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1 PROCEEDINGS

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7 UNITED STATES ADULT SOCCER ASSOCIATION

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10 ADULT COUNCIL MEETING

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14 Renaissance Orlando at SeaWorld

15 Orlando, Florida

16 February 9, 2018

17 12:30 p.m. - 2:15 p.m.

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1 (Commencing at 1:00 p.m.)

2 PRESIDENT MOTTA: Will everyone

3 please take a seat. We're just about ready to

4 begin.

5 Good afternoon everyone, and welcome

6 to Orlando, to our Adult Council meeting. Again,

7 just like we did last year, we are going to have

8 two meetings today. So we begin with our Adult

9 Council meeting which will be the first.

10 Immediately following that meeting, we will

11 adjourn the Adult Council meeting, and we'll

12 convene the USASA National Council meeting. So

13 we will have two meetings, and there are two

14 different agendas on the two meetings.

15 So we are going to begin with our

16 National Council Meeting. And I'm going to begin

17 with a Moment of Silence, and I especially want

18 to remember three of our members, who just in the

19 last few weeks have come down with illnesses, and

20 we need to keep them in our prayers. We have Vic

21 Boydo from Kansas, Debbie Trapikas, who had a

22 stroke, and Rick Olivas, who also had some

23 surgery done and is recovering from his surgery.

24 So keep them in your prayers, those

25 three members, and I'm sure there are others out

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1 A G E N D A

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3 Page Line

4 Welcome 3 5

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6 1. Moment of Silence and 4 2

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9 3. Credentials Report 9 8

10 4. Confirmation of Minutes 16 5

11 5. Reports of Officers and Committees 16 12

12 7. Elections 40 10

13 8. Adjournment 48 14

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16 (Occasionally there are inaudible and multiple

17 simultaneous conversations noted in the transcript

18 indicating soft or multiple speakers.)

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1 there that need our prayers. So let's all

2 remember them, and take a Moment of Silence to

3 remember all those who have left before us.

4 (Moment of Silence.)

5 PRESIDENT MOTTA: Thank you. Next,

6 we will stand, and we will pledge the Pledge of

7 Allegiance to the flag.

8 I don't have any youngsters here

9 today, so we will just recite.

10 (Pledge of Allegiance recited.)

11 PRESIDENT MOTTA: Thank you.

12 So what I would like to do next is

13 have Tony with the credentials, Tony Falcone.

14 MR. FALCONE: Good afternoon

15 everyone. Since we're in sunny Florida, I

16 brought my water bottle in case I have a Marco

17 Rubio moment.

18 Boy, there's not a lot of politicians

19 around here.

