to join your 13 league because of what you do with your league. 14 The league is going to join your state 15 association, because of what they do in the state 16 association. And without taking a position on 17 where I'd spend that money that comes for the 18 region, other than buying new warmup suits for 19 the regional officers, the reality is very few 20 leagues are going to join because one team wants 21 to play in the national cups. They are going to 22 join because you do something for them. 23 U.S. Soccer has got a lot of 24 resources. And what I'm not talking about and 25 what I'm going to ask for is -- I'm not talking</p>	<p style="text-align: center;">64</p> <p>1 I'm one of the smartest guys I know. In fact, 2 I'm probably one of the smartest guys most of you 3 know. You just won't admit it in public, and you 4 certainly didn't admit it when I was up here 5 permanently. 6 But what I'm looking for is stuff 7 like that to give me, to give John, to give 8 Arthur, stuff to go work with, because you know 9 the tendency over the years has been, well, U.S. 10 Soccer ought to give us a million dollars. 11 They've gotten smarter than that. We pulled that 12 scam for awhile, but that's not going to work a 13 second time. So I'm asking you to think about 14 it. Send it to me, send it to John, send it to 15 Arthur, so we've got some stuff, because to me 16 this has got to be a bottom-up thing. 17 What operates at U.S. Soccer is the 18 focus is on, and it's not a bad thing, it's a 19 focus on the national teams, on world cups, on 20 the visibility of our national teams, because 21 let's face it, in all likelihood, more people are 22 going to be excited seeing Alex Morgan or Clint 23 Dempsey than they are seeing Mike Edwards, maybe 24 even John Motta. 25 So it's got to be something that we</p>

<p>65</p> <p>1 build up from the bottom and go to U.S. Soccer. 2 And I need it from you. You know what works in 3 the area, and the fact that soccer is different 4 in different localities, it doesn't mean that 5 soccer is that different. What's different in 6 different localities, for the most part, is 7 trying to find a soccer field. So we can't 8 resolve all of those problems, but there's ideas 9 that you all have, and, as I discovered at the 10 USYSA meeting, a lot of frustrated people that 11 just never found a guy that was willing to listen 12 to them, as I discovered with the guy that I had 13 on the phone for an hour the other day. You 14 needn't feel compelled to speak for an hour, but 15 I'm going to tell you something that I have never 16 told you before, so get ready to write this down. 17 Sal, you are not ready. Of course, Peter is the 18 secretary so... Here's my cell phone number, 19 505-948-2887. When a voice answers, ask for Bill 20 Bosgraaf. Really, my number, honest. I'm not 21 going to do like Sunil did in his first meeting 22 as president and give you Dr. Bob's e-mail 23 address, but think about it because it really is 24 something that we have to do here. This is 25 grassroots soccer. And if we're going to make</p>	<p>67</p> <p>1 (Multiple simultaneous conversations.) 2 PRESIDENT MOTTA: I'm looking for 3 your help. Coffee is good for you, so I'm giving 4 coffee mugs, instead of beer mugs. 5 So we had 29 state associations that 6 actually increased in their numbers from last 7 year to this year's registration, and so when I 8 call your name, come up and get your beautiful 9 lead crystal coffee mugs. Waterford crystal. 10 All right. Connecticut Soccer 11 Association. 12 (Applause.) 13 Delaware Soccer Association. 14 (Applause.) 15 Eastern Penn Soccer Association. 16 (Applause.) 17 Maryland State Soccer Association. 18 (Applause.) 19 Good old New Hampshire Soccer Association. 20 (Applause.) 21 And you know where to fill those mugs in 22 New Hampshire, right? You know where you get refills 23 at in New Hampshire? 24 UNIDENTIFIED SPEAKER: Dunkin' 25 Donuts.</p>
<p>66</p> <p>1 something happen and use some of those resources, 2 I think the best ideas are going to come out of 3 this room, and pretty good ideas came out of the 4 USYS room. And I only got three or four ideas, 5 but you know what, it was stuff I hadn't thought 6 of before. 7 So I think that's my pitch, and I 8 will turn the meeting back over to the president. 9 (Applause.) 10 PRESIDENT MOTTA: Thank you, Mike. 11 Okay. Next on the agenda will be 12 Good of the Game. And for Good of the Game, I've 13 got a couple of presentations I would like to 14 make. Coming up to speak Mr. Busch? 15 MR. BUSCH: Well, eventually. 16 PRESIDENT MOTTA: We've got a few 17 presentations. 18 Okay. So for Good of the Game, we're 19 going to give out a few awards. 20 The first being, I know Richard, when 21 he was president, started an award of giving out 22 beer mugs to state associations who had increased 23 in registrations from the prior year. I thought 24 it was a good idea and a good tradition, but I 25 changed from beer mugs to coffee mugs.</p>	<p>68</p> <p>1 PRESIDENT MOTTA: Dunkin' Donuts in 2 Nashua. 3 Vermont State Soccer Association. 4 (Applause.) 5 And West by God, West Virginia Soccer 6 Association. 7 (Applause.) 8 Western New York Soccer Association. 9 (Applause.) 10 Illinois Soccer Association. 11 (Applause.) 12 Indiana Soccer Association. 13 (Applause.) 14 Minnesota Soccer Association. 15 (Applause.) 16 North Dakota Soccer Association. 17 (Applause.) 18 Wisconsin Soccer Association. 19 (Applause.) 20 Alabama Soccer Association. 21 (Applause.) 22 Arkansas State Soccer Association. 23 (Applause.) 24 Mississippi Soccer Association. 25 (Applause.)</p>

<p>69</p> <p>1 North Carolina Adult Soccer Association. 2 (Applause.) 3 Oklahoma Soccer Association. 4 (Applause.) 5 MR. KEPNER: John, I have a question. 6 How come it says, "Eat Dunkin' Donuts" on the 7 back of every one? 8 PRESIDENT MOTTA: That's the way it 9 is. 10 Tennessee State Soccer Association. 11 (Applause.) 12 Arizona State Soccer Association. 13 (Applause.) 14 California State Soccer Association, 15 South. 16 (Applause.) 17 Idaho State Soccer Association. 18 (Applause.) 19 Nevada State Soccer Association. 20 (Applause.) 21 Oregon Adult Soccer Association. 22 (Applause.) 23 Amateur Soccer Association of 24 Wyoming. 25 (Applause.)</p>	<p>71</p> <p>1 whole thing, so I would ask that you support that 2 on behalf of me, and all my constituents in West 3 Virginia. 4 MR. MOTTA: Thank you, Mike. 5 Okay. As we continue with the 6 awards, we've got two awards that I decided to do 7 this year. And we have two of our members who 8 have actually had continuous growth for five 9 years straight. For me, that's quite an 10 accomplishment when you continue to grow your 11 numbers year after year. And I would like to 12 call up the first state -- well, we will start 13 off with the National Premier Soccer League, the 14 NPSL. Thank you. And congratulations on five 15 years of continuous growth. 16 (Applause.) 17 PRESIDENT MOTTA: Two coffee mugs, 18 Joe. 19 Thank you. 20 And the state association that's had 21 five years of continuous growth would be Rick 22 Olivas, Cal South. Thank you very much for your 23 continuous growth. 24 (Applause.) 25 PRESIDENT MOTTA: I'm sorry, I'm</p>
<p>70</p> <p>1 Women's Premier Soccer League. 2 (Applause.) 3 National Premier Soccer League. 4 (Applause.) 5 The Mid Atlantic Summer Showcase 6 League. 7 (Applause.) 8 And finally, the American Youth 9 Soccer organization. 10 (Applause.) 11 PRESIDENT MOTTA: So thank you. And 12 next year, my goal is to give out double the 13 amount of these coffee mugs. 14 Yes, Mike? 15 MR. EDWARDS: I forgot to say 16 something in my role as chairman of the referee 17 committee. In your package for tomorrow, there 18 is a substantial rewrite of the referee policy. 19 Just so you know, that did not come from the 20 clear blue sky. It was about five state referee 21 administrators in this room that were involved in 22 that as well as you were. It's a serious update. 23 It's legit. A lot of people went through it. Do 24 not believe anybody that tells you it hasn't been 25 vetted; it's been vetted, and it modernizes the</p>	<p>72</p> <p>1 sorry. 2 It is Cal North -- Cal South. I'm 3 sorry, Rick -- Cal South. I'm sorry. Next year, 4 Rick. 5 Cal South, and we'll have Roy come 6 up. 7 (Applause.) 8 PRESIDENT MOTTA: People don't leave. 9 We still have the Adult Council meeting, 10 following this meeting, and we will have more 11 elections after that. 12 Now, I've got one final award to give 13 out, before I turn it over to the floor, and it's 14 for a fellow board member, who has served on this 15 board for many, many years, the last four years 16 as our vice-president, and that is to my friend 17 Bill Bosgraaf, who has served us well. He will 18 no longer be on the board following this meeting. 19 So, Bill, thank you very much for all your years. 20 (Applause.) 21 (Standing ovation.) 22 PRESIDENT MOTTA: Just before, one 23 more item for the Good of the Game. We did have 24 some changes on our board, following our 25 elections at the regional levels, and I would</p>

<p>73</p> <p>1 like to congratulate Paul Scherer, who was 2 elected as a Region 4 director. I would also 3 like to congratulate Sergio, Bolishe -- Bolo- -- 4 Bioli? Bolioli. Sergio. 5 (Applause.) 6 PRESIDENT MOTTA: And Roy Carlson, 7 who also will be joining the board. Thank you, 8 Roy. Congratulations. 9 I also would like to thank Dan 10 Trainor and Barb Trainor, who served on this 11 board as the regional director and also the 12 regional secretary. Thanks for your service. 13 (Applause.) 14 PRESIDENT MOTTA: I will now open it 15 up to the floor for Good of the Game. 16 MR. MARION: Andy Marion, South 17 Carolina. 18 I have a simple question, and then a 19 request concerning the discussion decision at 20 the, I guess, the last meeting to change the 21 fiscal year to a calendar year basis. And first, 22 my question is, if my memory is correct, wasn't 23 the decision also to change the seasonal year to 24 a calendar basis? 25 PRESIDENT MOTTA: No, I don't believe</p>	<p>75</p> <p>1 states do different things. They will register 2 their players for several years. They'll -- you 3 know, a player registers in July, they go to the 4 next July. I don't know if these things are 5 allowable or legal or whatever. I would like to 6 see a statement in writing that very clearly 7 states from USASA to the states what they're 8 supposed to do or allowed to do for registration 9 of players and how the time frame is supposed to 10 work. 11 PRESIDENT MOTTA: Okay, thank you, I 12 got it. We will take care of that. Thank you. 13 Tim. 14 MR. BUSCH: Thank you, Mr. President. 15 I was approached a couple of weeks 16 ago by a 22-year Army veteran in my state about 17 the possibility of extending our national 18 competitions as part of our cups that we do to 19 develop a military division to play, because we 20 have lots of military in the state of Washington 21 and all over the country. And I happened to be 22 talking to Leroy Garcia from New Mexico, who is 23 retired military, and I would like to have him 24 share with you some thoughts that he has about 25 it. I think it's a great opportunity to enhance</p>
<p>74</p> <p>1 so. 2 MR. MARION: Or was there any 3 decision one way or the other about that, because 4 there were comments made that it doesn't matter 5 because you can do whatever you want to do. You 6 can have any seasonal year you want. It's always 7 been September 1st, through October 31st, and the 8 USASA system was always based on that with the 9 remittance forms you sent in with the 10 registration payments, etc. And the instructions 11 were always that no matter whatever year you 12 registered and paid for a player, come 13 September 1st, you had to reregister them with a 14 new payment. 15 Now, I heard statements that 16 contradicted that all over the map when we made 17 that -- had that last meeting. I simply request, 18 then, that from USASA there be a simple written 19 statement -- don't tell me now, I want it in 20 writing, to make sure it's absolutely clear to 21 the states as far as the registration's seasonal 22 year and what they should do and what they are 23 allowed to do. 24 Because I have heard stories. I 25 don't know how accurate they are. Different</p>	<p>76</p> <p>1 our cup and provide some playing opportunities 2 for our service people. 3 MR. MOTTA: Perfect. Go ahead, 4 Leroy. 5 MR. GARCIA: And to everyone out 6 there, there is a current tournament in San 7 Antonio, Texas called the Defender Cup, and I've 8 communicated that to you. It hosts 38 military 9 teams and one Department of Homeland Security 10 team. We would like to extend that and bring 11 that under the USASA umbrella, affiliate them, 12 and help them out, because they're no longer 13 getting funding from the national federal 14 government to hold these tournaments. 15 PRESIDENT MOTTA: You've got 100 16 percent of my support when it comes to our 17 veterans, I back them 100 percent. So I will 18 appoint you head of our military soccer group 19 liaison. So you put a proposal together, 20 whatever it will take, give it to me, and I will 21 present it to the board, and you have my 22 commitment in that. When it comes to our 23 veterans, we will do what we have to do to 24 support them. 25 MR. GARCIA: Thank you John. Thank</p>

77	79
<p>1 you.</p> <p>2 (Applause.)</p> <p>3 MR. RIDDLE: Just a quick response to</p> <p>4 that, Leroy, so that everybody knows. I have</p> <p>5 spoken to the organization. They're not really</p> <p>6 sure what they actually want, because they don't</p> <p>7 really need anything, so I would say, can you go</p> <p>8 back to them to come up with a plan of what it is</p> <p>9 they actually want from us? Because I spoke to a</p> <p>10 guy on the staff, and he's really kind of</p> <p>11 confused about what he's actually asking us for.</p> <p>12 So it would be nice for them to come with an</p> <p>13 actual plan.</p> <p>14 MR. GARCIA: I might see if we can</p> <p>15 bring him to the next meeting.</p> <p>16 PRESIDENT MOTTA: That's good. Even</p> <p>17 if you can expand on that, like you said, there's</p> <p>18 military everywhere. We can expand on that, that</p> <p>19 would be great. Jim.</p> <p>20 MR. BOLLINGER: Jim Bollinger,</p> <p>21 Eastern Pennsylvania Soccer Association.</p> <p>22 Leroy, you just proved for the</p> <p>23 umpteenth time with this august body, be careful</p> <p>24 what you ask for.</p> <p>25 I'm actually going to make this</p>	<p>1 taken the initiative by conferring with other</p> <p>2 organizations who face similar situations. What</p> <p>3 can be done legislatively through state houses of</p> <p>4 government, discussed with insurance experts to</p> <p>5 seek their advice as well, but what about you?</p> <p>6 Will you help? Can we afford the negative impact</p> <p>7 on the game to continue? This should be our way</p> <p>8 to do the decent thing.</p> <p>9 As an aside to that, the National</p> <p>10 Association of Sports Officials, which I am a</p> <p>11 member, that represents sports officials for all</p> <p>12 sports nationwide, has published and it's on</p> <p>13 their web site, information as regards states</p> <p>14 that have actually passed a referee assault</p> <p>15 legislation. Out of the 50 states in this</p> <p>16 country, only 21 have done so.</p> <p>17 Part of what we're going to propose</p> <p>18 to this organization and other leadership</p> <p>19 organizations, within this country is we need you</p> <p>20 to get off our collective butts and start pushing</p> <p>21 the political buttons to get this passed. It's</p> <p>22 obvious with the culture in our country these</p> <p>23 days that we need to be taking steps to dissuade</p> <p>24 people from doing things that we all know are</p> <p>25 wrong.</p>
78	80
<p>1 statement on behalf of myself and my fellow</p> <p>2 partner in crime, Steve Flamhaft, as co-chairs of</p> <p>3 the Referee Assault Committee.</p> <p>4 He and I would like to thank you and</p> <p>5 the NBOD for the opportunity to present our</p> <p>6 proposal, and see what the idea of initiating a</p> <p>7 dialogue about U.S. Soccer's paren (with USASA in</p> <p>8 the forefront) of course, end paren, answer to</p> <p>9 the recent episodes of violent conduct resulting</p> <p>10 in the deaths of soccer referees.</p> <p>11 Sadly, the beautiful games loses its</p> <p>12 innocence when death occurs on the field and</p> <p>13 causes unspeakable consequence. Steve and I,</p> <p>14 greatly affected by these occurrences, are</p> <p>15 initiating and are preparing to pursue a project</p> <p>16 to address this maddening situation. At times</p> <p>17 such as this, the question of affiliation should</p> <p>18 be eliminated in any discourse of the problem.</p> <p>19 In essence, our proposal is to begin a dialogue</p> <p>20 to answer the issues, can we avoid violent</p> <p>21 situations on the field and how do we do it.</p> <p>22 The second issue is how do we address</p> <p>23 the implications and consequences to the</p> <p>24 unsuspecting player families. In order to</p> <p>25 develop a plan, we welcome suggestions. We have</p>	<p>1 Thank you.</p> <p>2 PRESIDENT MOTTA: Thank you, Jim.</p> <p>3 (Applause.)</p> <p>4 (The room lights dimmed.)</p> <p>5 MR. LA VIELLE: We had this happen in</p> <p>6 our Region 3 meeting, everybody started waving</p> <p>7 their hand, and the lights will come back up.</p> <p>8 These meetings don't come off easily,</p> <p>9 and I want to publicly acknowledge and thank</p> <p>10 Duncan and our staff. They really do a great job</p> <p>11 in making our lives easier, we show up, things</p> <p>12 are ready. The programs that they're running,</p> <p>13 the support they give us at the cup competitions</p> <p>14 now, and it's really helping us move to a better</p> <p>15 organization overall. They are hard-working.</p> <p>16 They spend many, many hours behind the scenes.</p> <p>17 So thank you, staff, and thank you, Duncan, very</p> <p>18 much.</p> <p>19 (Applause.)</p> <p>20 PRESIDENT MOTTA: Thank you.</p> <p>21 Any other persons want to speak for</p> <p>22 Good of the Game? If not, motion to adjourn.</p> <p>23 UNIDENTIFIED SPEAKER: So move.</p> <p>24 UNIDENTIFIED SPEAKER: Second.</p> <p>25 PRESIDENT MOTTA: Second. Okay. So</p>

1 the meeting is adjourned.
 2 You guys need a 10-minute break or
 3 continue? Okay. We're going to continue.
 4 (At this time, the Annual General meeting
 5 was adjourned at 2:30 p.m.)
 6
 7
 8
 9
 10
 11
 12
 13
 14
 15
 16
 17
 18
 19
 20
 21
 22
 23
 24
 25

REPORTER'S CERTIFICATE

1
 2
 3
 4 I, DEBRA K. RESLING, RMR, and Certified
 5 Realtime Reporter appointed to take the meetings of
 6 the United States Adult Soccer Association, do
 7 certify that the within proceedings of the Annual
 8 General Meeting were taken by me stenographically in
 9 San Francisco, California, on February 13, 2015 then
 10 reduced to typewritten form consisting of 82 pages
 11 herein; that the foregoing is a true transcript of
 12 the proceedings had.
 13
 14

15 In witness hereof I have hereunto set my hand
 16 this 4th day of March, 2015.
 17
 18

19
 20 _____
 21 Debra K. Resling, CSR, CRR, RMR
 22 Registered Merit Reporter
 23 and Notary Public.
 24 4 Cheyenne Blvd.,
 25 Colorado Springs, CO 80905

My commission expires February 28, 2017

\$	<p>202 [1] - 17:6 21 [1] - 79:16 22 [1] - 2:14 22-year [1] - 75:16 23 [1] - 2:7 25 [1] - 2:5 28 [1] - 82:22 28th [1] - 82:16 29 [1] - 67:5 2:30 [1] - 81:5</p>	<p>6-to-4 [1] - 41:12 6-year-olds [1] - 63:23 66 [1] - 2:13</p>	<p>adding [1] - 12:6 addition [1] - 24:10 additional [3] - 38:5, 53:21, 60:17 address [7] - 12:18, 29:6, 49:14, 49:17, 65:23, 78:16, 78:22 addressing [1] - 22:6 adjourn [1] - 80:22 adjourned [2] - 81:1, 81:5 Adjournment [1] - 2:14 administration [2] - 44:20, 44:21 administrators [1] - 70:21 admit [2] - 64:3, 64:4 adopted [1] - 59:1 Adult [12] - 20:4, 20:18, 21:5, 22:17, 24:9, 26:23, 26:25, 27:4, 69:1, 69:21, 72:9, 82:6 adult [1] - 23:25 ADULT [1] - 1:7 adults [2] - 24:3, 46:8 Adults [1] - 24:12 advice [1] - 79:5 affected [1] - 78:14 affiliate [1] - 76:11 affiliated [1] - 24:8 affiliation [1] - 78:17 affirm [3] - 34:10, 36:5, 38:7 affirmation [2] - 34:24, 36:13 affirmed [1] - 36:7 afford [1] - 79:6 afternoon [3] - 3:2, 4:1, 34:21 age [1] - 24:2 AGENDA [1] - 2:1 agenda [6] - 3:17, 12:16, 12:19, 32:9, 34:10, 66:11 agent [1] - 41:23 ago [8] - 16:18, 31:15, 40:8, 40:15, 42:16, 45:9, 47:7, 75:16 agree [7] - 41:3, 41:11, 44:1, 44:12, 46:16, 52:4, 54:18 agreed [2] - 15:23, 16:2 agreement [4] - 23:14, 23:19, 49:13, 52:5 ahead [4] - 20:23, 22:7, 26:10, 76:3 alabama [1] - 68:20</p>	<p>Alabama [1] - 6:8 Alaska [1] - 6:10 Alex [1] - 64:22 allocate [1] - 39:7 allocated [4] - 41:24, 45:23, 46:20, 47:8 allocations [1] - 39:18 allowable [1] - 75:5 allowed [2] - 74:23, 75:8t almost [1] - 47:16 amateur [1] - 69:23 amend [2] - 36:4, 51:7 amended [1] - 53:10 amending [1] - 56:12 amendment [17] - 36:2, 39:1, 39:5, 39:6, 39:14, 39:17, 41:5, 43:12, 52:2, 52:18, 52:21, 54:17, 56:7, 56:8, 56:17, 59:12, 59:13 America [1] - 14:16 American [3] - 36:20, 36:21, 70:8 Americans [2] - 22:23, 22:24 amount [3] - 20:8, 54:13, 70:13 analytical [2] - 18:4, 18:23 Andy [1] - 73:16 Angeles [1] - 61:6 announce [2] - 12:21, 14:20 announced [1] - 60:16 Annual [3] - 3:6, 81:4, 82:7 annual [1] - 60:23 answer [5] - 6:5, 16:22, 26:4, 78:8, 78:20 answered [1] - 26:6 answers [2] - 4:4, 65:19 Anthony [1] - 56:4 anti [3] - 44:15, 44:16, 44:22 anti-cup [3] - 44:15, 44:16, 44:22 Antonio [1] - 76:7 apologize [1] - 12:12 Applause [11] - 33:2, 58:8, 68:4, 68:7, 68:11, 68:13, 68:15, 69:11, 69:13, 72:7, 80:3 applause [42] - 11:20, 13:3, 19:5, 19:22, 20:19, 27:6, 30:18,</p>
1	<p>1 [24] - 2:4, 4:18, 4:20, 4:23, 4:25, 6:24, 8:16, 8:18, 9:1, 10:12, 10:22, 10:24, 11:1, 11:6, 11:8, 18:2, 22:23, 41:3, 41:4, 41:23, 43:18, 43:25, 45:3 10 [4] - 2:13, 15:19, 20:5, 22:11 10-minute [1] - 81:2 100 [4] - 45:5, 53:18, 76:15, 76:17 102 [1] - 17:6 11 [2] - 2:7, 2:14 12 [3] - 2:8, 2:9, 15:19 12:42 [1] - 3:1 13 [3] - 1:16, 2:13, 82:9 135 [1] - 17:7 15 [2] - 20:5, 35:23 15th [1] - 35:8 16 [3] - 14:20, 16:17, 63:20 17 [2] - 2:6, 2:10 17-year-old [1] - 63:20 18 [2] - 2:4, 24:1 19-year-old [1] - 24:1 1994 [1] - 14:19 1st [3] - 38:22, 74:7, 74:13</p>	7	<p>7 [3] - 2:10, 2:11, 61:22 75 [10] - 39:19, 41:6, 42:20, 46:18, 50:7, 50:12, 52:12, 52:18, 54:4, 56:12</p>	
2	<p>2 [26] - 2:5, 5:2, 5:4, 5:6, 5:8, 7:25, 8:10, 8:12, 8:14, 9:5, 9:13, 9:17, 9:25, 10:2, 10:6, 10:10, 11:4, 15:4, 15:8, 15:11, 15:14, 15:21, 15:24, 16:1, 44:1 20 [1] - 2:10 2014 [3] - 2:7, 11:23, 36:6 2014-2015 [1] - 37:21 2015 [4] - 1:16, 59:15, 82:9, 82:16 2016 [1] - 54:11 2017 [2] - 14:9, 82:22</p>	3	<p>8 [3] - 2:9, 2:11, 2:12 80 [1] - 2:14 80905 [2] - 1:24, 82:21 82 [1] - 82:10 86 [1] - 58:6</p>	
	4	8		
	<p>3 [24] - 2:4, 2:5, 2:6, 5:10, 5:13, 5:16, 5:18, 6:10, 6:20, 7:9, 7:11, 7:15, 7:17, 7:19, 7:21, 7:23, 9:7, 9:11, 9:19, 10:16, 10:18, 53:14, 80:6 3's [1] - 53:16 30th [1] - 37:22 31st [4] - 38:4, 38:22, 59:15, 74:7 34 [2] - 2:11, 2:12 38 [1] - 76:8</p>	9	<p>9 [3] - 2:12, 15:19, 15:23 98 [2] - 58:6, 61:15</p>	
	5	9		
	<p>4 [34] - 1:23, 2:7, 2:8, 5:20, 5:22, 5:25, 6:2, 6:12, 6:14, 6:22, 7:3, 7:7, 7:13, 8:6, 8:8, 8:20, 8:22, 9:9, 9:15, 9:21, 10:8, 10:14, 10:20, 21:25, 42:19, 43:22, 44:7, 44:10, 47:1, 47:4, 47:10, 47:11, 73:2, 82:21 40 [1] - 22:12 40,000 [1] - 41:6 432 [2] - 35:11, 35:22</p>	A	<p>able [4] - 42:25, 44:4, 44:24, 54:20 abolished [1] - 15:12 absolutely [2] - 51:9, 74:20 absorbs [1] - 21:24 acclamation [2] - 33:1, 34:2 accommodates [1] - 21:25 accomplishment [1] - 71:10 according [3] - 34:12, 35:10, 37:5 accurate [1] - 74:25 achieved [2] - 30:2, 30:3 acknowledge [1] - 80:9 act [1] - 3:11 action [2] - 38:8, 50:23 actions [8] - 34:11, 34:13, 34:16, 34:25, 35:3, 36:5, 36:14, 51:15 active [1] - 18:10 actual [1] - 77:13 adapt [1] - 29:4 add [1] - 22:20 added [1] - 27:2</p>	
	6			
	<p>5 [10] - 2:8, 6:16, 7:1, 7:5, 8:2, 8:4, 8:24, 9:23, 10:4, 22:23 50 [14] - 21:24, 46:18, 51:11, 51:18, 52:2, 52:14, 52:15, 52:16, 52:19, 54:4, 56:13, 56:19, 60:23, 79:15 505-948-2887 [1] - 65:19</p>			

<p>32:1, 34:3, 50:4, 52:9, 58:14, 66:9, 67:12, 67:14, 67:16, 67:18, 67:20, 68:9, 68:17, 68:19, 68:21, 68:23, 68:25, 69:2, 69:4, 69:16, 69:18, 69:20, 69:22, 69:25, 70:2, 70:4, 70:7, 70:10, 71:16, 71:24, 72:20, 73:5, 73:13, 77:2, 80:19</p> <p>appoint [1] - 76:18</p> <p>appointed [1] - 82:5</p> <p>appreciate [2] - 18:25, 31:7</p> <p>approach [3] - 18:24, 31:8, 48:8</p> <p>approached [1] - 75:15</p> <p>appropriate [4] - 36:1, 41:21, 53:2, 53:4</p> <p>approval [3] - 24:11, 36:25, 37:7</p> <p>approve [6] - 12:2, 17:9, 34:15, 38:7, 58:25, 59:14</p> <p>approved [8] - 37:20, 37:23, 37:25, 38:1, 38:2, 38:5, 39:10, 59:13</p> <p>approves [1] - 34:13</p> <p>approving [1] - 59:11</p> <p>area [1] - 65:3</p> <p>areas [2] - 22:25, 30:2</p> <p>argument [1] - 45:10</p> <p>arguments [1] - 41:18</p> <p>Arizona [4] - 6:12, 46:25, 47:22, 69:12</p> <p>Arkansas [2] - 6:14, 68:22</p> <p>Army [1] - 75:16</p> <p>Arthur [14] - 4:14, 20:3, 20:4, 20:6, 20:17, 21:2, 27:7, 29:19, 31:6, 31:14, 58:13, 61:14, 64:8, 64:15</p> <p>articulated [2] - 31:3, 31:6</p> <p>aside [1] - 79:9</p> <p>ASL [1] - 11:1</p> <p>aspect [2] - 29:14, 49:1</p> <p>Assault [1] - 78:3</p> <p>assault [1] - 79:14</p> <p>asset [1] - 23:11</p> <p>assets [1] - 26:16</p> <p>Association [31] - 20:6, 21:6, 34:22,</p>	<p>67:11, 67:13, 67:15, 67:17, 67:19, 68:3, 68:6, 68:8, 68:10, 68:12, 68:14, 68:16, 68:18, 68:20, 68:22, 68:24, 69:1, 69:3, 69:10, 69:12, 69:14, 69:17, 69:19, 69:21, 69:23, 77:21, 79:10, 82:6</p> <p>association [6] - 15:2, 23:17, 62:15, 62:16, 63:4, 71:20</p> <p>ASSOCIATION [1] - 1:7</p> <p>association's [1] - 21:7</p> <p>associations [9] - 16:4, 16:16, 23:12, 42:23, 44:10, 54:3, 61:1, 66:22, 67:5</p> <p>at-large [3] - 33:4, 33:6, 33:21</p> <p>Atlantic [1] - 70:5</p> <p>attend [2] - 12:13, 12:14</p> <p>attendance [1] - 15:9</p> <p>August [1] - 37:22</p> <p>august [1] - 77:23</p> <p>available [1] - 23:20</p> <p>avoid [1] - 78:20</p> <p>award [2] - 66:21, 72:12</p> <p>awards [3] - 66:19, 71:6</p> <p>awhile [2] - 42:11, 64:12</p> <p>aye [5] - 17:14, 36:15, 37:15, 56:13, 59:16</p> <p>AYSO [2] - 10:20, 11:14</p>	<p>become [3] - 28:22, 37:2, 61:25</p> <p>beer [3] - 66:22, 66:25, 67:4</p> <p>begin [2] - 12:9, 78:19</p> <p>begun [1] - 23:21</p> <p>behalf [3] - 58:21, 71:2, 78:1</p> <p>behind [1] - 80:16</p> <p>beliefs [1] - 45:11</p> <p>Ben [1] - 32:13</p> <p>benefit [2] - 23:19, 30:6</p> <p>benefits [1] - 22:17</p> <p>best [2] - 28:25, 66:2</p> <p>better [9] - 20:12, 24:23, 26:8, 26:23, 44:3, 44:24, 61:23, 63:6, 80:14</p> <p>between [6] - 23:14, 23:24, 24:21, 28:3, 31:11, 31:18</p> <p>big [3] - 47:18, 60:15, 61:3</p> <p>BIGELOW [2] - 55:1, 55:19</p> <p>Bigelow [1] - 55:1</p> <p>bigger [2] - 61:20, 62:1</p> <p>biggest [2] - 14:18, 22:25</p> <p>bilingual [1] - 23:2</p> <p>Bill [6] - 4:8, 5:2, 19:10, 65:19, 72:17, 72:19</p> <p>bill [3] - 17:25, 19:7, 57:14</p> <p>Bioli [1] - 73:4</p> <p>birth [1] - 19:11</p> <p>bit [5] - 16:25, 46:18, 47:2, 53:23, 60:4</p> <p>Blatter [1] - 13:5</p> <p>blows [1] - 46:11</p> <p>blue [1] - 70:20</p> <p>Bldv [2] - 1:23, 82:21</p> <p>Board [5] - 24:14, 33:5, 33:22, 35:8, 49:9</p> <p>board [39] - 12:10, 12:15, 13:9, 13:17, 14:6, 16:6, 18:21, 18:25, 20:10, 22:18, 25:9, 25:10, 25:11, 27:1, 29:20, 33:15, 34:14, 34:16, 36:5, 36:23, 37:1, 37:4, 37:8, 38:1, 38:6, 38:7, 39:1, 50:15, 51:13, 51:15, 60:6, 72:14, 72:15, 72:18,</p>	<p>72:24, 73:7, 73:11, 76:21</p> <p>board's [2] - 36:14, 41:12</p> <p>Bob [3] - 25:6, 32:2, 49:25</p> <p>Bob's [1] - 65:22</p> <p>body [2] - 54:10, 77:23</p> <p>Bolioli [2] - 5:23, 73:4</p> <p>Bolishe [1] - 73:3</p> <p>BOLLINGER [1] - 77:20</p> <p>Bollinger [1] - 77:20</p> <p>Bolo [1] - 73:3</p> <p>bored [1] - 43:8</p> <p>borrow [1] - 60:25</p> <p>Borts [2] - 34:20, 34:22</p> <p>BORTS [2] - 34:21, 35:5</p> <p>Bosgraaf [4] - 4:8, 19:7, 65:20, 72:17</p> <p>BOSGRAAF [1] - 19:8</p> <p>bottom [2] - 64:16, 65:1</p> <p>bottom-up [1] - 64:16</p> <p>bow [1] - 3:20</p> <p>break [2] - 26:11, 81:2</p> <p>bridge [1] - 23:24</p> <p>brightest [1] - 26:10</p> <p>bring [9] - 20:13, 25:16, 30:14, 30:15, 34:10, 36:19, 37:19, 76:10, 77:15</p> <p>bringing [2] - 18:4, 37:7</p> <p>brings [3] - 17:20, 20:8, 58:15</p> <p>broad [1] - 41:8</p> <p>brought [2] - 53:9, 59:12</p> <p>brown [1] - 61:2</p> <p>budget [21] - 13:22, 25:2, 25:19, 37:21, 38:2, 38:5, 38:14, 38:17, 39:1, 41:21, 42:5, 42:17, 42:18, 43:12, 59:1, 59:12, 59:13, 59:14, 60:17, 60:23</p> <p>budgetary [1] - 54:10</p> <p>budgets [1] - 54:7</p> <p>build [4] - 23:9, 23:22, 26:12, 65:1</p> <p>Busch [3] - 36:9, 44:1, 66:14</p> <p>BUSCH [12] - 32:19, 33:23, 36:10, 41:17, 42:9, 50:18, 50:21, 52:5, 52:8, 52:16,</p>	<p>66:15, 75:14</p> <p>Business [5] - 2:11, 2:12, 34:7, 34:9</p> <p>business [8] - 18:4, 22:4, 25:13, 25:20, 26:3, 28:13, 34:6, 58:25</p> <p>buttons [1] - 79:21</p> <p>butts [1] - 79:20</p> <p>Buyer [1] - 5:16</p> <p>buying [1] - 62:18</p> <p>bylaws [6] - 34:12, 35:11, 35:21, 35:23, 37:6, 38:16</p>
	B		C	
	<p>bad [1] - 64:18</p> <p>balanced [1] - 33:17</p> <p>ballots [9] - 32:3, 32:6, 32:7, 32:9, 58:3, 59:7, 59:10, 59:22, 59:25</p> <p>Barb [1] - 73:10</p> <p>base [4] - 22:5, 23:1, 30:8, 62:1</p> <p>based [4] - 22:3, 26:2, 36:22, 74:8</p> <p>basis [4] - 18:13, 30:1, 73:21, 73:24</p> <p>battle [1] - 26:16</p> <p>beautiful [2] - 67:8, 78:11</p>	<p>Cal [6] - 16:13, 71:22, 72:2, 72:3, 72:5</p> <p>Calabro [1] - 5:18</p> <p>calendar [3] - 37:24, 73:21, 73:24</p> <p>California [5] - 1:15, 6:16, 6:18, 69:14, 82:9</p> <p>candidacy [1] - 30:13</p> <p>candidate [1] - 31:11</p> <p>candidates [4] - 21:1, 31:3, 31:5, 42:12</p> <p>cannot [3] - 16:22, 21:23, 57:4</p> <p>capable [2] - 44:3, 44:23</p> <p>captured [1] - 25:24</p> <p>cards [2] - 6:7, 56:23</p> <p>care [2] - 46:8, 75:12</p> <p>careful [1] - 77:23</p> <p>Carlson [2] - 5:25, 73:6</p> <p>Carolina [5] - 8:24, 9:15, 50:1, 69:1, 73:17</p> <p>carry [1] - 39:18</p> <p>cast [2] - 32:4, 58:5</p> <p>causes [1] - 78:13</p> <p>cell [1] - 65:18</p> <p>certain [2] - 48:14, 51:17</p> <p>certainly [1] - 64:4</p> <p>CERTIFICATE [1] - 82:1</p> <p>Certified [1] - 82:4</p> <p>certify [1] - 82:7</p> <p>Cezar [1] - 4:16</p> <p>chains [1] - 26:12</p> <p>chairman [3] - 17:4, 57:14, 70:16</p> <p>Chairman [1] - 3:25</p> <p>chairs [3] - 17:17, 17:19, 78:2</p>		