20 So the State Associations have signed

21 for their packets at the regional meeting. The

22 National Officers of USASA, and the Adult

23 Commissioners had their packets at the committee,

24 the Regional Officers picked up their packets,

25 and leagues have picked up, leagues and

5	<p>1 affiliates have picked up their packets. We 2 still have a few outstanding states. So I won't 3 go through the roll, and if you did not pick up a 4 packet, come and see Jen. It's only a few of 5 you. We have a pretty good attendance. 6 So this is the Adult Council meeting. 7 Start off with the Adult Commissioners. Each 8 with one vote. 9 John Motta. 10 PRESIDENT MOTTA: Here. 11 MR. FALCONE: Richard Moeller? 12 MR. MOELLER: Here. 13 MR. FALCONE: Tim Busch? 14 MR. BUSCH: Here. 15 MR. FALCONE: You don't have to say 16 "here." I'm calling you as here. 17 Bill Davey. Richard Groff. Rob. 18 LaVielle. Fritz Marth. Shonna Schroedl. 19 National Regional Officers are in 20 attendance, each with one vote. Treasurer Lori 21 Stoneburner. Director-at-Large, Werner Fricker. 22 Director-at-Large Cezar Wasecki. 23 Region 1 Deputy Director, Anthony Falcone. 24 Region I Secretary, Scott Mapes is present for 25 Vermont, as an officer. Region I Treasurer, John</p>	7	<p>1 present. Connecticut with four votes. Eastern 2 New York with four votes. Eastern Pennsylvania 3 with four votes. Maryland with two votes. 4 Massachusetts with five votes. Metro D.C. 5 Virginia with five votes. New Hampshire with one 6 vote. New Jersey with four votes. Pennsylvania 7 West with three votes. Rhode Island with two 8 votes. Vermont with two votes. By God West 9 Virginia with one vote. Western New York with 10 four votes. 11 Missing from Region I is Delaware. 12 Anyone from Delaware present? No. 13 Region II, we have present, Illinois 14 with five votes. Indiana with three votes. Iowa 15 with three votes. Kansas with three votes. 16 Kentucky with three votes. Michigan with four 17 votes. Minnesota with four votes. Missouri with 18 two votes. Nebraska with two votes. North 19 Dakota with one vote. Ohio North with three 20 votes. South Dakota with one vote. Southern 21 Ohio with two votes. Wisconsin with one vote. 22 Region III, we have Alabama with two 23 votes. Arkansas with four votes. Florida with 24 five votes. Georgia with four votes. Louisiana 25 with four votes. Mississippi with one vote.</p>
6	<p>1 Kampke. 2 Region II Deputy Director, Nick Radu. 3 Region II Secretary, Dyann Pugliese. Region II 4 Treasurer, Wayne Wilson. 5 Region III Director, Darius Eljali. 6 Region III Deputy Director, Chaz Ballash. Region 7 III Secretary, Karon Beyer. And Region III 8 Treasurer, Nick Calabro. 9 Region IV. We have Region IV 10 Director Paul Scherer. Region IV Deputy 11 Director, Sergio Bolioli. Region IV Secretary, 12 Roy Carlson. Region IV Treasurer, Roger 13 Hamilton. Is he here? 14 UNIDENTIFIED SPEAKER: He's back 15 there. 16 MR. FALCONE: Roger, did you pick up 17 your specific --- not for your state association, 18 correct? You have your individual? I just want 19 to make sure. Okay. Good. 20 All right. Past Presidents, I 21 believe, we only have one past president with one 22 vote. Present is Mike Edwards. Let me call if 23 Gianfranco Borroni is in the room? No. Is 24 Brooks McCormick in the room. No. So just one. 25 Region I State Associations that are</p>	8	<p>1 North Carolina with five votes. North Texas with 2 six votes. Oklahoma with three votes. South 3 Carolina with four votes. Tennessee with three 4 votes, and Texas South with four votes. 5 Among the Region IV State 6 Associations, we have Alaska with three votes. 7 Arizona with three votes. California North with 8 five votes. California South with five votes. 9 Colorado with two votes. Hawaii with three 10 votes. Idaho with three votes. Montana with two 11 votes. New Mexico with four votes. Oregon with 12 four votes. Utah with three votes. Washington 13 with five votes. 14 Do we have anyone from Wyoming, 15 present? Is Wyoming present? If you will go see 16 Jen, she'll have your packet. And, Jen, there's 17 one vote for Wyoming, correct? 18 MS. SUNDERLAND: Yes. 19 MR. FALCONE: All the way in the 20 front row. 21 Okay. Then the number of affiliates 22 and the leagues. Excuse me one second. 23 Back to affiliates and leagues. We 24 have American Youth Soccer Association with four 25 votes. Eastern Development Program with three</p>

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1 votes. United Soccer League with three votes.
 2 U.S. Club Soccer with five votes. Women's
 3 Premier Soccer League with three votes.
 4 Do we have anyone here representing
 5 UPSL? Do we have anyone here representing NPSL?
 6 Okay, those two organizations are not present.
 7 NPSL? Call on NPSL once again? Okay.
 8 Jen, do we have a vote count yet?
 9 Are you still working on it?
 10 MS. SUNDERLAND: Total votes is 209.
 11 MR. FALCONE: 209 votes.
 12 MS. SUNDERLAND: Half would be 105.
 13 You need a two-thirds?
 14 MR. FALCONE: That's all I need.
 15 Thank you, Jen. That's 209 total votes that
 16 could be cast. Half, if all 209 are voting,
 17 would be 105.
 18 So, Nick, are we ready to do a little
 19 presentation?
 20 So we are going to use, for the first
 21 time, an electronic voting for the Adult
 22 Commissioners. There are four terms that have
 23 expired this year, and so we will be voting on
 24 four commissioners, and currently, we have six
 25 nominees that have expressed to -- for those

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1 positions.
 2 What you see on this screen are two
 3 things. The first is the URL. So if you were to
 4 use your laptop, some kind of device, like a
 5 tablet, smart phone, and you went into your
 6 browser, whatever browser you may use on your
 7 phone, you would type in
 8 USASA.electionrunner.com, and that would take you
 9 directly to the ballots for the voting.
 10 Now, if you go on there now, you will
 11 see the USASA logo.
 12 Nick, do you have a picture of that,
 13 or not? Right now, the system is not online, so
 14 you wouldn't be able to vote.
 15 MR. SCHMITT: It would look like
 16 that.
 17 (Multiple simultaneous conversations.)
 18 MR. FALCONE: That would look like
 19 that for you to log in, correct, Nick?
 20 MR. SCHMITT: Yes, correct.
 21 MR. FALCONE: Nick, if you could go
 22 back to the previous page. If you do not have
 23 Wi-Fi already set up, either with the hotel or
 24 through your service provider, you can use the
 25 conference Wi-Fi which is AGM 2018, AGM 2018.