<p>challenge [3] - 22:9, 23:8, 41:22</p> <p>championship [3] - 40:24, 41:9, 43:21</p> <p>championships [2] - 39:22</p> <p>chance [2] - 27:10, 61:23</p> <p>change [2] - 13:15, 28:1, 28:4, 28:5, 28:21, 28:24, 29:3, 30:4, 30:5, 30:14, 41:21, 42:13, 42:14, 45:8, 45:25, 55:17, 73:20, 73:23</p> <p>changed [3] - 45:7, 45:24, 66:25</p> <p>changes [9] - 28:8, 28:10, 28:11, 28:16, 28:17, 28:19, 38:24, 72:24</p> <p>changing [5] - 22:21, 28:4, 28:6, 37:24, 52:12</p> <p>chapter [1] - 26:25</p> <p>charge [3] - 15:4, 15:22, 15:25</p> <p>check [2] - 17:2, 63:1</p> <p>Chesapeake [1] - 56:5</p> <p>Cheyenne [2] - 1:23, 82:21</p> <p>choice [3] - 19:17, 28:3, 62:5</p> <p>choose [2] - 42:18, 62:1</p> <p>City [1] - 23:15</p> <p>clarification [2] - 14:22, 56:2</p> <p>clarify [1] - 36:11</p> <p>clean [1] - 28:20</p> <p>clear [6] - 26:18, 27:24, 41:4, 41:5, 70:20, 74:20</p> <p>clearly [4] - 27:18, 31:3, 31:6, 75:6</p> <p>Clint [1] - 64:22</p> <p>close [5] - 19:11, 20:22, 32:24, 33:25, 55:15</p> <p>closed [3] - 20:25, 32:20, 33:24</p> <p>closer [1] - 29:24</p> <p>closest [1] - 24:8</p> <p>club [1] - 18:12</p> <p>CO [2] - 1:24, 82:21</p> <p>co [1] - 78:2</p> <p>co-chairs [1] - 78:2</p> <p>coach [1] - 63:23</p> <p>coaching [4] - 49:16, 60:19, 60:20, 63:19</p>	<p>coed [1] - 45:18</p> <p>coffee [6] - 66:25, 67:3, 67:4, 67:9, 70:13, 71:17</p> <p>cognizant [1] - 18:16</p> <p>colleagues [1] - 60:10</p> <p>collect [2] - 6:7, 15:19</p> <p>collected [1] - 32:6</p> <p>collective [1] - 79:20</p> <p>Colorado [3] - 1:24, 6:20, 82:21</p> <p>coming [7] - 12:24, 14:10, 30:5, 38:6, 48:13, 63:3, 66:14</p> <p>Commencing [1] - 3:1</p> <p>commend [1] - 31:2</p> <p>comment [2] - 35:25, 50:23</p> <p>comments [1] - 74:4</p> <p>commission [1] - 82:22</p> <p>commissioner [1] - 44:17</p> <p>commitment [3] - 60:17, 61:3, 76:22</p> <p>committee [6] - 17:17, 17:19, 25:3, 25:19, 47:9, 70:17</p> <p>Committee [6] - 6:6, 11:22, 20:24, 32:5, 38:17, 78:3</p> <p>Committees [2] - 2:9, 12:8</p> <p>committees [4] - 13:20, 13:21, 13:25, 14:3</p> <p>communicated [1] - 76:8</p> <p>communicating [1] - 24:17</p> <p>Communication [1] - 2:8</p> <p>communication [6] - 24:25, 25:7, 31:17, 31:18, 31:23</p> <p>Communications [1] - 12:4</p> <p>compelled [1] - 65:14</p> <p>compete [1] - 22:20</p> <p>competing [1] - 28:22</p> <p>competition [6] - 22:10, 26:15, 33:16, 44:22, 46:13, 46:21</p> <p>competition's [1] - 22:12</p> <p>competitions [37] - 29:17, 39:20, 40:20, 41:7, 42:20, 43:6, 43:24, 45:6, 45:12, 45:13, 45:16, 45:23,</p>	<p>46:5, 46:16, 46:20, 46:22, 47:6, 47:15, 47:16, 47:17, 50:8, 50:10, 50:12, 50:14, 51:20, 51:23, 51:25, 52:4, 52:20, 53:19, 54:2, 54:4, 54:11, 56:20, 61:25, 75:18, 80:13</p> <p>competitive [1] - 18:16</p> <p>completely [1] - 62:12</p> <p>complied [1] - 35:16</p> <p>comprehensive [1] - 29:5</p> <p>compromise [1] - 18:18</p> <p>CONCACAF [3] - 15:6, 15:12, 15:22</p> <p>concern [2] - 40:10, 40:12</p> <p>concerning [2] - 39:2, 73:19</p> <p>condition [1] - 40:19</p> <p>conduct [2] - 45:15, 78:9</p> <p>confederations [2] - 15:5, 15:13</p> <p>conferring [1] - 79:1</p> <p>Conferring [1] - 53:6</p> <p>confirm [1] - 37:4</p> <p>Confirmation [2] - 2:7, 11:23</p> <p>confirmation [1] - 36:20</p> <p>confirmed [2] - 35:4, 35:9</p> <p>conformance [1] - 35:21</p> <p>confused [1] - 77:11</p> <p>congratulate [2] - 73:1, 73:3</p> <p>congratulations [4] - 32:25, 34:1, 58:12, 71:14</p> <p>Congratulations [1] - 73:8</p> <p>Connecticut [2] - 6:22, 67:10</p> <p>consequence [1] - 78:13</p> <p>consequences [1] - 78:23</p> <p>consider [6] - 22:24, 25:15, 30:13, 30:14, 31:8, 49:20</p> <p>consideration [2] - 19:3, 35:6</p> <p>consistently [1] - 22:11</p>	<p>consisting [1] - 82:10</p> <p>constituencies [1] - 28:9</p> <p>constituency [1] - 29:14</p> <p>constituents [1] - 71:2</p> <p>construction [1] - 28:14</p> <p>consumers [2] - 22:15, 26:9</p> <p>contiguous [1] - 18:11</p> <p>continue [11] - 24:12, 32:8, 34:5, 48:19, 56:1, 71:5, 71:10, 79:7, 81:3</p> <p>continuous [4] - 71:8, 71:15, 71:21, 71:23</p> <p>contradicted [1] - 74:16</p> <p>conversations [4] - 57:6, 57:24, 59:5, 67:1</p> <p>convincing [1] - 62:4</p> <p>cool [1] - 33:9</p> <p>cooperation [1] - 29:24</p> <p>COPA [1] - 14:16</p> <p>copy [1] - 23:13</p> <p>correct [13] - 39:3, 39:4, 39:12, 45:5, 46:2, 51:9, 51:11, 56:8, 56:9, 56:10, 59:3, 73:22</p> <p>correcting [1] - 55:13</p> <p>corrections [1] - 11:24</p> <p>cost [1] - 29:8</p> <p>council [7] - 21:2, 37:19, 37:20, 42:17, 60:9, 62:10, 63:17</p> <p>Council [7] - 3:13, 34:13, 36:19, 37:7, 41:25, 42:4, 72:9</p> <p>COUNCIL [1] - 1:10</p> <p>count [6] - 17:6, 57:9, 57:12, 57:22, 58:1</p> <p>counting [4] - 32:9, 57:2, 57:19, 58:3</p> <p>country [8] - 14:18, 15:7, 25:22, 43:4, 75:21, 79:16, 79:19, 79:22</p> <p>couple [5] - 3:10, 49:4, 51:14, 66:13, 75:15</p> <p>courage [1] - 26:11</p> <p>course [5] - 21:7, 27:13, 29:4, 65:17, 78:8</p> <p>crazy [1] - 62:6</p> <p>create [1] - 24:6</p>	<p>creates [1] - 17:6</p> <p>creating [1] - 27:2</p> <p>Credentials [6] - 2:6, 3:25, 6:6, 11:22, 20:23, 32:5</p> <p>credentials [2] - 17:3, 17:9</p> <p>crime [1] - 78:2</p> <p>criteria [1] - 37:2</p> <p>CRR [2] - 1:21, 82:19</p> <p>crucial [1] - 21:15</p> <p>crystal [2] - 67:9</p> <p>CSR [1] - 82:19</p> <p>culture [1] - 79:22</p> <p>Cup [9] - 14:19, 21:19, 39:21, 40:22, 41:10, 43:19, 43:20, 45:17, 76:7</p> <p>cup [12] - 44:15, 44:16, 44:22, 45:17, 51:20, 51:24, 53:21, 60:14, 76:1, 80:13</p> <p>cup's [1] - 49:9</p> <p>cups [20] - 22:2, 29:1, 29:7, 29:8, 39:23, 40:10, 41:9, 43:23, 44:18, 45:7, 48:9, 48:11, 48:20, 48:24, 49:21, 54:23, 62:21, 64:19, 75:18</p> <p>current [3] - 18:2, 18:25, 76:6</p> <p>curtain [1] - 46:11</p> <p>curtains [1] - 46:14</p> <p>cuts [1] - 19:1</p>
D				
<p>D.C./Virginia [2] - 8:4, 33:8</p> <p>dad [1] - 19:13</p> <p>Dakota [4] - 9:1, 9:17, 11:6, 68:16</p> <p>Dan [4] - 46:24, 46:25, 60:15, 73:9</p> <p>Darius [4] - 3:24, 5:13, 57:8, 58:1</p> <p>data [1] - 21:12</p> <p>date [4] - 35:1, 35:4, 35:7, 35:13</p> <p>Dave [1] - 34:21</p> <p>Davey [2] - 5:2, 17:25</p> <p>DAVEY [1] - 18:1</p> <p>David [1] - 34:20</p> <p>day-to-day [1] - 13:17</p> <p>days [6] - 26:10, 35:24, 51:14, 60:25, 61:2, 79:23</p> <p>deal [2] - 28:14, 49:10</p> <p>death [1] - 78:12</p>				