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1 That is the conference password for the Wi-Fi.
 2 Anything else, Nick, about that?
 3 Okay. So going back to the next
 4 screen. So, when you do open up, you will see
 5 this page for you to log in.
 6 You have in your packets, depending
 7 on the number of votes you have, if you only have
 8 one vote, you only have one set. If you have
 9 four votes, you have four sets.
 10 The first number on the top is the ID
 11 number, is that correct, Nick?
 12 MR. SCHMITT: Correct.
 13 MR. FALCONE: And you will put in
 14 that ID number.
 15 MR. PINORI: Tony, it's not up --
 16 UNIDENTIFIED SPEAKER: It's not up
 17 yet because we didn't start the elections.
 18 MR. FALCONE: We haven't started the
 19 elections yet.
 20 MR. PINORI: Okay. I'm sorry.
 21 MR. FALCONE: We're not voting yet.
 22 Hold your horses there, Mr. Pinori.
 23 So the first number is your ID number
 24 which is the top number that you have. The
 25 second number is, I believe, it's called a key

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1 number, correct, Nick? I can't see what it says
 2 there, the key number, and that is the bottom
 3 number.
 4 If you are wanting to do -- you are
 5 representing more organizations and you are doing
 6 multiple votes, you would need to go back through
 7 this each time you are voting, for each vote that
 8 you have.
 9 So once you enter, you will only be
 10 able to enter for that one vote, the one voting
 11 right that you have.
 12 If you have -- if your state
 13 association has four votes and there are four of
 14 you and your organization decides each, all four
 15 people can vote, then separate the ID numbers for
 16 the four, and the four can vote separately.
 17 When you do have the votes, right
 18 now, it's going to be set up with six nominees,
 19 unless we have any additions coming from the
 20 floor.
 21 You can vote for only one person, or
 22 you could vote for four.
 23 All you have to do -- do you have a
 24 picture of that, Nick?
 25 MR. SCHMITT: Yeah.

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1 MR. FALCONE: So there's the little
 2 dot you just press, and that's the individual
 3 that you will vote for, and if you only wanted to
 4 vote for Tony Falcone, just press Tony. If you
 5 want to vote for Tony Falcone and Werner Fricker,
 6 then you put Tony Falcone and Werner Fricker, but
 7 for -- and this is considered one ballot, so you
 8 are just voting one ballot. So, in other words,
 9 if you had a piece of paper, your state
 10 association had four votes, you would have four
 11 pieces of paper, you would write up the four
 12 names on each piece of paper as we did in Hawaii.
 13 So each ballot is separate. So if
 14 you just wanted to vote for Tony Falcone and you
 15 got four votes, each ballot, you vote for Tony on
 16 each separate one, and Tony would receive your
 17 four votes from your state association. But you
 18 wouldn't be able to do Tony four times on a
 19 single ballot. So on that single ballot, you
 20 could vote for one person, you could vote for
 21 two, you could vote for a third person or a
 22 fourth person, and the system will calculate all
 23 of those.
 24 Any questions about that? Because I
 25 know there's been some confusion this morning at

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1 the regional meeting.
 2 No questions? Couldn't use Tony
 3 Falcone, it's not on the ballot, and I don't
 4 think you can write me in, right, Nick?
 5 So anything else, Nick?
 6 MR. SCHMITT: No, we're good.
 7 MR. FALCONE: Are there any
 8 questions?
 9 Let me do a straw poll here. How
 10 many of you -- let's make it easier. How many of
 11 you do not have a device, a tablet, something to
 12 be able to do this? Who is going to need
 13 something? Everyone has got equipment?
 14 Okay. If you do not have it or you
 15 are having troubles, you can come see us in the
 16 corner, and we will give you a system. If your
 17 device is not working, you can't get into the
 18 Wi-Fi, if you have a good neighbor who wants to
 19 let you borrow their phone and device, please do
 20 so, but otherwise we are set up with a few extra
 21 devices.
 22 Okay. Any other questions?
 23 So, Nick, once you select who you are
 24 going to vote for, is there a submit?
 25 MR. SCHMITT: There's a submit, and

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1 then it will pop up, "Are you sure?" And you
 2 click yes.
 3 MR. FALCONE: So folks from Hawaii,
 4 Are you sure? You know what that means now,
 5 right? So I ask you, Are you sure? I'm sorry to
 6 pick on Hawaii.
 7 So that's the, Are you sure? And you
 8 say yes. And Nicholas, that's it, right? That
 9 vote can --
 10 MR. SCHMITT: You can download a
 11 receipt if you want, yeah.
 12 MR. FALCONE: But that vote is
 13 passed, you can't go back in and change --
 14 MR. SCHMITT: Right.
 15 MR. FALCONE: So once you've punched
 16 in, "Are you sure?" It's like dropping it in the
 17 box.
 18 We're going to give you about ten
 19 minutes to try to get all your votes in, and then
 20 we will ask again if anyone needs any extra time,
 21 and we will allocate the extra time, if
 22 necessary.
 23 Tom, was that the question you had?
 24 So, everyone cross your fingers. Count -- like
 25 we say, Hail Mary, that this is going to work

16

1 perfectly. Okay. Thank you.
 2 PRESIDENT MOTTA: Okay. Thank you,
 3 Tony.
 4 Next on the agenda would be the
 5 Confirmation of the Minutes of the last Adult
 6 Council, which was approximately a year ago.
 7 Anybody have any corrections or any additions
 8 they want to add to the minutes of last year's
 9 Adult Council meeting?
 10 Okay. Seeing none, they're approved.
 11 Thank you.
 12 Next, we have Reports of Officers and
 13 Committees.
 14 I'm going to begin by giving you a
 15 short report on a couple of things that's
 16 happened in the last two weeks within U.S. Soccer
 17 and the Soccer Referee Committee, the board
 18 meeting today, just to give everybody a heads-up
 19 of where we are.
 20 One of the most important things that
 21 are happening right now in the Federation, if you
 22 don't know, is we're going through a bid process
 23 to bid for the 2026 World Cup. It's a huge
 24 undertaking, huge responsibility. And the one
 25 thing about it is we're not guaranteed to get the

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1 bid. I mean, we need to work our butts off and
 2 cross our T's and dot our I's to ensure that
 3 we're going to get this bid.
 4 Unfortunately, the American political
 5 scene doesn't help with the bid process. We
 6 are -- unfortunately, some people at the White
 7 House made some comments that offend people
 8 around the world, and in all seriousness, that
 9 doesn't help us as a nation who is trying to bid
 10 and get the votes from the people all over the
 11 world.
 12 So it's not going to be an easy
 13 process, even though we're only going against
 14 Morocco right now. But it's going to be an
 15 uphill battle for us to get that bid, as we saw
 16 in the last bid. So there are 123 days left
 17 before FIFA makes that decision.
 18 So our World Cup Bid Committee is
 19 working tirelessly to get everything done, to get
 20 all these documents done, to get the bid package
 21 together.
 22 The bid package will have probably a
 23 total of 70,000 pieces of information in that bid
 24 package.
 25 Of course, the United States, we have

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1 probably the best stadiums, the best
 2 infrastructure out there, but at the end of the
 3 day that really doesn't matter. The bid has to
 4 be perfect.
 5 So what if we do -- what's on the
 6 line to get this World Cup bid? If we get the
 7 World Cup bid, there will be 5.8 million tickets
 8 sold in this country to watch games in the
 9 country -- not only for this country. This
 10 country and Canada and Mexico, as you all know,
 11 are doing a tri-bid.
 12 The USA needs about 100,000
 13 volunteers to help with this World Cup bid.
 14 About 75,000 people leading up to the bid,
 15 leading up to the World Cup, an additional
 16 25,000 people to work during the World Cup. So
 17 these are probably people that are sitting in
 18 this room that will be utilized during that
 19 event.
 20 Our stadiums are probably one of the
 21 best stadiums in the world. The one thing that's
 22 good about us, we don't have to build stadiums,
 23 or we don't have to build anything. We have
 24 everything in place already. We have got the
 25 best stadiums in the world. And our stadiums

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1 right now, we probably consider an average of
 2 60,000 fans in our stadiums, with another 9,500
 3 fans sitting in the luxury suites, and as you
 4 know, some of these NFL stadiums now have these
 5 really sophisticated luxury suites and sitting
 6 areas for the VIPs.
 7 So it's a big undertaking we're doing
 8 right now, and we shouldn't take it for granted.
 9 Like I said, it's us against Morocco. We're
 10 trying to get this bid. We have to fight tooth
 11 and nail and lobby our other countries. There's
 12 about 270 countries that will be voting, so we
 13 have to convince at least 104 people, countries
 14 to vote for us.
 15 So it's going to be happening soon.
 16 Just keep your ears out for it. Again, it will
 17 have a tremendous impact on our sport in the
 18 United States.
 19 We would have the next eight years,
 20 right, building up to that World Cup. And just
 21 imagine the potential of eight years of building
 22 up with excitement and fan events, and just
 23 different events all over the country, building
 24 up to the World Cup in the United States, how
 25 much interest is that going to generate for our

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1 sport?
 2 So we're all going to get behind it.
 3 If you need any volunteers to do anything, raise
 4 your hand, because at the end of the day, we all
 5 will benefit from the World Cup coming to the
 6 United States.
 7 So on that, today, we have -- well,
 8 before we get to that -- a couple of weeks ago --
 9 and I know it's of interest to a lot of people --
 10 there was a National Referee Committee meeting
 11 held in California. As people know, I chair the
 12 Referee Committee for U.S. Soccer, and just a
 13 couple of updates that went on at that meeting.
 14 There was a good discussion around
 15 the policy, of course, the infamous policy that
 16 we all talked about, and we, as a committee, have
 17 agreed that at this point, let it stay where it
 18 is.
 19 Sunil, myself, and Dan had agreed to,
 20 this is not something that we need to tackle at
 21 this time, and as a Referee Committee, we also
 22 agreed that we're not going to bring up that
 23 policy in the near future. So, in the interim
 24 what I had done is I had the USASA Referee
 25 Committee members, they worked on an alternative