<p>deaths [1] - 78:10 debate [7] - 14:10, 55:11, 55:15, 55:18, 56:7, 56:11, 56:16 Debra [2] - 1:21, 82:19 DEBRA [1] - 82:4 December [4] - 38:4, 38:22, 59:15, 60:14 decent [1] - 79:8 decide [3] - 47:21, 54:7, 54:10 decided [3] - 15:10, 45:9, 71:6 decision [11] - 15:16, 40:16, 41:12, 41:25, 42:2, 42:16, 48:14, 48:16, 73:19, 73:23, 74:3 decisions [1] - 40:15 decrease [1] - 16:14 dedicated [1] - 26:17 Defender [1] - 76:7 definitely [1] - 47:23 degree [2] - 61:11, 61:13 Delaware [3] - 6:24, 38:16, 67:13 delegate [1] - 38:15 deletions [1] - 11:25 demographic [2] - 18:17, 30:10 demographics [1] - 18:19 Dempsey [1] - 64:23 Department [1] - 76:9 Deputy [5] - 4:20, 5:4, 5:10, 5:13, 5:22 describe [1] - 60:21 despite [1] - 43:5 destroy [4] - 59:7, 59:10, 59:22, 59:25 detailed [1] - 21:13 develop [3] - 60:18, 75:19, 78:25 developed [1] - 25:9 developing [1] - 40:23 dialogue [3] - 31:18, 78:7, 78:19 differences [2] - 43:3, 54:1 different [14] - 40:13, 43:7, 47:12, 48:8, 54:22, 63:12, 63:13, 65:3, 65:4, 65:5, 65:6, 74:25, 75:1 differently [1] - 43:7 dimmed [1] - 80:4 directing [1] - 24:8 direction [1] - 27:1 directly [1] - 16:22</p>	<p>director [3] - 47:22, 73:2, 73:11 Director [11] - 4:18, 4:20, 5:2, 5:4, 5:10, 5:13, 5:20, 5:22, 18:2, 47:1, 53:14 directors [1] - 51:14 Directors [5] - 24:14, 33:5, 33:22, 35:9, 49:10 disapprove [1] - 59:17 disconnect [1] - 24:21 discourse [1] - 78:18 discovered [2] - 65:9, 65:12 discuss [2] - 40:6, 40:7 discussed [2] - 16:6, 79:4 discussing [1] - 24:19 discussion [14] - 14:23, 14:25, 34:20, 36:13, 37:14, 38:14, 39:16, 40:9, 47:18, 47:25, 51:17, 52:21, 55:17, 73:19 Discussion [1] - 40:5 dissect [1] - 18:22 dissuade [1] - 79:23 division [2] - 29:25, 75:19 dollars [1] - 64:10 done [9] - 28:12, 35:14, 35:17, 51:5, 57:1, 58:3, 62:11, 79:3, 79:16 Donuts [3] - 67:25, 68:1, 69:6 double [1] - 70:12 down [5] - 17:20, 19:1, 46:11, 58:4, 65:16 downsides [1] - 29:6 Dr [1] - 65:22 driving [1] - 62:6 dropped [1] - 22:10 Duncan [3] - 49:10, 80:10, 80:17 Dunkin' [3] - 67:24, 68:1, 69:6 during [2] - 21:7, 51:17 Dyann [1] - 5:6 dynamic [1] - 28:5</p>	<p>eastern [3] - 7:1, 7:3, 67:15 Eastern [1] - 77:21 Eat [1] - 69:6 economic [1] - 22:4 EDWARDS [3] - 59:20, 60:1, 70:15 Edwards [2] - 58:19, 64:23 effective [1] - 42:15 effectively [1] - 31:23 efforts [1] - 23:22 either [4] - 16:1, 42:8, 54:3, 57:5 EJLALI [4] - 4:1, 11:18, 17:5, 57:10 Ejlali [1] - 5:14 ejali [1] - 4:4 Elected [1] - 32:25 electd [1] - 73:2 election [6] - 13:6, 27:25, 28:3, 34:2, 58:10, 58:13 elections [7] - 12:24, 17:20, 17:22, 32:11, 33:4, 72:11, 72:25 Elections [1] - 2:10 eliminate [1] - 44:20 eliminated [1] - 78:18 end [6] - 25:20, 26:1, 38:3, 55:16, 55:18, 78:8 ending [1] - 56:7 endorsed [2] - 12:22, 12:25 ends [3] - 18:18, 37:21, 55:11 energized [1] - 60:6 energy [1] - 25:25 engineer [2] - 18:3, 28:13 enhance [1] - 75:25 enjoyed [1] - 19:13 enter [2] - 29:2, 58:16 entire [3] - 28:19, 30:10, 47:17 episodes [1] - 78:9 Erin [1] - 53:23 especially [1] - 23:6 essence [1] - 78:19 etc [1] - 74:10 event [2] - 14:18, 14:21 eventual [1] - 31:11 eventually [1] - 66:15 ever-changing [1] - 22:21 everywhere [3] - 30:3, 47:8, 77:18</p>	<p>exact [1] - 50:22 exactly [1] - 50:3 examination [2] - 21:9, 21:17 examples [1] - 23:16 excellent [1] - 19:17 excited [2] - 26:13, 64:22 excuse [1] - 42:3 expand [2] - 77:17, 77:18 expect [1] - 31:22 expected [1] - 22:22 expedite [1] - 16:15 expenses [1] - 53:17 expensive [1] - 21:19 experience [1] - 33:16 experiencing [1] - 23:7 experts [1] - 79:4 expires [1] - 82:22 explain [1] - 22:16 explained [1] - 51:15 exploding [1] - 25:22 exposed [1] - 21:14 exposure [1] - 30:9 expressing [1] - 45:11 extend [2] - 38:3, 76:10 extending [2] - 38:14, 75:17 extensive [1] - 40:9</p>	<p>82:9, 82:16, 82:22 federal [1] - 76:13 Federation [12] - 13:8, 13:18, 13:20, 14:4, 14:17, 15:17, 15:18, 16:25, 25:2, 25:9, 29:20, 29:24 federation [1] - 13:1 fee [6] - 14:8, 14:12, 15:4, 15:6, 15:20, 15:22 feedback [1] - 25:3 fees [4] - 14:24, 15:1, 15:18, 16:14 fellow [3] - 25:11, 72:14, 78:1 felt [2] - 12:17, 24:21 few [8] - 12:15, 14:12, 18:7, 29:5, 58:20, 62:19, 66:16, 66:19 field [5] - 28:14, 46:7, 65:7, 78:12, 78:21 FIFA [7] - 12:22, 12:23, 13:2, 15:3, 15:9, 15:21, 15:24 figure [1] - 63:6 figured [1] - 15:10 fill [1] - 67:21 final [1] - 72:12 finally [1] - 70:8 Finance [1] - 38:17 financially [1] - 26:17 finish [1] - 59:3 first [11] - 17:22, 34:9, 38:16, 41:19, 42:5, 43:17, 62:5, 65:21, 66:20, 71:12, 73:21 firsthand [1] - 25:19 fiscal [1] - 73:21 fit [2] - 39:8, 45:16 five [10] - 40:8, 40:15, 42:16, 45:9, 45:24, 62:8, 70:20, 71:8, 71:14, 71:21 five-year-old [1] - 62:8 Flamhaft [1] - 78:2 flat [1] - 15:22 flexibility [4] - 40:14, 40:24, 41:2, 41:11 floor [5] - 30:24, 34:10, 53:9, 72:13, 73:15 Florida [4] - 7:5, 20:5, 23:6, 23:14 focus [3] - 22:19, 64:18, 64:19 focused [1] - 27:1 folks [2] - 31:25, 45:10 following [6] - 4:3, 35:6, 51:13, 72:10,</p>
F				
<p>face [3] - 22:9, 64:21, 79:2 faces [1] - 3:9 fact [9] - 29:13, 30:3, 33:11, 46:9, 61:17, 63:2, 63:18, 64:1, 65:3 failure [1] - 28:16 failures [1] - 21:14 FALCONE [4] - 56:2, 56:4, 58:22, 58:24 Falcone [2] - 4:21, 56:4 families [3] - 3:19, 26:22, 78:24 family [1] - 3:19 fan [1] - 30:8 fantastic [1] - 19:20 far [1] - 74:21 fault [1] - 35:19 favor [9] - 17:13, 36:15, 37:15, 55:24, 56:11, 56:21, 56:24, 58:2, 59:16 February [4] - 1:16,</p>	<p>face [3] - 22:9, 64:21, 79:2 faces [1] - 3:9 fact [9] - 29:13, 30:3, 33:11, 46:9, 61:17, 63:2, 63:18, 64:1, 65:3 failure [1] - 28:16 failures [1] - 21:14 FALCONE [4] - 56:2, 56:4, 58:22, 58:24 Falcone [2] - 4:21, 56:4 families [3] - 3:19, 26:22, 78:24 family [1] - 3:19 fan [1] - 30:8 fantastic [1] - 19:20 far [1] - 74:21 fault [1] - 35:19 favor [9] - 17:13, 36:15, 37:15, 55:24, 56:11, 56:21, 56:24, 58:2, 59:16 February [4] - 1:16,</p>			
E				
<p>e-mail [3] - 51:13, 60:12, 65:22 easier [1] - 80:11 easily [1] - 80:8</p>				

<p>72:18, 72:24 forefront [1] - 78:8 foregoing [1] - 82:11 foreseeable [1] - 26:1 forgot [1] - 70:15 form [3] - 42:21, 42:22, 82:10 format [1] - 35:15 former [2] - 47:1, 47:22 forms [1] - 74:9 forsake [1] - 18:20 forth [5] - 18:23, 19:2, 27:18, 29:11, 49:4 forward [4] - 6:6, 19:15, 20:12, 47:21 four [9] - 19:19, 38:5, 45:9, 45:24, 61:17, 61:18, 62:7, 66:4, 72:15 four-year-old [1] - 62:7 frame [1] - 75:9 Francisco [5] - 1:14, 1:15, 3:5, 33:8, 82:9 frankly [3] - 42:19, 61:16, 63:25 Fricker [3] - 33:13, 33:19, 34:2 friend [2] - 33:17, 72:16 friendly [3] - 36:1, 46:8, 46:12 Fritz [1] - 4:18, 18:3, 18:6, 18:12, 18:14, 18:21, 19:4, 19:9, 19:10, 27:8 front [2] - 6:7, 62:9 frustrated [1] - 65:10 full [6] - 37:2, 37:5, 56:15, 56:16, 56:18 function [1] - 13:22 functions [1] - 18:5 fund [3] - 44:14, 48:14, 49:16 funded [1] - 47:11 funding [1] - 76:13 funds [1] - 39:7, 44:5, 44:24, 45:6, 45:12, 45:14, 45:15, 45:19, 45:22, 46:15, 52:3 future [8] - 13:9, 14:6, 16:5, 21:16, 26:13, 27:4, 54:7, 54:25</p>	<p>game [12] - 14:24, 14:25, 15:20, 18:15, 19:11, 33:14, 33:15, 46:10, 46:14, 49:18, 79:7 games [6] - 15:4, 15:7, 16:17, 43:23, 46:8, 78:11 gamut [1] - 45:18 gap [1] - 23:24 Garcia [1] - 75:22 GARCIA [3] - 76:5, 76:25, 77:14 General [3] - 3:6, 81:4, 82:8 geography [1] - 43:7 Georgia [1] - 7:7 given [2] - 40:25, 50:6 goal [1] - 70:12 goals [3] - 27:18, 44:7, 44:12 God [2] - 10:7, 68:5 governance [2] - 13:13, 63:18 government [2] - 76:14, 79:4 grant [2] - 44:5, 44:6 grants [2] - 47:9, 49:15 grassroots [2] - 18:10, 65:25 great [7] - 19:12, 19:16, 41:11, 75:25, 77:19, 80:10 greatly [1] - 78:14 grew [3] - 18:6, 18:9, 44:7 GROFF [12] - 38:15, 38:21, 38:25, 39:5, 39:13, 40:6, 40:8, 51:5, 51:22, 52:1, 52:12, 52:15 Groff [4] - 38:15, 41:22, 48:18, 51:4 group [4] - 20:13, 25:4, 31:19, 76:18 grow [9] - 22:23, 26:2, 44:8, 44:9, 44:13, 49:18, 61:20, 71:10 growing [3] - 22:9, 30:8, 30:9 grown [1] - 33:14 growth [6] - 22:25, 25:25, 71:8, 71:15, 71:21, 71:23 guaranteed [1] - 60:24 guess [5] - 44:6, 49:2, 55:25, 63:23, 73:20 Guinea [1] - 63:13 Gulati [2] - 25:21,</p>	<p>58:16 guy [3] - 65:11, 65:12, 77:10 guys [3] - 64:1, 64:2, 81:2</p>	<p>hosts [1] - 76:8 hour [2] - 65:13, 65:14 hours [1] - 80:16 house [1] - 62:7 houses [1] - 79:3</p>	<p>74:10 insurance [1] - 79:4 intelligent [1] - 43:9 intended [1] - 60:4 interest [2] - 40:21, 40:23 interesting [5] - 13:4, 13:6, 14:10, 14:11, 42:10 international [6] - 14:24, 14:25, 15:4, 15:7, 15:18, 16:17 interrupted [1] - 52:11 introduction [1] - 24:7 involve [1] - 29:23 involved [4] - 12:16, 13:17, 16:22, 70:21 lowa [1] - 7:17 Island [2] - 9:13, 34:22 issue [4] - 18:22, 49:15, 53:24, 78:22 issues [5] - 12:18, 13:10, 29:24, 49:16, 78:20 Italy [1] - 18:14 item [2] - 37:19, 72:23 items [1] - 34:8</p>	
G			H	I	J
<p>Game [7] - 2:13, 66:12, 66:18, 72:23, 73:15, 80:22</p>	<p>hair [1] - 61:2 Hamilton [2] - 3:11, 6:2 Hampshire [4] - 8:18, 67:19, 67:22, 67:23 hand [2] - 80:7, 82:15 handle [4] - 53:3, 53:4, 54:20, 54:22 hard [1] - 80:15 hard-working [1] - 80:15 Hawaii [1] - 7:9 head [1] - 76:18 headed [1] - 33:17 heads [1] - 3:20 healthy [1] - 31:9 hear [4] - 11:4, 57:3, 57:4 heard [4] - 16:5, 41:2, 74:15, 74:24 held [3] - 14:16, 54:9, 57:21 help [12] - 16:14, 44:3, 44:9, 44:13, 44:25, 48:5, 63:7, 63:9, 63:10, 67:3, 76:12, 79:6 helping [2] - 30:9, 80:14 herein [1] - 82:11 hereof [1] - 82:15 hereunto [1] - 82:15 high [1] - 43:6 high-level [1] - 43:6 higher [1] - 60:19 higher-level [1] - 60:19 hip [1] - 33:9 Hispanic [2] - 22:22, 23:4 history [1] - 45:19 history-wise [1] - 45:19 hold [3] - 57:16, 57:20, 76:14 Homeland [1] - 76:9 honest [1] - 65:20 honor [1] - 20:2 honored [1] - 19:2 hope [3] - 3:8, 23:16, 54:25 hosting [1] - 15:7</p>	<p>Idaho [3] - 7:11, 44:16, 69:17 idea [8] - 23:23, 43:8, 60:10, 61:9, 62:10, 63:25, 66:24, 78:6 ideal [1] - 61:8 ideas [5] - 63:17, 65:8, 66:2, 66:3, 66:4 identified [2] - 49:12, 49:13 identify [1] - 16:9 Illinois [2] - 7:13, 68:10 impact [1] - 79:6 implemented [1] - 28:11 implications [1] - 78:23 imply [1] - 43:23 important [7] - 12:17, 21:21, 21:22, 24:16, 26:19, 29:1, 31:24 importantly [2] - 27:3, 29:10 Inc [1] - 1:22 include [1] - 39:20 included [1] - 15:21 inconsistent [2] - 49:6, 49:22 increase [2] - 14:9, 14:12 increased [2] - 66:22, 67:6 incredibly [1] - 21:20 incumbent [1] - 13:5 Indiana [2] - 7:15, 68:12 indicating [1] - 37:12 individual [4] - 51:18, 53:25, 54:1 individually [1] - 61:9 information [4] - 16:19, 21:15, 50:24, 79:13 initiating [2] - 78:6, 78:15 initiative [1] - 79:1 inner [1] - 18:9 innocence [1] - 78:12 instead [2] - 30:11, 67:4 instructions [1] -</p>	<p>January [2] - 35:8, 39:2 Jersey [3] - 8:20, 57:15, 63:12 Jim [6] - 3:11, 3:13, 33:7, 77:19, 77:20, 80:2 job [4] - 19:20, 25:8, 25:15, 80:10 jobs [1] - 26:22 Joe [1] - 71:18 John [17] - 4:6, 4:25, 27:9, 40:4, 45:2, 45:3, 50:18, 51:9, 59:22, 60:4, 61:14, 64:7, 64:14, 64:24, 69:5, 76:25 join [5] - 26:24, 62:12, 62:14, 62:20, 62:22 joining [1] - 73:7 joke [1] - 63:8 Jordanian [1] - 13:1 Jr [2] - 33:13, 33:19 July [2] - 75:3, 75:4 junior [1] - 63:19 Justin [1] - 55:1 Jürgen [1] - 60:15</p>		