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1 policy to that policy, okay?
 2 And when I took it to our Board of
 3 Directors, they looked at it, and at this point,
 4 the Board of Directors' feeling were that it is a
 5 sleeping giant. Let's not wake the sleeping
 6 giant. Let's put the recommendation from the
 7 Referee Committee on the shelf, and if U.S.
 8 Soccer brings it up, then we will pull that off
 9 the shelf and make our proposal to U.S. Soccer.
 10 So right now, the sleeping giant is
 11 sleeping. Let it sleep. And I will give you my
 12 word that if I remain as Chairman of the Referee
 13 Committee, that will not be brought up at the
 14 Referee Committee meeting, as long as I'm there.
 15 So I heard you guys in Lake Tahoe. In my
 16 opinion, that policy has been laid to rest, so...
 17 So another thing that I brought up at
 18 the Referee Committee meeting to help our
 19 organization, U.S. Soccer's referees have a, what
 20 they call the priority of games for referees.
 21 It's part of their policies. And the one thing
 22 that's irked me forever is that U.S. Academy
 23 games have a higher priority than U.S. Adult
 24 Soccer games, right? And I probably brought it
 25 to the Referee Committee a couple of weeks ago

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1 and told them and said, all of you people in this
 2 room were ex-FIFA referees. Did you become a
 3 referee by doing youth games or by doing tough
 4 adult games? Without question, they all answered
 5 tough adult games, right?
 6 So I said, so how can we, as a
 7 Referee Committee, acknowledge that an Academy
 8 game has a higher priority on the list of games
 9 than an Adult Division I game? So we had a
 10 discussion around that and took it to a vote, and
 11 we lost on the vote, which didn't surprise me,
 12 but I was hoping it was going to be passed.
 13 So what -- an alternate proposal was
 14 made by Sandy Hunt and an alternate proposal was
 15 to at least put the Academy games and the Adult
 16 Division I games on, at the same level. So that
 17 passed.
 18 So as of right now, U.S. Adult Games
 19 got a notch up, and they're equal to the priority
 20 games, as a U.S. Academy game.
 21 So the assignors out there that kind
 22 of use the fact that well, you better do an
 23 Academy game, because it's a higher priority,
 24 does no longer exist. So they're on equal
 25 footing. So we're not done with it. I'm going

23

1 to continue to -- not to fight for it, but I just
 2 want you people to know that, you know, we had
 3 the vote. We had three members there that voted
 4 for it: myself, Bill Davey, and Angelo Bratsis,
 5 and that was a, three-year permanent votes, and
 6 we lost on the vote.
 7 So just being transparent on what
 8 happened, and let you know that you do have
 9 committee members that keep trying to fight for
 10 the best of the adult game, and, you know, we
 11 just -- we've got to deal with other committee
 12 members there.
 13 Just one thing that was brought up
 14 there -- and correct me if I'm wrong, Bill --
 15 U.S. Soccer wants to change their classification
 16 of referees. So they want to go from like a
 17 grade 9, a grade 8, 7, 6, 5, 4, all the way down,
 18 the four classifications. So now you are going
 19 to be a referee, a state referee, national
 20 referee, and professional referee. So all these
 21 grades you had 8, 7, 6, and 5s, all the way down
 22 the line, will be changing, and we approved that,
 23 because that's pretty much how things are done
 24 around the world. Most countries do not have all
 25 these grades. They have referee, a state, a

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1 national, and then a professional.
 2 So you will be seeing that coming
 3 down the pike in the next -- it was approved by
 4 the committee, so that will be happening,
 5 probably, in the, I would say, in the next year.
 6 So that's the referee issues.
 7 One thing that we did, when we went
 8 to Philadelphia, and we had a historic first and
 9 I put together a meeting of all the four councils
 10 for U. S. Soccer, which has never been done
 11 before, so we actually had the Adult Council
 12 members, the Youth Council members, the Athletes
 13 Council members, and the Professional Council
 14 members, all in one room to discuss the future of
 15 soccer in this country.
 16 How can we, as councils -- and we all
 17 have the same end game, to promote the game and
 18 make it the preeminent sport in America -- how
 19 can we support each other to grow this game? If
 20 we're all going to work in our little silos by
 21 ourselves, we're never going to get anywhere. We
 22 need support from each other and from one another
 23 to grow this game.
 24 So we put this meeting together, and,
 25 you know, most of our commissioners were there,

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1 the commissioners from the youth. It was one of
 2 the most refreshing meetings I have been to in a
 3 long time. No politics, no nothing, but strictly
 4 how do we grow this game together? And we had
 5 some very, very, very good discussions there.
 6 Very good outcomes. And the biggest outcome that
 7 came out of that meeting was that we left there
 8 unanimously agreeing for me to go to the Board of
 9 Directors today and ask for a fee reduction.

10 Now, remember, we had the Youth, the
 11 Amateur, the Adults, the Professionals, which Don
 12 Garber was in the room talking, and Athletes, and
 13 we unanimously left that room saying that we're
 14 going to go to the Board of Directors today and
 15 ask for a fee reduction for the Youth, and the
 16 Amateurs, and the Adults.

17 Well, I did ask today. I went to the
 18 Board of Directors meeting, and I made a motion
 19 that based on our commissioners meeting and the
 20 support we had in that room, to -- for a fee
 21 reduction of 50 percent for youth and adults,
 22 which meant 50 cents for youth, and a dollar that
 23 we would pay to the U.S. Soccer Federation.

24 We had a very good discussion in the
 25 room, and there was opposition, of course, a lot

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1 of opposition. And when the vote came, when the
 2 vote was taken, Sunil asked me if I wanted to
 3 withdraw the motion. I said no, I want a vote
 4 taken. The vote was three for, which was myself,
 5 Richard Moeller and Jesse Harrell, the president
 6 of the youth, were the only three that were for
 7 it. One abstention, which was Carlos Cordeiro,
 8 and the rest of the board voted no.

9 So it was defeated. So, I think, as
 10 your representative, that's something you have
 11 all been asking for, I'm reporting on what
 12 happened at the Board of Directors' meeting
 13 today.

14 So, of course, we were disappointed,
 15 and -- but that's how the vote went down, and so
 16 we lost that battle today.

17 UNIDENTIFIED SPEAKER: What was the
 18 rationale?

19 PRESIDENT MOTTA: The rationale was,
 20 why do you guys want to -- well, some of the
 21 rationale was that's part of doing business. We
 22 haven't gone up in so many years, and
 23 technically, if you put the rate of inflation
 24 behind it, you did get a reduction, because we
 25 haven't gone up on the fees. That was one

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1 rationale. The other rationale is, so what are
 2 you going to do with the money? If we were to do
 3 this, what is your plan? And what to do with
 4 this money, right?

5 And I gave them the example of our
 6 liability insurance. I said, Well, we just got
 7 hit with two major lawsuits that took our excess
 8 liability fee from X to Z, and we couldn't afford
 9 it any more, our members couldn't afford it. So
 10 if we got this reduction in fees, we could still
 11 provide that same excess liability insurance to
 12 our members without having to raise fees, or not
 13 dropping it as we have, all right?

14 So I made that case. It wasn't good
 15 enough. It was defeated. So that's where we are
 16 right now.

17 I'm just trying to see what else was
 18 there. What's that -- now, the question
 19 becomes -- and this is what Richard is asking, do
 20 we, as a group, want to bring it as a budget
 21 amendment on the floor tomorrow for this fee
 22 reduction?

23 UNIDENTIFIED SPEAKERS: Yes.

24 PRESIDENT MOTTA: It's a decision we
 25 need to make. I mean, it's politically, it's

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1 going to be a hot potato, of course, if there is
 2 anything else going on, but if it's something
 3 that we really feel strongly about, that's our
 4 next opportunity to bring it to the floor.

5 Do you have a question? I wasn't
 6 going to take questions, but I'll let --

7 MR. SADOWSKI: Jim Sadowski, Metro
 8 D.C., adopted son of Eastern New York, as of this
 9 morning.

10 Help us out again on the composition
 11 of the Board of Directors. There are nine votes.

12 PRESIDENT MOTTA: On the board?

13 MR. SADOWSKI: On the board.

14 PRESIDENT MOTTA: There are 14.
 15 There are a couple people that don't vote, so
 16 there's 14 voting members.

17 MR. SADOWSKI: And who were the nos
 18 to the proposal?

19 PRESIDENT MOTTA: Chris Ahrens, the
 20 three independent directors, Donna Shalala, Lisa
 21 Carnoy, Val Ackerman, Carlos Bocanegra, Angela
 22 Hucles, Tim Turney, John Collins. Did I leave
 23 anybody out? Oh, Don Garber, and Sunil Gulati.

24 MR. SADOWSKI: So no pros, no
 25 athletes, no independent board members? That was

29

1 the question.

2 PRESIDENT MOTTA: No.

3 MR. SADOWSKI: Okay. Thank you.

4 PRESIDENT MOTTA: So that's where we

5 are. It was a little disappointing because if

6 you were in the room, because all of us were in

7 that room two weeks ago in Philadelphia, the

8 energy that was in that room and the support for

9 this to happen was so strong, you know, that we

10 thought it was a no-brainer at that point. And

11 getting into that room and seeing how things

12 flipped from that meeting to that meeting was

13 eye-opening.

14 So I just really figured, I need to

15 bring that out to you. Yes.

16 Say your name, please.

17 MR. MOORE: If it works, it's not

18 working.

19 PRESIDENT MOTTA: Turn it on.

20 MR. MOORE: There we go.

21 Tom Moore, Northern California.

22 Would you like a motion to bring a budget

23 amendment forward?

24 PRESIDENT MOTTA: I don't think we

25 need a motion. Just somebody has got to get on

30

1 the floor and make that motion on the floor.

2 MR. MOORE: I'm happy to get up and

3 make it or someone else appropriate to make it.

4 I don't care who makes it. I think that we need

5 to stand up as a council and make our voices

6 heard. I'm not sure we have done that enough,

7 and this would be an opportunity to do so, even

8 if it's defeated, the message would be sent.

9 PRESIDENT MOTTA: I agree.

10 Richard, would you want to take it to

11 the floor.