K				
<p>Kahmke [3] - 4:25, 40:4, 45:3</p> <p>KAHMKE [2] - 40:3, 45:3</p> <p>Kansas [1] - 7:19</p> <p>Karon [1] - 5:16</p> <p>keep [2] - 49:9, 57:13</p> <p>Kentucky [1] - 7:21</p> <p>KEPNER [4] - 30:21, 31:1, 49:25, 69:5</p> <p>Kepner [4] - 25:6, 30:20, 49:24, 49:25</p> <p>key [2] - 29:25, 31:17</p> <p>kickback [1] - 15:8</p> <p>kid [4] - 62:6, 63:20, 63:21, 63:22</p> <p>kind [4] - 31:8, 61:13, 61:14, 77:10</p> <p>knowledge [1] - 20:9</p> <p>known [2] - 20:4, 26:9</p> <p>knows [4] - 19:13, 19:15, 53:17, 77:4</p>	<p>leave [3] - 3:9, 58:17, 72:8</p> <p>left [5] - 3:20, 48:19, 57:13, 58:17, 60:2</p> <p>legal [1] - 75:5</p> <p>legislation [1] - 79:15</p> <p>legislatively [1] - 79:3</p> <p>legit [1] - 70:23</p> <p>Leroy [4] - 75:22, 76:4, 77:4, 77:22</p> <p>less [1] - 29:8</p> <p>letter [1] - 51:16</p> <p>level [9] - 15:20, 18:10, 18:16, 33:17, 40:17, 43:6, 51:20, 54:9, 60:19</p> <p>level-headed [1] - 33:17</p> <p>levels [1] - 72:25</p> <p>liaison [1] - 76:19</p> <p>life [1] - 21:8</p> <p>light [1] - 21:10</p> <p>lights [2] - 80:4, 80:7</p> <p>likelihood [1] - 64:21</p> <p>limbo [1] - 16:20</p> <p>limited [2] - 35:12, 39:21</p> <p>Line [1] - 2:2</p> <p>listen [1] - 65:11</p> <p>listened [2] - 42:12, 42:13</p> <p>listening [1] - 24:17</p> <p>lives [2] - 25:23, 80:11</p> <p>local [6] - 23:10, 23:22, 30:1, 62:11, 62:12, 63:14</p> <p>localities [2] - 65:4, 65:6</p> <p>look [6] - 13:13, 13:19, 13:24, 14:14, 33:9, 63:5</p> <p>looked [1] - 13:11</p> <p>looking [5] - 14:3, 20:11, 29:15, 64:6, 67:2</p> <p>Lori [3] - 4:12, 32:15, 32:25</p> <p>Los [1] - 61:6</p> <p>lose [1] - 29:16</p> <p>loses [1] - 78:11</p> <p>loud [2] - 16:12</p> <p>Louisiana [1] - 7:23</p> <p>luck [1] - 31:25</p>	<p>42:19, 47:17, 55:16, 58:5</p> <p>man [1] - 18:7</p> <p>manage [2] - 28:17, 40:10</p> <p>managed [1] - 28:12</p> <p>management [1] - 63:5</p> <p>manner [1] - 62:4</p> <p>map [1] - 74:16</p> <p>Mapes [1] - 4:23</p> <p>mapping [1] - 21:15</p> <p>March [1] - 14:20</p> <p>MARION [2] - 73:16, 74:2</p> <p>Marion [1] - 73:16</p> <p>marketing [1] - 24:7</p> <p>Marquis [1] - 1:14</p> <p>Marriott [1] - 1:14</p> <p>MARTH [2] - 27:9, 57:14</p> <p>Marth [5] - 4:18, 18:3, 19:4, 19:9, 57:14</p> <p>marvelous [1] - 44:21</p> <p>Maryland [3] - 7:25, 56:6, 67:17</p> <p>Massachusetts [1] - 8:2</p> <p>material [1] - 24:7</p> <p>materials [1] - 23:2</p> <p>matter [2] - 74:4, 74:11</p> <p>MATTSON [1] - 21:3</p> <p>Mattson [3] - 4:14, 20:3, 20:17</p> <p>mature [1] - 54:20</p> <p>mean [5] - 38:21, 45:19, 46:6, 49:2, 65:4</p> <p>means [1] - 28:12</p> <p>meantime [1] - 37:23</p> <p>media [1] - 63:2</p> <p>meet [2] - 14:6, 28:8</p> <p>Meeting [3] - 3:6, 11:24, 82:8</p> <p>MEETING [1] - 1:10</p> <p>meeting [34] - 3:12, 12:1, 12:3, 12:10, 12:12, 12:15, 12:17, 13:23, 16:6, 25:2, 25:3, 35:8, 35:15, 36:8, 38:3, 39:2, 51:14, 60:7, 60:9, 60:13, 60:15, 61:5, 65:10, 65:21, 66:8, 72:9, 72:10, 72:17, 73:20, 74:17, 77:15, 80:6, 81:1, 81:4</p> <p>meetings [6] - 12:14, 20:11, 24:19, 53:18,</p>	<p>80:8, 82:5</p> <p>member [8] - 4:14, 4:16, 18:25, 22:17, 24:9, 37:2, 72:14, 79:11</p> <p>member-at-large [2] - 4:14, 4:16</p> <p>members [15] - 12:13, 15:6, 18:11, 22:15, 22:20, 25:10, 25:11, 26:8, 31:12, 53:15, 54:2, 61:18, 61:21, 61:22, 71:7</p> <p>membership [8] - 22:1, 22:5, 22:10, 23:1, 27:2, 37:5, 44:13, 49:18</p> <p>memory [1] - 73:22</p> <p>men's [1] - 53:22</p> <p>mentioned [1] - 19:10</p> <p>Merit [1] - 82:20</p> <p>message [1] - 41:3</p> <p>met [1] - 37:1</p> <p>metro [1] - 8:4</p> <p>Metro [1] - 33:7</p> <p>Mexico [4] - 8:22, 48:9, 63:12, 75:22</p> <p>Michigan [1] - 8:6</p> <p>microphone [1] - 57:4</p> <p>Mid [2] - 11:24, 70:5</p> <p>mid [4] - 11:25, 12:3, 36:7, 38:3</p> <p>Mid-year [1] - 11:24</p> <p>mid-year [4] - 11:25, 12:3, 36:7, 38:3</p> <p>might [1] - 77:14</p> <p>Mike [1] - 59:18</p> <p>Mike [7] - 58:19, 58:21, 59:4, 64:23, 66:10, 70:14, 71:4</p> <p>military [6] - 75:19, 75:20, 75:23, 76:8, 76:18, 77:18</p> <p>million [6] - 60:16, 61:18, 61:21, 61:22, 64:10</p> <p>minds [3] - 25:12, 25:13, 47:20</p> <p>Minnesota [3] - 8:8, 32:14, 68:14</p> <p>minute [1] - 12:5</p> <p>Minutes [2] - 2:7, 11:23</p> <p>minutes [9] - 11:25, 12:3, 35:3, 35:7, 35:12, 36:7, 36:13, 39:6, 59:4</p> <p>Mississippi [1] - 68:24</p> <p>Missouri [1] - 8:10</p> <p>mistake [1] - 28:4</p>	<p>misunderstanding [1] - 47:3</p> <p>MLS [3] - 23:16, 23:23, 60:14</p> <p>model [2] - 22:4, 26:3</p> <p>modernizes [1] - 70:25</p> <p>modification [1] - 39:15</p> <p>moment [3] - 3:22, 30:22, 36:23</p> <p>Moment [3] - 2:4, 3:18, 3:21</p> <p>money [38] - 13:22, 15:10, 15:15, 16:25, 21:24, 29:8, 29:16, 40:10, 40:16, 40:20, 40:22, 40:23, 41:24, 42:25, 43:18, 43:20, 43:22, 43:23, 44:3, 44:9, 44:18, 46:4, 46:19, 47:4, 47:8, 47:11, 48:11, 48:13, 48:22, 49:7, 49:9, 49:19, 50:16, 51:19, 53:19, 60:24, 60:25, 62:17</p> <p>Montana [2] - 8:12, 11:4</p> <p>month [3] - 23:13, 27:13, 50:15</p> <p>months [5] - 16:17, 27:16, 29:5, 31:15, 38:5</p> <p>Morgan [1] - 64:22</p> <p>morning [4] - 12:11, 27:10, 27:23, 60:7</p> <p>most [9] - 21:10, 25:10, 26:19, 27:2, 29:10, 44:11, 45:20, 64:2, 65:6</p> <p>motion [35] - 17:8, 34:15, 34:24, 35:12, 36:2, 36:4, 36:17, 37:17, 39:9, 39:25, 40:5, 47:25, 50:3, 50:5, 50:12, 50:19, 50:22, 51:2, 51:3, 51:7, 51:8, 52:18, 53:8, 53:9, 55:15, 55:18, 56:12, 56:15, 56:16, 56:18, 56:24, 58:7, 59:6, 80:22</p> <p>Motion [1] - 17:15</p> <p>Motta [2] - 4:6, 64:24</p> <p>MOTTA [100] - 3:2, 3:23, 11:21, 16:8, 16:11, 16:21, 17:8, 17:11, 17:13, 17:16, 19:6, 19:23, 20:20,</p>
L				
<p>LA [3] - 19:25, 53:13, 80:5</p> <p>landscape [1] - 22:21</p> <p>LANGENWALTER [1] - 48:5</p> <p>large [7] - 4:14, 4:16, 33:4, 33:6, 33:21, 61:10, 61:13</p> <p>last [22] - 17:1, 19:19, 20:5, 22:11, 22:13, 23:13, 24:18, 27:13, 29:4, 31:5, 34:11, 34:14, 36:21, 37:1, 37:20, 47:4, 50:15, 53:22, 67:6, 72:15, 73:20, 74:17</p> <p>LaVieille [3] - 5:11, 19:24, 53:13</p> <p>lead [1] - 67:9</p> <p>leadership [3] - 19:12, 31:13, 79:18</p> <p>League [6] - 36:21, 70:1, 70:3, 70:6, 71:13</p> <p>league [4] - 36:22, 62:13, 62:14</p> <p>leagues [4] - 23:5, 26:8, 42:22, 62:20</p> <p>learn [1] - 25:15</p> <p>learning [1] - 24:17</p> <p>least [6] - 39:19, 41:6, 42:23, 45:21, 49:20, 51:18</p>	<p>limited [2] - 35:12, 39:21</p> <p>Line [1] - 2:2</p> <p>listen [1] - 65:11</p> <p>listened [2] - 42:12, 42:13</p> <p>listening [1] - 24:17</p> <p>lives [2] - 25:23, 80:11</p> <p>local [6] - 23:10, 23:22, 30:1, 62:11, 62:12, 63:14</p> <p>localities [2] - 65:4, 65:6</p> <p>look [6] - 13:13, 13:19, 13:24, 14:14, 33:9, 63:5</p> <p>looked [1] - 13:11</p> <p>looking [5] - 14:3, 20:11, 29:15, 64:6, 67:2</p> <p>Lori [3] - 4:12, 32:15, 32:25</p> <p>Los [1] - 61:6</p> <p>lose [1] - 29:16</p> <p>loses [1] - 78:11</p> <p>loud [2] - 16:12</p> <p>Louisiana [1] - 7:23</p> <p>luck [1] - 31:25</p>	<p>material [1] - 24:7</p> <p>materials [1] - 23:2</p> <p>matter [2] - 74:4, 74:11</p> <p>MATTSON [1] - 21:3</p> <p>Mattson [3] - 4:14, 20:3, 20:17</p> <p>mature [1] - 54:20</p> <p>mean [5] - 38:21, 45:19, 46:6, 49:2, 65:4</p> <p>means [1] - 28:12</p> <p>meantime [1] - 37:23</p> <p>media [1] - 63:2</p> <p>meet [2] - 14:6, 28:8</p> <p>Meeting [3] - 3:6, 11:24, 82:8</p> <p>MEETING [1] - 1:10</p> <p>meeting [34] - 3:12, 12:1, 12:3, 12:10, 12:12, 12:15, 12:17, 13:23, 16:6, 25:2, 25:3, 35:8, 35:15, 36:8, 38:3, 39:2, 51:14, 60:7, 60:9, 60:13, 60:15, 61:5, 65:10, 65:21, 66:8, 72:9, 72:10, 72:17, 73:20, 74:17, 77:15, 80:6, 81:1, 81:4</p> <p>meetings [6] - 12:14, 20:11, 24:19, 53:18,</p>	<p>80:8, 82:5</p> <p>member [8] - 4:14, 4:16, 18:25, 22:17, 24:9, 37:2, 72:14, 79:11</p> <p>member-at-large [2] - 4:14, 4:16</p> <p>members [15] - 12:13, 15:6, 18:11, 22:15, 22:20, 25:10, 25:11, 26:8, 31:12, 53:15, 54:2, 61:18, 61:21, 61:22, 71:7</p> <p>membership [8] - 22:1, 22:5, 22:10, 23:1, 27:2, 37:5, 44:13, 49:18</p> <p>memory [1] - 73:22</p> <p>men's [1] - 53:22</p> <p>mentioned [1] - 19:10</p> <p>Merit [1] - 82:20</p> <p>message [1] - 41:3</p> <p>met [1] - 37:1</p> <p>metro [1] - 8:4</p> <p>Metro [1] - 33:7</p> <p>Mexico [4] - 8:22, 48:9, 63:12, 75:22</p> <p>Michigan [1] - 8:6</p> <p>microphone [1] - 57:4</p> <p>Mid [2] - 11:24, 70:5</p> <p>mid [4] - 11:25, 12:3, 36:7, 38:3</p> <p>Mid-year [1] - 11:24</p> <p>mid-year [4] - 11:25, 12:3, 36:7, 38:3</p> <p>might [1] - 77:14</p> <p>Mike [1] - 59:18</p> <p>Mike [7] - 58:19, 58:21, 59:4, 64:23, 66:10, 70:14, 71:4</p> <p>military [6] - 75:19, 75:20, 75:23, 76:8, 76:18, 77:18</p> <p>million [6] - 60:16, 61:18, 61:21, 61:22, 64:10</p> <p>minds [3] - 25:12, 25:13, 47:20</p> <p>Minnesota [3] - 8:8, 32:14, 68:14</p> <p>minute [1] - 12:5</p> <p>Minutes [2] - 2:7, 11:23</p> <p>minutes [9] - 11:25, 12:3, 35:3, 35:7, 35:12, 36:7, 36:13, 39:6, 59:4</p> <p>Mississippi [1] - 68:24</p> <p>Missouri [1] - 8:10</p> <p>mistake [1] - 28:4</p>	<p>misunderstanding [1] - 47:3</p> <p>MLS [3] - 23:16, 23:23, 60:14</p> <p>model [2] - 22:4, 26:3</p> <p>modernizes [1] - 70:25</p> <p>modification [1] - 39:15</p> <p>moment [3] - 3:22, 30:22, 36:23</p> <p>Moment [3] - 2:4, 3:18, 3:21</p> <p>money [38] - 13:22, 15:10, 15:15, 16:25, 21:24, 29:8, 29:16, 40:10, 40:16, 40:20, 40:22, 40:23, 41:24, 42:25, 43:18, 43:20, 43:22, 43:23, 44:3, 44:9, 44:18, 46:4, 46:19, 47:4, 47:8, 47:11, 48:11, 48:13, 48:22, 49:7, 49:9, 49:19, 50:16, 51:19, 53:19, 60:24, 60:25, 62:17</p> <p>Montana [2] - 8:12, 11:4</p> <p>month [3] - 23:13, 27:13, 50:15</p> <p>months [5] - 16:17, 27:16, 29:5, 31:15, 38:5</p> <p>Morgan [1] - 64:22</p> <p>morning [4] - 12:11, 27:10, 27:23, 60:7</p> <p>most [9] - 21:10, 25:10, 26:19, 27:2, 29:10, 44:11, 45:20, 64:2, 65:6</p> <p>motion [35] - 17:8, 34:15, 34:24, 35:12, 36:2, 36:4, 36:17, 37:17, 39:9, 39:25, 40:5, 47:25, 50:3, 50:5, 50:12, 50:19, 50:22, 51:2, 51:3, 51:7, 51:8, 52:18, 53:8, 53:9, 55:15, 55:18, 56:12, 56:15, 56:16, 56:18, 56:24, 58:7, 59:6, 80:22</p> <p>Motion [1] - 17:15</p> <p>Motta [2] - 4:6, 64:24</p> <p>MOTTA [100] - 3:2, 3:23, 11:21, 16:8, 16:11, 16:21, 17:8, 17:11, 17:13, 17:16, 19:6, 19:23, 20:20,</p>
	M			
	<p>maddening [1] - 78:16</p> <p>mail [3] - 51:13, 60:12, 65:22</p> <p>majority [5] - 17:6,</p>	<p>42:19, 47:17, 55:16, 58:5</p> <p>man [1] - 18:7</p> <p>manage [2] - 28:17, 40:10</p> <p>managed [1] - 28:12</p> <p>management [1] - 63:5</p> <p>manner [1] - 62:4</p> <p>map [1] - 74:16</p> <p>Mapes [1] - 4:23</p> <p>mapping [1] - 21:15</p> <p>March [1] - 14:20</p> <p>MARION [2] - 73:16, 74:2</p> <p>Marion [1] - 73:16</p> <p>marketing [1] - 24:7</p> <p>Marquis [1] - 1:14</p> <p>Marriott [1] - 1:14</p> <p>MARTH [2] - 27:9, 57:14</p> <p>Marth [5] - 4:18, 18:3, 19:4, 19:9, 57:14</p> <p>marvelous [1] - 44:21</p> <p>Maryland [3] - 7:25, 56:6, 67:17</p> <p>Massachusetts [1] - 8:2</p> <p>material [1] - 24:7</p> <p>materials [1] - 23:2</p> <p>matter [2] - 74:4, 74:11</p> <p>MATTSON [1] - 21:3</p> <p>Mattson [3] - 4:14, 20:3, 20:17</p> <p>mature [1] - 54:20</p> <p>mean [5] - 38:21, 45:19, 46:6, 49:2, 65:4</p> <p>means [1] - 28:12</p> <p>meantime [1] - 37:23</p> <p>media [1] - 63:2</p> <p>meet [2] - 14:6, 28:8</p> <p>Meeting [3] - 3:6, 11:24, 82:8</p> <p>MEETING [1] - 1:10</p> <p>meeting [34] - 3:12, 12:1, 12:3, 12:10, 12:12, 12:15, 12:17, 13:23, 16:6, 25:2, 25:3, 35:8, 35:15, 36:8, 38:3, 39:2, 51:14, 60:7, 60:9, 60:13, 60:15, 61:5, 65:10, 65:21, 66:8, 72:9, 72:10, 72:17, 73:20, 74:17, 77:15, 80:6, 81:1, 81:4</p> <p>meetings [6] - 12:14, 20:11, 24:19, 53:18,</p>	<p>80:8, 82:5</p> <p>member [8] - 4:14, 4:16, 18:25, 22:17, 24:9, 37:2, 72:14, 79:11</p> <p>member-at-large [2] - 4:14, 4:16</p> <p>members [15] - 12:13, 15:6, 18:11, 22:15, 22:20, 25:10, 25:11, 26:8, 31:12, 53:15, 54:2, 61:18, 61:21, 61:22, 71:7</p> <p>membership [8] - 22:1, 22:5, 22:10, 23:1, 27:2, 37:5, 44:13, 49:18</p> <p>memory [1] - 73:22</p> <p>men's [1] - 53:22</p> <p>mentioned [1] - 19:10</p> <p>Merit [1] - 82:20</p> <p>message [1] - 41:3</p> <p>met [1] - 37:1</p> <p>metro [1] - 8:4</p> <p>Metro [1] - 33:7</p> <p>Mexico [4] - 8:22, 48:9, 63:12, 75:22</p> <p>Michigan [1] - 8:6</p> <p>microphone [1] - 57:4</p> <p>Mid [2] - 11:24, 70:5</p> <p>mid [4] - 11:25, 12:3, 36:7, 38:3</p> <p>Mid-year [1] - 11:24</p> <p>mid-year [4] - 11:25, 12:3, 36:7, 38:3</p> <p>might [1] - 77:14</p> <p>Mike [1] - 59:18</p> <p>Mike [7] - 58:19, 58:21, 59:4, 64:23, 66:10, 70:14, 71:4</p> <p>military [6] - 75:19, 75:20, 75:23, 76:8, 76:18, 77:18</p> <p>million [6] - 60:16, 61:18, 61:21, 61:22, 64:10</p> <p>minds [3] - 25:12, 25:13, 47:20</p> <p>Minnesota [3] - 8:8, 32:14, 68:14</p> <p>minute [1] - 12:5</p> <p>Minutes [2] - 2:7, 11:23</p> <p>minutes [9] - 11:25, 12:3, 35:3, 35:7, 35:12, 36:7, 36:13, 39:6, 59:4</p> <p>Mississippi [1] - 68:24</p> <p>Missouri [1] - 8:10</p> <p>mistake [1] - 28:4</p>	<p>misunderstanding [1] - 47:3</p> <p>MLS [3] - 23:16, 23:23, 60:14</p> <p>model [2] - 22:4, 26:3</p> <p>modernizes [1] - 70:25</p> <p>modification [1] - 39</p>