12 MR. GROFF: Yes.

13 PRESIDENT MOTTA: Okay. So we have

14 Richard, as one of our Adult Commissioners, and

15 Richard has been really instrumental behind this

16 move for us, so we will have Richard go up and

17 make that motion tomorrow. But you need people

18 to go up and speak in support.

19 So we've got Dave and then Mike.

20 MR. GUTHRIE: Go ahead, Mike.

21 PRESIDENT MOTTA: Go ahead, Mike, age

22 before beauty.

23 MR. EDWARDS: I think -- I suggest

24 the opposite path -- it just got voted no this

25 morning? And it gets voted no tomorrow? It

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1 ain't going to happen.

2 So, I would suggest that prudence

3 would tell me, and at least three of us here,

4 soccer politicians, that it might be in our best

5 interest to spend a year holding the feet to the

6 fire of whoever gets elected tomorrow, so that

7 this gets done, because I think if this didn't

8 get done this morning and it doesn't get done

9 tomorrow and the same people that voted no are

10 going to go back and tell their constituency, I

11 don't think this is a good idea. I don't know

12 that, Richard -- I don't know that -- and you

13 said you guys were there -- I don't know that you

14 have enough time for really even the lobbying you

15 might need. I mean it doesn't matter to me

16 either way. I'm assuming USASA is going to take

17 my dollar back -- or possibly not -- but in any

18 case, I think, my opinion, I would be kind of

19 nervous about going after it that quickly in the

20 heated atmosphere we've got already. I just

21 don't know if it's smart to go blazing into that

22 tomorrow.

23 PRESIDENT MOTTA: Let me make a

24 comment on that, Mike.

25 We have an election tomorrow for

32

1 president, and I think pretty much every one of

2 those eight candidates' platform has been, as a

3 critic from everybody in this room, to bring that

4 dollar back. I have seen it in their platform.

5 They've mentioned it to me. They've talked about

6 it to me, and I'm sure they've talked about it to

7 you. And I'm kind of where Mike Edwards is, is

8 that if we do go on the floor and it gets

9 defeated, then it kind of gives a message to

10 everybody that we're not going to get this done;

11 that they've got the power, they're going to get

12 it done. I agree that we have an election

13 tomorrow. We have a new president come in, and

14 whoever that president becomes, hold them

15 accountable for what they promised.

16 They've all made promises to all of

17 us that they believe that we should get our

18 dollar back. So, we just hold them to that

19 promise, and --

20 MR. GROFF: Well, then, why not take

21 the opportunity to make a statement. We're not

22 asking for a budget amendment.

23 PRESIDENT MOTTA: You've got to speak

24 up.

25 UNIDENTIFIED SPEAKER: Let Dave go.

33

1 PRESIDENT MOTTA: Dave first.
 2 MR. GUTHRIE: Well, I agree that we
 3 should put forth a motion when the budget is
 4 being acted upon. I would echo my friend from
 5 California. One of the things he said is I think
 6 we should stand. I also think we should
 7 physically stand. Keep in mind these votes are
 8 weighted. When this room stands and when you
 9 have the youth stand, most everybody in the room
 10 will be standing. So I think that sends a shock
 11 wave across the ballot of the votes. We've got
 12 candidates who say they are going to vote for
 13 change. They want to unify. Well, they can see
 14 that if they don't do it, this massive room that
 15 just stood are not going to be happy with that
 16 new candidate.
 17 (Applause.)
 18 MR. DAVEY: Bill Davey, Region II.
 19 I agree, in some respects, with what
 20 Mike said. However, we've had a detailed
 21 conversation with the commissioners of the Youth
 22 and the Athletes and the Pro, but we've never had
 23 an opportunity to stand up in front of all the
 24 council memberships and discuss this in great
 25 detail. Richard has got the history behind it,

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1 and I think the opportunity will present itself
 2 for us to get up and speak, so that the other
 3 council members, not the commissioners, who
 4 probably don't know anything about this, have not
 5 heard anything about it. So I think it's time
 6 that we passed our message on to the membership
 7 at-large on what we would like to do, the reason
 8 why it went up, and the history behind it.
 9 And we've talked several times with
 10 Richard, and he's certainly prepared to do that
 11 in front of the body. But I think we need the
 12 opportunity to go before the membership and not
 13 just the council, the council members.
 14 PRESIDENT MOTTA: Fritz.
 15 MR. MARTZ: Fritz Martz, Region I.
 16 I agree with Bill and Dave that the
 17 time is now to bring this up. We have been going
 18 back and forth with this for, I think, it's over
 19 a year now, trying to get this reduction.
 20 The board has consistently said no.
 21 I have no faith whatsoever that because somebody
 22 tells me today, oh, yeah, I agree with you, that
 23 they're going to go back as president or whatever
 24 and get the board to change their mind. We had
 25 all the commissioners, the joint commissioners,