<p>27:7, 30:19, 30:24, 32:2, 32:17, 32:22, 33:3, 33:20, 33:25, 34:4, 34:19, 35:2, 36:3, 36:12, 36:18, 37:10, 37:13, 37:18, 38:10, 38:13, 38:19, 38:23, 39:4, 39:9, 39:24, 40:2, 40:4, 40:7, 41:15, 42:7, 43:14, 45:1, 46:23, 47:24, 48:3, 49:23, 50:5, 50:11, 50:20, 51:1, 51:12, 51:24, 52:6, 52:10, 52:14, 52:17, 52:24, 53:7, 54:15, 55:6, 55:10, 55:20, 55:23, 56:3, 56:9, 57:1, 57:7, 57:12, 57:25, 58:9, 58:15, 58:23, 59:2, 59:6, 59:9, 59:24, 66:10, 66:16, 67:2, 68:1, 69:8, 70:11, 71:4, 71:17, 71:25, 72:8, 72:22, 73:6, 73:14, 73:25, 75:11, 76:3, 76:15, 77:16, 80:2, 80:20, 80:25</p> <p>move [11] - 12:6, 17:10, 19:15, 20:12, 32:19, 34:7, 34:17, 37:9, 38:9, 80:14, 80:23</p> <p>Move [1] - 33:23</p> <p>moved [2] - 37:10, 55:20</p> <p>MR [74] - 4:1, 11:18, 16:8, 16:10, 16:13, 17:5, 18:1, 19:8, 19:25, 21:3, 27:9, 30:21, 31:1, 32:13, 32:19, 33:7, 33:23, 34:21, 35:5, 36:10, 37:9, 38:15, 38:21, 38:25, 39:5, 39:13, 40:3, 40:6, 40:8, 41:17, 42:9, 43:16, 45:3, 46:25, 49:25, 50:18, 50:21, 51:5, 51:22, 52:1, 52:5, 52:8, 52:12, 52:15, 52:16, 52:23, 53:1, 53:13, 54:16, 55:1, 55:19, 56:2, 56:4, 57:10, 57:14, 58:22, 58:24, 59:8, 59:20, 60:1, 66:15, 69:5, 70:15, 71:4, 73:16, 74:2, 75:14, 76:3, 76:5, 76:25, 77:3,</p>	<p>77:14, 77:20, 80:5</p> <p>MS [2] - 37:12, 48:5</p> <p>MSSL [1] - 10:22</p> <p>mugs [9] - 66:22, 66:25, 67:4, 67:9, 67:21, 70:13, 71:17</p> <p>Multiple [4] - 57:6, 57:24, 59:5, 67:1</p> <p>must [9] - 21:3, 26:11, 37:6, 50:7, 50:13, 55:15, 56:20, 57:3, 57:8</p> <p>MYM [1] - 2:7</p> <hr/> <p style="text-align: center;">N</p> <hr/> <p>name [1] - 67:8</p> <p>Nashua [1] - 68:2</p> <p>National [11] - 3:13, 21:19, 34:13, 35:8, 36:19, 37:7, 41:25, 42:4, 60:19, 71:13, 79:9</p> <p>national [34] - 15:5, 21:24, 24:6, 39:20, 39:23, 40:11, 40:17, 40:20, 41:7, 41:9, 42:3, 42:20, 45:7, 47:5, 47:15, 47:16, 47:17, 50:9, 50:11, 50:14, 51:22, 51:24, 52:3, 52:19, 53:19, 54:9, 56:20, 62:21, 63:21, 64:19, 64:20, 70:3, 75:17, 76:13</p> <p>NATIONAL [1] - 1:10</p> <p>nationwide [1] - 79:12</p> <p>natural [1] - 21:7</p> <p>nature [1] - 28:7</p> <p>NBOD [9] - 18:5, 34:11, 34:25, 42:3, 42:4, 50:24, 53:14, 53:15, 78:5</p> <p>near [1] - 13:9</p> <p>Nebraska [1] - 8:14</p> <p>need [19] - 13:15, 15:11, 22:2, 22:20, 28:10, 28:11, 46:4, 46:16, 51:6, 55:16, 55:23, 57:9, 57:12, 59:14, 65:2, 77:7, 79:19, 79:23, 81:2</p> <p>needed [4] - 3:14, 14:1, 14:5, 40:19</p> <p>needn't [1] - 65:14</p> <p>needs [7] - 13:11, 22:18, 28:9, 29:3, 29:4, 54:1, 57:10</p> <p>negative [1] - 79:6</p> <p>Nevada [2] - 8:16,</p>	<p>69:19</p> <p>never [4] - 63:14, 63:25, 65:11, 65:15</p> <p>New [17] - 2:12, 7:1, 8:22, 10:8, 34:7, 34:8, 45:4, 48:8, 57:15, 63:12, 63:13, 67:19, 67:22, 67:23, 68:8, 75:22</p> <p>new [10] - 8:18, 8:20, 12:23, 14:3, 18:16, 26:25, 34:6, 58:25, 62:18, 74:14</p> <p>newest [1] - 23:16</p> <p>news [1] - 61:7</p> <p>next [11] - 3:17, 3:24, 12:4, 14:16, 17:2, 33:3, 66:11, 70:12, 72:3, 75:4, 77:15</p> <p>nice [1] - 77:12</p> <p>Nick [2] - 5:4, 5:18</p> <p>night [1] - 37:1</p> <p>nobody [4] - 45:13, 46:3, 46:20, 48:20</p> <p>nobody's [1] - 35:19</p> <p>nominate [5] - 20:3, 20:17, 32:15, 33:13, 33:18</p> <p>nomination [3] - 18:2, 19:9, 20:14</p> <p>nominations [13] - 17:24, 20:21, 20:22, 20:25, 32:12, 32:18, 32:19, 32:23, 32:25, 33:5, 33:21, 33:23, 34:1</p> <p>none [8] - 12:2, 20:22, 24:16, 32:24, 36:15, 48:1, 52:22, 56:16</p> <p>nonetheless [1] - 13:6</p> <p>North [8] - 6:16, 9:1, 9:5, 11:6, 16:13, 49:25, 68:16, 72:2</p> <p>north [3] - 8:24, 9:3, 69:1</p> <p>Northeast [1] - 36:22</p> <p>Northeast-based [1] - 36:22</p> <p>northern [1] - 56:5</p> <p>nos [3] - 57:17, 57:20, 58:6</p> <p>Notary [1] - 82:20</p> <p>nothing [3] - 16:2, 28:14, 48:18</p> <p>notice [1] - 51:10</p> <p>NPSL [2] - 10:18, 71:14</p> <p>Number [2] - 43:25, 44:1</p> <p>number [3] - 29:2,</p>	<p>65:18, 65:20</p> <p>numbers [8] - 11:22, 22:10, 22:12, 44:7, 44:8, 44:9, 67:6, 71:11</p> <hr/> <p style="text-align: center;">O</p> <hr/> <p>O'BRIEN [1] - 32:13</p> <p>O'Brien [1] - 32:13</p> <p>objection [1] - 41:23</p> <p>objections [2] - 3:12, 3:15</p> <p>objectives [1] - 37:3</p> <p>obvious [1] - 79:22</p> <p>occurrences [1] - 78:14</p> <p>occurs [1] - 78:12</p> <p>October [1] - 74:7</p> <p>offer [1] - 22:15</p> <p>offered [2] - 31:4, 31:6</p> <p>office [3] - 17:23, 32:10, 40:11</p> <p>Officer [1] - 2:9</p> <p>officer [1] - 31:12</p> <p>Officers [1] - 12:8</p> <p>officers [2] - 17:16, 62:19</p> <p>Officials [1] - 79:10</p> <p>officials [1] - 79:11</p> <p>often [2] - 23:12, 63:8</p> <p>Ohio [2] - 9:5, 9:19</p> <p>Oklahoma [2] - 9:7, 69:3</p> <p>old [4] - 60:25, 62:7, 62:8, 67:19</p> <p>oldest [1] - 18:11</p> <p>OLIVAS [3] - 16:10, 16:13, 59:8</p> <p>Olivas [3] - 16:10, 16:13, 71:22</p> <p>once [2] - 49:1, 53:8</p> <p>one [27] - 13:16, 16:24, 18:11, 18:20, 22:24, 27:24, 30:2, 30:22, 31:14, 36:24, 40:19, 44:7, 44:12, 44:17, 53:3, 53:14, 57:11, 58:1, 60:10, 62:20, 64:1, 64:2, 69:7, 72:12, 72:22, 74:3, 76:9</p> <p>one-way [1] - 31:14</p> <p>one-year [1] - 36:24</p> <p>ones [1] - 11:3</p> <p>open [1] - 73:14</p> <p>operate [2] - 21:20, 26:3</p> <p>operates [2] - 22:3, 64:17</p>	<p>operational [1] - 18:5</p> <p>opinion [2] - 41:5, 42:24</p> <p>opportunities [1] - 76:1</p> <p>opportunity [6] - 18:8, 25:21, 27:12, 49:20, 75:25, 78:5</p> <p>opposed [5] - 36:16, 37:16, 55:24, 56:13, 56:22</p> <p>option [1] - 44:4</p> <p>order [1] - 78:24</p> <p>Order [1] - 58:24</p> <p>Oregon [3] - 9:9, 55:2, 69:21</p> <p>organization [27] - 18:6, 18:9, 18:17, 18:19, 19:14, 20:10, 20:12, 21:21, 23:18, 24:22, 24:25, 25:14, 26:2, 28:5, 28:6, 28:8, 28:22, 30:7, 30:15, 31:9, 31:13, 31:14, 54:21, 70:9, 77:5, 79:18, 80:15</p> <p>organizations [4] - 23:11, 28:23, 79:2, 79:19</p> <p>original [5] - 36:4, 45:6, 53:9, 56:12</p> <p>originally [1] - 38:19</p> <p>Orlando [1] - 23:15</p> <p>otherwise [1] - 57:17</p> <p>ought [2] - 42:2, 64:10</p> <p>ourselves [1] - 54:20</p> <p>outlined [1] - 29:23</p> <p>outreach [2] - 23:3, 24:6</p> <p>outs [1] - 19:14</p> <p>ovation [1] - 72:21</p> <p>overall [1] - 80:15</p> <p>overlooked [1] - 23:12</p> <p>overturn [1] - 42:2</p> <p>overwhelming [1] - 25:4</p> <p>owed [1] - 17:1</p> <p>own [1] - 53:25</p> <hr/> <p style="text-align: center;">P</p> <hr/> <p>p.m [2] - 3:1, 81:5</p> <p>package [1] - 70:17</p> <p>page [1] - 26:25</p> <p>Page [1] - 2:2</p> <p>pages [1] - 82:10</p> <p>paid [1] - 74:12</p> <p>papers [1] - 27:17</p> <p>Papua [1] - 63:13</p> <p>paren [2] - 78:7, 78:8</p>
--	--	---	--	--

<p>parents [1] - 62:4 Parliamentarian [1] - 53:6 parliamentarian [8] - 3:11, 3:14, 41:20, 42:7, 53:2, 53:8, 55:12, 55:14 part [12] - 26:13, 29:18, 31:24, 41:6, 43:2, 44:21, 46:2, 46:19, 56:5, 65:6, 75:18, 79:17 participate [1] - 48:9 particularly [1] - 62:3 parties [1] - 4:5 partner [1] - 78:2 partnership [1] - 23:14 passed [7] - 17:15, 36:17, 37:17, 53:15, 56:17, 79:14, 79:21 passes [3] - 56:14, 58:7, 59:17 passionate [3] - 18:14, 18:15, 20:7 past [4] - 11:18, 26:12, 53:20, 54:24 Paul [7] - 5:20, 43:14, 44:16, 45:1, 52:24, 54:15, 73:1 pay [2] - 15:14, 16:25 payment [2] - 16:15, 74:14 payments [1] - 74:10 payroll [1] - 61:1 Peggy [1] - 37:13 Penn [1] - 67:15 Pennsylvania [3] - 7:3, 9:11, 77:21 people [15] - 12:12, 20:24, 31:18, 43:5, 43:11, 48:10, 57:16, 57:20, 62:10, 64:21, 65:10, 70:23, 72:8, 76:2, 79:24 people's [1] - 42:24 percent [38] - 15:4, 15:8, 15:11, 15:14, 15:19, 15:21, 15:23, 15:25, 16:1, 21:24, 22:1, 22:12, 39:19, 41:6, 42:20, 45:5, 46:18, 46:19, 50:7, 50:12, 51:11, 51:19, 52:2, 52:13, 52:14, 52:15, 52:16, 52:18, 52:19, 53:18, 54:5, 56:13, 56:19, 60:23, 61:15, 76:16, 76:17 percentages [3] -</p>	<p>15:1, 16:3, 16:15 Perfect [1] - 76:3 perfectly [1] - 27:24 perhaps [1] - 36:1 period [1] - 38:21 permanently [1] - 64:5 permit [2] - 30:22, 39:7 person [4] - 31:19, 31:22, 33:12 personal [1] - 3:19 personally [1] - 54:12 persons [2] - 31:19, 80:21 Peter [1] - 65:17 Philadelphia [1] - 60:9 philosophical [3] - 30:4, 48:12, 53:24 philosophically [3] - 48:8, 48:25, 49:21 phone [2] - 65:13, 65:18 pick [1] - 32:5 pitch [1] - 66:7 place [4] - 18:1, 26:23, 47:10 plan [10] - 21:10, 21:12, 21:18, 26:19, 27:22, 29:10, 29:13, 77:8, 77:13, 78:25 planning [1] - 20:11 plans [1] - 27:15 play [4] - 24:2, 61:24, 62:21, 75:19 played [1] - 16:17 player [5] - 20:6, 63:22, 74:12, 75:3, 78:24 players [8] - 23:25, 24:1, 24:8, 46:7, 61:24, 61:25, 75:2, 75:9 playing [1] - 76:1 pleasure [1] - 3:7 pocket [1] - 42:14 Point [1] - 58:24 point [2] - 46:13, 54:6 policies [1] - 35:23 policy [1] - 70:18 political [1] - 79:21 politics [1] - 58:18 POLLEY [1] - 37:12 Polley [1] - 37:14 population [1] - 22:22 position [9] - 13:2, 19:19, 27:17, 29:20, 33:4, 33:6, 33:13, 33:22, 62:16 positions [2] - 31:4, 31:7</p>	<p>possibility [1] - 75:17 potential [1] - 22:25 practices [2] - 18:4, 25:17 Premier [3] - 70:1, 70:3, 71:13 prepare [1] - 27:4 preparing [1] - 78:15 present [8] - 4:7, 4:17, 4:22, 6:5, 8:7, 9:12, 76:21, 78:5 presentations [2] - 66:13, 66:17 presented [3] - 34:24, 37:3, 37:6 PRESIDENT [97] - 3:2, 3:23, 11:21, 16:11, 16:21, 17:8, 17:11, 17:13, 17:16, 19:6, 19:23, 20:20, 27:7, 30:19, 30:24, 32:2, 32:17, 32:22, 33:3, 33:20, 33:25, 34:4, 34:19, 35:2, 36:3, 36:12, 36:18, 37:10, 37:13, 37:18, 38:10, 38:13, 38:19, 38:23, 39:4, 39:9, 39:24, 40:2, 40:4, 40:7, 41:15, 42:7, 43:14, 45:1, 46:23, 47:24, 48:3, 49:23, 50:5, 50:11, 50:20, 51:1, 51:12, 51:24, 52:6, 52:10, 52:14, 52:17, 52:24, 53:7, 54:15, 55:6, 55:10, 55:20, 55:23, 56:3, 56:9, 57:1, 57:7, 57:12, 57:25, 58:9, 58:15, 58:23, 59:2, 59:6, 59:9, 59:24, 66:10, 66:16, 67:2, 68:1, 69:8, 70:11, 71:17, 71:25, 72:8, 72:22, 73:6, 73:14, 73:25, 75:11, 76:15, 77:16, 80:2, 80:20, 80:25 President [10] - 17:23, 17:24, 19:3, 20:3, 20:15, 20:17, 24:11, 25:21, 30:21, 47:1 president [19] - 4:6, 4:8, 12:23, 12:25, 13:1, 13:2, 19:8, 19:18, 20:1, 20:21, 33:8, 58:10, 58:12, 58:22, 65:22, 66:8, 66:21, 72:16, 75:14 presidents [1] - 11:19</p>	<p>pretty [6] - 19:11, 35:16, 36:22, 63:17, 63:24, 66:3 preventing [1] - 48:20 previous [1] - 47:6 principles [1] - 25:16 privilege [1] - 20:2 proactive [1] - 28:7 proactively [1] - 28:8 problem [2] - 48:12, 78:18 problems [2] - 22:7, 65:8 proceedings [2] - 82:7, 82:12 PROCEEDINGS [1] - 1:1 process [5] - 35:19, 42:5, 54:10, 58:25, 59:11 product [1] - 22:14 products [1] - 22:19 professional [5] - 23:10, 23:18, 29:25, 30:7, 61:25 program [10] - 21:19, 21:23, 22:2, 23:3, 24:6, 29:3, 29:6, 44:5, 44:6, 63:19 programs [7] - 23:25, 24:2, 29:1, 29:18, 43:9, 49:17, 80:12 progress [1] - 20:10 project [1] - 78:15 projects [1] - 28:15 promised [1] - 24:22 promoters [2] - 16:1, 16:24 promulgated [1] - 35:13 properly [1] - 35:13 proposal [6] - 41:19, 43:17, 48:17, 76:19, 78:6, 78:19 proposals [1] - 29:22 propose [2] - 52:2, 79:17 proved [1] - 77:22 provide [3] - 23:16, 24:6, 76:1 provided [1] - 23:13 providing [3] - 22:19, 23:2, 31:13 provisional [1] - 36:24 public [1] - 64:3 Public [1] - 82:20 publicly [1] - 80:9 published [3] - 35:10, 35:23, 79:12 Pugliese [1] - 5:6</p>	<p>pulled [1] - 64:11 purpose [1] - 48:22 pursue [1] - 78:15 pushing [1] - 79:20 put [10] - 18:23, 19:2, 34:9, 47:9, 47:10, 58:2, 58:3, 61:16, 62:9, 76:19 putting [1] - 14:3 pyramid [1] - 61:15</p> <p style="text-align: center;">Q</p> <p>queried [1] - 61:7 query [2] - 34:25, 38:16 quick [3] - 12:10, 12:20, 77:3 quickly [2] - 12:6, 59:21 quite [6] - 12:15, 14:12, 16:25, 26:6, 31:15, 71:9</p> <p style="text-align: center;">R</p> <p>Radu [1] - 5:4 raise [1] - 56:25 ranks [1] - 30:7 rAPAGLIA [1] - 37:9 rather [1] - 42:4 reached [1] - 27:14 read [4] - 50:22, 51:2, 51:3, 51:6 ready [6] - 3:4, 16:7, 17:4, 65:16, 65:17, 80:12 real [3] - 24:21, 41:22, 48:12 reality [1] - 62:19 realize [1] - 35:18 really [14] - 13:12, 13:21, 18:25, 21:3, 43:1, 43:2, 43:8, 65:20, 65:23, 77:5, 77:7, 77:10, 80:10, 80:14 Realttime [1] - 82:5 reason [2] - 39:15, 47:4 reasonable [2] - 18:23, 46:18 recapping [1] - 30:11 received [1] - 25:4 recent [2] - 21:10, 78:9 recognition [1] - 43:3 recognize [1] - 11:19 red [1] - 46:12 reduced [1] - 82:10</p>
---	---	--	---	--

<p>reelection [1] - 24:12 Referee [1] - 78:3 referee [5] - 20:7, 70:16, 70:18, 70:20, 79:14 referees [1] - 78:10 refills [1] - 67:22 regarding [1] - 25:7 regards [2] - 26:15, 79:13 Region [27] - 4:18, 4:20, 4:23, 4:25, 5:10, 5:13, 5:18, 5:25, 6:2, 18:2, 41:3, 41:4, 41:23, 42:19, 43:18, 43:22, 44:7, 44:10, 45:3, 47:1, 47:4, 47:10, 47:11, 53:13, 53:16, 73:2, 80:6 region [24] - 5:2, 5:4, 5:6, 5:8, 5:16, 5:20, 5:22, 27:11, 39:3, 39:7, 39:12, 40:13, 40:25, 41:11, 44:23, 47:22, 49:11, 49:13, 51:19, 53:25, 54:21, 56:19, 62:18 regional [11] - 12:12, 12:14, 24:19, 49:7, 49:15, 49:19, 54:8, 62:19, 72:25, 73:11, 73:12 regions [15] - 27:24, 39:18, 40:12, 40:17, 41:1, 43:1, 45:15, 48:13, 48:16, 48:21, 48:22, 50:7, 50:13, 50:16, 54:13 register [1] - 75:1 registered [2] - 20:7, 74:12 Registered [1] - 82:20 registers [1] - 75:3 Registrar [1] - 45:4 registration [3] - 67:7, 74:10, 75:8 registration's [1] - 74:21 registrations [1] - 66:23 relationship [1] - 24:20 relationships [3] - 23:10, 23:22, 25:10 relevance [1] - 13:25 relevant [1] - 22:5 remember [2] - 3:18, 60:24 reminded [1] - 25:6</p>	<p>remittance [1] - 74:9 report [5] - 12:5, 12:10, 17:9, 17:18, 60:1 Reported [1] - 1:20 reported [1] - 25:1 Reporter [2] - 82:5, 82:20 reporter [1] - 51:3 REPORTER'S [1] - 82:1 reports [1] - 12:8 Reports [1] - 2:9 representative [2] - 24:13, 24:15 representing [2] - 41:4, 56:5 represents [2] - 4:3, 79:11 request [2] - 73:19, 74:17 requirement [1] - 34:12 requires [1] - 35:22 reregister [1] - 74:13 RESLING [1] - 82:4 Resling [3] - 1:21, 1:22, 82:19 resolution [2] - 18:24, 53:15 resolve [1] - 65:8 resources [6] - 21:25, 61:10, 61:11, 61:16, 62:24, 66:1 respective [1] - 4:5 response [16] - 4:24, 8:13, 9:2, 10:13, 10:15, 10:17, 10:19, 10:25, 11:2, 11:5, 11:7, 11:9, 11:11, 11:15, 11:17, 77:3 responsibilities [1] - 24:16 responsibility [2] - 31:10, 31:20 restate [1] - 50:2 restrict [3] - 49:2, 50:6, 52:19 restricted [4] - 47:5, 47:14, 48:14, 54:4 restrictions [1] - 54:19 restricts [1] - 48:19 resulting [1] - 78:9 results [2] - 58:10, 58:11 retired [1] - 75:23 retreat [2] - 13:10, 14:7 review [1] - 63:5 rewrite [1] - 70:18</p>	<p>Rhode [2] - 9:13, 34:22 Richard [9] - 31:5, 38:15, 41:15, 41:17, 45:5, 51:3, 56:12, 59:12, 66:20 Richard's [1] - 39:25 Rick [5] - 16:7, 16:13, 71:21, 72:3, 72:4 rick [1] - 16:10 RIDDLE [1] - 77:3 ridiculous [1] - 43:25 RMR [3] - 1:21, 82:4, 82:19 Rob [2] - 5:10, 54:18 rob [2] - 19:23, 53:13 Roger [1] - 6:2 role [1] - 70:16 roll [2] - 3:25, 4:3 Roll [1] - 2:5 room [10] - 25:23, 26:20, 43:4, 58:16, 58:20, 60:2, 66:3, 66:4, 70:21, 80:4 roots [1] - 61:14 roundtable [1] - 60:15 row [1] - 60:11 Roy [4] - 5:25, 72:5, 73:6, 73:8 rule [1] - 15:12 ruled [1] - 53:8 rules [3] - 35:10, 35:16, 35:21 run [3] - 53:18, 54:2, 59:14 rundown [1] - 12:20 running [2] - 31:12, 80:12</p>	<p>S</p> <p>sacrifice [1] - 29:11 sacrificing [1] - 26:21 sadly [1] - 78:11 SADOWSKI [1] - 33:7 Sadowski [1] - 33:7 sake [2] - 28:20, 35:18 Sal [2] - 37:10, 65:17 San [6] - 1:14, 1:15, 3:5, 33:8, 76:6, 82:9 saving [1] - 29:16 saw [1] - 58:16 SAY [2] - 10:24, 11:16 scam [1] - 64:12 scenes [1] - 80:16 SCHERER [4] - 43:16, 52:23, 53:1, 54:16 Scherer [5] - 5:20, 43:15, 52:24, 54:15, 73:1</p>	<p>Schroedl [1] - 4:10 Scott [1] - 4:23 searching [1] - 21:9 seasonal [3] - 73:23, 74:6, 74:21 seat [1] - 3:3 second [30] - 17:11, 17:12, 19:9, 32:21, 34:18, 36:18, 37:11, 37:13, 38:11, 38:12, 38:13, 39:24, 40:1, 55:7, 55:10, 55:16, 55:21, 55:22, 55:23, 57:10, 59:7, 59:8, 59:9, 59:23, 60:11, 64:13, 78:22, 80:24, 80:25 Second [2] - 40:3, 55:5 seconded [2] - 40:2, 53:10 secretary [5] - 4:10, 50:21, 51:1, 65:18, 73:12 Secretary [4] - 4:23, 5:6, 5:16, 5:25 Section [2] - 35:11, 35:22 Security [1] - 76:9 see [12] - 3:7, 3:8, 13:7, 25:19, 37:1, 39:7, 43:6, 45:16, 60:6, 75:6, 77:14, 78:6 seeing [4] - 12:2, 52:22, 64:22, 64:23 seek [1] - 79:5 seeking [3] - 24:10, 24:12, 29:19 sees [2] - 46:12, 63:20 self [1] - 21:9 self-examination [1] - 21:9 sell [1] - 26:7 send [4] - 60:12, 64:14 sending [2] - 27:17, 48:22 sent [7] - 29:5, 29:23, 30:12, 50:24, 51:10, 51:13, 74:9 Sepp [1] - 13:5 September [3] - 38:22, 74:7, 74:13 Sergio [3] - 5:22, 73:3, 73:4 serious [1] - 70:22 seriously [1] - 25:8 serve [4] - 3:13, 24:11, 24:13, 25:18 served [4] - 19:18, 72:14, 72:17, 73:10 service [2] - 73:12, 76:2 services [2] - 22:19, 26:7 set [5] - 27:18, 29:10, 36:6, 63:24, 82:15 several [3] - 31:15, 62:2, 75:2 share [2] - 31:20, 75:24 shared [1] - 31:10 sharpest [2] - 25:12, 25:13 Shonna [1] - 4:10 short [3] - 21:3, 23:19, 25:8 show [3] - 22:25, 63:8, 80:11 Showcase [1] - 70:5 shown [1] - 54:23 side [1] - 57:10 sight [1] - 29:16 silence [1] - 3:22 Silence [3] - 2:4, 3:18, 3:21 similar [1] - 79:2 simple [3] - 63:24, 73:18, 74:18 simply [3] - 26:6, 28:20, 74:17 simultaneous [4] - 57:6, 57:24, 59:5, 67:1 site [1] - 79:13 sitting [1] - 60:11 situation [1] - 78:16 situations [2] - 78:21, 79:2 sky [1] - 70:20 slate [1] - 28:19 slightly [1] - 48:7 small [2] - 22:6, 61:24 smart [5] - 42:21, 42:22, 42:24, 44:23 smarter [1] - 64:11 smartest [2] - 64:1, 64:2 smiling [2] - 3:7, 3:9 so.. [1] - 65:18 Soccer [71] - 12:10, 12:15, 12:22, 13:14, 15:25, 20:4, 20:6, 20:18, 21:5, 22:18, 23:15, 24:9, 24:14, 24:15, 24:20, 24:22, 25:15, 25:17, 25:20, 25:24, 26:1, 26:23, 26:25, 27:4, 34:22, 36:20, 36:21, 58:21,</p>
---	---	--	--	--

<p>60:23, 62:3, 62:23, 63:1, 63:3, 63:7, 63:9, 63:10, 64:10, 64:17, 65:1, 67:10, 67:13, 67:15, 67:17, 67:19, 68:3, 68:5, 68:8, 68:10, 68:12, 68:14, 68:16, 68:18, 68:20, 68:22, 68:24, 69:1, 69:3, 69:10, 69:12, 69:14, 69:17, 69:19, 69:21, 69:23, 70:1, 70:3, 70:9, 71:13, 77:21, 82:6</p> <p>SOCCER [1] - 1:7</p> <p>soccer [16] - 3:19, 14:18, 22:21, 23:10, 23:18, 25:12, 25:22, 62:4, 62:11, 63:11, 65:3, 65:5, 65:7, 65:25, 76:18, 78:10</p> <p>Soccer's [1] - 78:7</p> <p>social [2] - 18:17, 63:2</p> <p>someone [4] - 57:18, 57:19, 57:21, 57:22</p> <p>somewhere [1] - 24:3</p> <p>soon [1] - 46:10</p> <p>sorry [9] - 20:24, 20:25, 48:3, 55:12, 71:25, 72:1, 72:3</p> <p>sort [1] - 16:19</p> <p>soul [1] - 21:9</p> <p>soul-searching [1] - 21:9</p> <p>sound [2] - 26:2, 26:17</p> <p>sounds [1] - 46:18</p> <p>South [10] - 6:18, 9:15, 9:17, 9:23, 69:15, 71:22, 72:2, 72:3, 72:5, 73:16</p> <p>southern [1] - 9:19</p> <p>SPEAKER [17] - 17:10, 17:12, 32:21, 34:17, 34:18, 38:9, 38:12, 40:1, 48:2, 50:9, 55:5, 55:9, 55:22, 59:21, 67:24, 80:23, 80:24</p> <p>speaking [1] - 48:17</p> <p>specific [2] - 35:17, 46:21</p> <p>spend [7] - 40:20, 42:25, 44:19, 46:4, 48:20, 62:17, 80:16</p> <p>spending [3] - 40:22, 40:23, 48:11</p> <p>spent [7] - 40:11, 40:12, 40:16, 41:7, 42:19, 47:4, 48:23</p>	<p>spoken [2] - 30:12, 77:5</p> <p>sport [3] - 20:8, 61:12, 62:2</p> <p>Sports [1] - 79:10</p> <p>sports [2] - 79:11, 79:12</p> <p>Sportscript [1] - 1:22</p> <p>Springs [2] - 1:24, 82:21</p> <p>staff [6] - 25:11, 26:18, 60:18, 77:10, 80:10, 80:17</p> <p>staffs [1] - 60:19</p> <p>stand [2] - 11:19, 27:22</p> <p>standing [1] - 72:21</p> <p>standpoint [1] - 53:16</p> <p>start [3] - 21:2, 71:12, 79:20</p> <p>started [5] - 3:4, 3:10, 44:5, 66:21, 80:6</p> <p>starts [1] - 22:14</p> <p>state [23] - 6:4, 15:2, 16:3, 16:16, 16:24, 23:12, 23:17, 24:19, 42:23, 44:10, 54:3, 61:1, 62:14, 62:15, 63:3, 66:22, 67:5, 70:20, 71:12, 71:20, 75:16, 75:20, 79:3</p> <p>State [10] - 20:6, 23:14, 67:17, 68:3, 68:22, 69:10, 69:12, 69:14, 69:17, 69:19</p> <p>statement [4] - 30:23, 74:19, 75:6, 78:1</p> <p>statements [1] - 74:15</p> <p>STATES [1] - 1:7</p> <p>states [13] - 6:4, 22:18, 23:4, 23:6, 23:21, 26:8, 52:2, 74:21, 75:1, 75:7, 79:13, 79:15</p> <p>States [4] - 12:25, 14:17, 21:5, 82:6</p> <p>status [1] - 36:24</p> <p>stay [2] - 14:14, 14:21</p> <p>stenographically [1] - 82:8</p> <p>steps [2] - 22:6, 79:23</p> <p>Steve [2] - 78:2, 78:13</p> <p>still [14] - 16:18, 18:10, 18:16, 22:7, 32:7, 44:14, 44:17, 44:21, 54:5, 54:12, 54:17, 59:14, 72:9</p> <p>stipulation [1] - 39:18</p> <p>Stoneburner [2] - 4:12, 32:16</p>	<p>stories [1] - 74:24</p> <p>straight [1] - 71:9</p> <p>strategic [5] - 20:11, 21:10, 21:12, 21:18, 26:18</p> <p>street [1] - 31:14</p> <p>strengths [1] - 26:16</p> <p>strictly [1] - 47:5</p> <p>strong [1] - 22:2</p> <p>stronger [2] - 23:9, 29:8</p> <p>structure [2] - 13:20, 23:3</p> <p>structured [1] - 22:3</p> <p>struggled [1] - 22:16</p> <p>stuck [1] - 13:12</p> <p>stuff [5] - 60:20, 64:6, 64:8, 64:15, 66:5</p> <p>subsidiaries [3] - 39:2, 53:21, 54:8</p> <p>substantial [1] - 70:18</p> <p>succeeded [1] - 33:10</p> <p>successes [1] - 21:14</p> <p>successful [1] - 25:18</p> <p>successfully [1] - 25:24</p> <p>suggestions [1] - 78:25</p> <p>suited [1] - 18:19</p> <p>suits [1] - 62:18</p> <p>Summer [1] - 70:5</p> <p>summer [1] - 18:14</p> <p>Sunil [8] - 12:21, 12:22, 12:25, 58:16, 60:2, 60:15, 61:6, 65:21</p> <p>superior [1] - 20:14</p> <p>support [16] - 13:22, 21:23, 29:21, 30:16, 43:9, 43:24, 44:17, 44:18, 47:14, 47:15, 47:23, 54:24, 71:1, 76:16, 76:24, 80:13</p> <p>supported [2] - 53:20, 54:23</p> <p>supporter [1] - 33:15</p> <p>supporting [1] - 13:5</p> <p>suppose [1] - 60:4</p> <p>supposed [3] - 45:14, 75:8, 75:9</p> <p>surprised [1] - 21:18</p> <p>sustainable [1] - 22:4</p> <p>Sutter [1] - 61:14</p> <p>system [2] - 63:24, 74:8</p>	<p>team [8] - 23:16, 43:19, 44:14, 60:19, 62:20, 63:3, 63:21, 76:10</p> <p>teams [9] - 23:23, 29:2, 42:21, 43:21, 43:22, 53:21, 64:19, 64:20, 76:9</p> <p>ten [1] - 45:21</p> <p>tendency [1] - 64:9</p> <p>Tennessee [2] - 9:21, 69:10</p> <p>tens [1] - 23:25</p> <p>term [1] - 28:1</p> <p>testimony [1] - 29:2</p> <p>Texas [3] - 9:3, 9:23, 76:7</p> <p>theory [1] - 57:18</p> <p>therefore [1] - 40:13</p> <p>they've [2] - 45:7, 64:11</p> <p>thinking [1] - 14:17</p> <p>third [1] - 37:19</p> <p>thirds [4] - 17:7, 55:16, 55:24, 55:25</p> <p>thought-out [1] - 31:7</p> <p>thoughts [1] - 75:24</p> <p>thousands [1] - 24:1</p> <p>three [6] - 6:8, 13:12, 23:21, 27:16, 34:8, 66:4</p> <p>Tim [4] - 41:16, 50:20, 51:9, 75:13</p> <p>timely [2] - 35:13, 35:20</p> <p>today [12] - 3:9, 3:12, 12:21, 13:14, 15:16, 16:2, 16:6, 21:4, 24:3, 26:20, 32:11, 56:6</p> <p>today's [1] - 35:7</p> <p>together [4] - 13:9, 14:3, 27:3, 76:19</p> <p>token [1] - 14:2</p> <p>tomorrow [2] - 24:4, 70:17</p> <p>Tony [2] - 4:20, 56:10</p> <p>tools [1] - 26:6</p> <p>top [5] - 30:5, 60:21, 61:3, 61:19, 61:23</p> <p>topic [1] - 14:11</p> <p>total [2] - 17:5, 52:5</p> <p>totally [1] - 41:13</p> <p>tournament [2] - 41:10, 76:6</p> <p>tournaments [1] - 76:14</p> <p>towards [2] - 22:6, 26:13</p> <p>track [1] - 25:5</p>	<p>trade [1] - 18:3</p> <p>tradition [1] - 66:24</p> <p>Trainor [1] - 46:25</p> <p>Trainor [2] - 73:10</p> <p>TRAINOR [1] - 46:25</p> <p>transcript [1] - 82:11</p> <p>transpires [1] - 13:7</p> <p>travel [1] - 53:18</p> <p>traveled [1] - 24:18</p> <p>treasurer [3] - 4:12, 32:10, 32:12</p> <p>Treasurer [6] - 4:25, 5:8, 5:18, 6:2, 32:16, 45:4</p> <p>tremendous [1] - 20:8</p> <p>triangle [5] - 60:21, 61:4, 61:19, 61:20, 61:23</p> <p>trip [1] - 18:13</p> <p>trouble [1] - 28:15</p> <p>true [1] - 82:11</p> <p>truly [1] - 20:9</p> <p>trying [2] - 61:16, 65:7</p> <p>tuned [2] - 14:14, 14:21</p> <p>turn [2] - 66:8, 72:13</p> <p>turning [1] - 26:24</p> <p>two [14] - 17:7, 21:1, 30:2, 31:5, 31:18, 47:7, 50:25, 55:16, 55:24, 55:25, 59:4, 71:6, 71:7, 71:17</p> <p>two-thirds [4] - 17:7, 55:16, 55:24, 55:25</p> <p>type [2] - 24:24, 41:10</p> <p>typewritten [1] - 82:10</p>
U				
<p>U.S [35] - 12:10, 12:15, 12:21, 13:13, 15:25, 20:4, 20:18, 22:17, 24:5, 24:9, 24:11, 24:13, 24:15, 24:20, 24:22, 25:15, 25:17, 25:20, 25:24, 26:1, 26:23, 26:25, 27:4, 58:21, 60:23, 62:23, 63:1, 63:3, 63:7, 63:9, 63:10, 64:9, 64:17, 65:1, 78:7</p> <p>umbrella [1] - 76:11</p> <p>umpteenth [1] - 77:23</p> <p>unaffiliated [1] - 23:5</p> <p>under [3] - 38:16, 39:16, 76:11</p> <p>Under-23 [1] - 39:22</p> <p>Under-23s [1] - 41:8</p> <p>Unfinished [2] - 2:11, 34:6</p>				
T				
<p>table [2] - 20:9, 61:6</p> <p>Team [1] - 23:15</p>				

<p>unfortunate [1] - 43:2 UNIDENTIFIED [17] - 17:10, 17:12, 32:21, 34:17, 34:18, 38:9, 38:12, 40:1, 48:2, 50:9, 55:5, 55:9, 55:22, 59:21, 67:24, 80:23, 80:24 United [4] - 12:24, 14:16, 21:5, 82:6 UNITED [1] - 1:7 unlimited [1] - 61:10 unorthodox [1] - 24:24 unrestrict [2] - 46:3, 50:16 unrestricted [7] - 39:12, 41:13, 46:1, 46:17, 47:7, 54:6, 54:13 unspeakable [1] - 78:13 unsuspecting [1] - 78:24 unwieldy [1] - 35:19 up [40] - 6:4, 6:6, 12:24, 14:10, 16:8, 18:6, 18:9, 22:12, 26:21, 30:5, 32:5, 32:11, 33:14, 35:4, 36:19, 46:7, 46:14, 47:20, 57:13, 57:16, 57:20, 57:21, 58:2, 59:13, 59:14, 59:18, 61:23, 63:8, 63:24, 64:4, 64:16, 65:1, 66:14, 67:8, 71:12, 72:6, 73:15, 77:8, 80:7, 80:11 up-to-date [1] - 35:4 upbringing [1] - 19:12 update [1] - 70:22 USASA [29] - 12:16, 12:18, 17:23, 17:24, 18:12, 19:4, 20:21, 27:16, 27:19, 28:25, 29:9, 33:4, 33:22, 36:25, 37:5, 39:11, 42:15, 43:25, 44:3, 44:13, 44:25, 49:9, 50:13, 58:12, 74:8, 74:18, 75:7, 76:11, 78:7 USL [2] - 10:14, 11:10 USYS [3] - 62:9, 63:17, 66:4 USYSA [2] - 60:8, 65:10 Utah [1] - 9:25</p>	<p style="text-align: center;">V</p> <p>valuable [1] - 23:11 value [2] - 22:20, 27:2 values [1] - 26:7 various [1] - 42:12 venues [1] - 14:21 Vermont [2] - 10:2, 68:3 versus [1] - 28:1 veteran [1] - 75:16 veterans [2] - 76:17, 76:23 Veterans [6] - 39:21, 40:22, 41:9, 43:19, 45:17 vets [1] - 53:21 vetted [2] - 70:25 via [1] - 22:2 vice [6] - 4:8, 19:18, 20:21, 58:10, 58:12, 72:16 Vice [7] - 17:23, 17:24, 19:3, 20:3, 20:15, 20:17, 24:11 vice-president [6] - 4:8, 19:18, 20:21, 58:10, 58:12, 72:16 Vice-President [7] - 17:23, 17:24, 19:3, 20:3, 20:15, 20:17, 24:11 VIELLE [3] - 19:25, 53:13, 80:5 views [1] - 18:23 violent [2] - 78:9, 78:20 Virginia [4] - 10:6, 10:7, 68:5, 71:3 virtually [1] - 60:22 visibility [1] - 64:20 vision [2] - 26:18, 27:15 visions [1] - 27:19 visit [1] - 27:11 vocal [1] - 20:10 voice [1] - 65:19 volunteers [2] - 18:12, 26:20 vote [17] - 17:5, 20:23, 32:4, 38:7, 41:12, 42:2, 43:11, 50:2, 50:19, 54:5, 54:18, 54:25, 56:17, 56:22, 57:8, 57:18 voted [10] - 37:4, 37:25, 38:1, 39:1, 39:10, 50:15, 58:6, 59:23, 59:24, 60:18 votes [4] - 6:8, 57:23,</p>	<p>58:2, 58:5 voting [3] - 4:22, 6:7, 41:21</p> <p style="text-align: center;">W</p> <p>wake [1] - 26:21 wants [2] - 20:9, 62:20 warmup [1] - 62:18 Wasecki [1] - 4:16 Washington [3] - 10:4, 44:2, 75:20 Waterford [1] - 67:9 wave [1] - 25:25 waving [1] - 80:6 Wayne [1] - 5:8 ways [3] - 20:12, 62:2, 63:6 web [1] - 79:13 week [2] - 17:1, 17:2 weekly [1] - 18:12 weeks [1] - 75:15 welcome [3] - 3:5, 3:6, 78:25 Werner [3] - 33:13, 33:18, 34:1 West [4] - 9:11, 68:5, 71:2 west [2] - 10:6, 10:7 Western [2] - 45:4, 68:8 western [1] - 10:8 whistle [1] - 46:11 whole [4] - 45:18, 60:20, 61:11, 71:1 wife [1] - 33:9 willing [3] - 18:18, 18:22, 65:11 Wilson [1] - 5:8 win [2] - 26:16, 46:14 winning [1] - 34:2 wins [1] - 31:21 wipe [1] - 28:19 Wisconsin [2] - 10:10, 68:18 wise [1] - 45:19 wisely [1] - 28:11 withdrawn [2] - 53:4, 53:5 witness [1] - 82:15 women's [7] - 39:21, 40:24, 41:8, 43:20, 43:21, 45:17, 53:22 Women's [1] - 70:1 won [1] - 58:13 wonder [1] - 30:21 words [1] - 58:20 workings [1] - 18:10 works [6] - 28:20, 28:24, 29:11, 29:12,</p>	<p>29:13, 65:2 World [1] - 14:19 world [5] - 25:12, 25:13, 61:8, 61:24, 64:19 WPSL [2] - 10:16, 11:12 write [1] - 65:16 writing [3] - 63:1, 74:20, 75:6 written [1] - 74:18 Wyoming [3] - 10:12, 11:8, 69:24</p> <p style="text-align: center;">Y</p> <p>year [45] - 11:24, 11:25, 12:3, 14:9, 14:16, 15:3, 15:9, 22:13, 23:25, 24:18, 25:7, 25:9, 31:5, 34:11, 34:14, 36:5, 36:7, 36:21, 36:24, 37:20, 37:21, 37:22, 37:24, 38:3, 38:4, 47:4, 47:6, 53:22, 59:1, 62:7, 62:8, 66:23, 67:7, 70:12, 71:7, 71:11, 72:3, 73:21, 73:23, 74:6, 74:11, 74:22 year's [1] - 67:7 years [21] - 14:13, 19:13, 19:19, 20:5, 22:11, 40:8, 40:15, 42:16, 45:9, 45:21, 45:25, 47:7, 61:18, 64:9, 71:9, 71:15, 71:21, 72:15, 72:19, 75:2 yases [3] - 57:17, 57:19, 57:22 yesterday [1] - 35:9 Yo [1] - 7:4 York [4] - 7:1, 10:8, 45:4, 68:8 young [1] - 18:7 yourself [1] - 16:9 Youth [2] - 62:3, 70:8 youth [5] - 23:24, 24:1, 24:2, 24:5, 46:8 youths [1] - 24:3</p>
---	--	--	---