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1 say, I agree with you, we need to reduce the
 2 fees. And when they got to the board, they all
 3 voted to keep the fees at \$2.
 4 So, honestly, I think we have to
 5 bring it back tomorrow, because if we win
 6 tomorrow, we get the fee reduction. If we don't
 7 win tomorrow, if we don't bring it up, even if we
 8 bring it up next year, it's not going to happen,
 9 because there's been no will from that board to
 10 reduce these fees, so I think the time is now
 11 just to bring it up.
 12 Thank you.
 13 PRESIDENT MOTTA: Okay. So Richard,
 14 you are tasked.
 15 Do you want to say something? Mike.
 16 MR. EDWARDS: I was here when the
 17 USASA, when we increased the fee for \$2. I would
 18 be more than happy to stand up and tell them why
 19 we did it, and at the time we did it, we needed
 20 the money --
 21 PRESIDENT MOTTA: U.S. Soccer --
 22 MR. EDWARDS: -- U. S. Soccer needed
 23 the money.
 24 UNIDENTIFIED SPEAKER: Turn the mic
 25 on.

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1 MR. EDWARDS: And last I checked, we
 2 are in pretty good shape, because I got a pretty
 3 good ditty-bag.
 4 UNIDENTIFIED SPEAKER: Microphone.
 5 MR. EDWARDS: This is why we did
 6 that, to lay the foundation for it, because I
 7 think that might be helpful to ask -- because, if
 8 you remember, it leaves Sunil, literally,
 9 standing at the board meeting arguing about it,
 10 and Sunil actually wanted to raise it from a
 11 dollar to \$5. So each one of you guys owe me \$3.
 12 PRESIDENT MOTTA: Tim Busch.
 13 MR. BUSCH: We owe you so much money.
 14 Tim Busch from Washington.
 15 I can't tell you, having been at the
 16 meeting in Philadelphia, how disappointing this
 17 has all been. And I really enjoyed working with
 18 Rob and with Richard and the folks on our
 19 council, and I think part of the message is what
 20 Mike is talking about, but I think we talked in a
 21 more broad way about the dollar and the fee
 22 coming back, because it's more than just simply
 23 filling a hole in our budget. It's a potential
 24 to help state associations and other members of
 25 our organization to become more professional,

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1 work on other programs. And, you know, there's
 2 always a debate about, are you better off doing
 3 it and getting consensus away from the meeting?
 4 But I'm persuaded we probably should take a shot.
 5 But I think we talked about it in broader terms,
 6 and we can work on that, but I think it's real
 7 important to say we're a valuable part of the
 8 Federation, and that money will help build the
 9 grassroots and the programs that we have.
 10 MR. SCHERER: Paul Scherer from
 11 Region IV.
 12 Dave, I think your idea is fantastic,
 13 for all, and I hope we can get a commitment from
 14 everyone here that we will stand up and say, yes.
 15 And what I would like to do is ask John, if you
 16 would get with the Youth Council and have them
 17 all stand up, because I think that's an excellent
 18 idea. It will show some unity, and it will make
 19 a huge difference if we all stand up. So please
 20 do that. Thank you.
 21 PRESIDENT MOTTA: Peter.
 22 UNIDENTIFIED SPEAKER: Turn the mic
 23 on.
 24 MR. FALCONE: Push the button.
 25 MR. PINORI: I kind of agree with

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1 everybody, what everybody has asked. Let's not
 2 say if we get this money back; when we get this
 3 money back, what is the plan of the board to keep
 4 it as the USASA or give it back to the state
 5 associations? What are we thinking? What are
 6 you guys thinking?
 7 PRESIDENT MOTTA: We haven't had that
 8 discussion yet as a board. No, no, seriously, at
 9 the end of the day, you guys make that decision.
 10 I mean, it's a budget item, but if we can get the
 11 vote approved, I think the next job of the board
 12 would be to sit down and say, okay, now, we're
 13 going to have to make sure, because there's
 14 \$250,000 in our budget.
 15 MS. STONEBURNER: We have a budget
 16 deficit of over \$200,000.
 17 PRESIDENT MOTTA: Lori is saying
 18 right now we do have a budget deficit of
 19 \$200,000, because the insurance fees did go up,
 20 the other fees that we haven't charged back. So
 21 we are working out the deficit right now. So,
 22 this actually helps --
 23 UNIDENTIFIED SPEAKER: John, but the
 24 proposal is to reduce it, not to give us back
 25 money, right?

39

1 PRESIDENT MOTTA: Reduce it -- how
 2 much we pay U.S. Soccer from \$2 to \$1.
 3 UNIDENTIFIED SPEAKER: Oh, so it's
 4 still going to stay with USASA, not with the
 5 state?
 6 PRESIDENT MOTTA: Well, we haven't
 7 made that determination yet. I mean, it's going
 8 to come to us first, and then, as a board, we
 9 will have that discussion. We can't have a
 10 discussion on something that we don't have,
 11 right? So the first part is getting it approved,
 12 and if it gets approved, now, we know as a board,
 13 we have another \$250,000 that we will have in our
 14 budget, and then it's going to be up to the
 15 Budget Committee and the board, and, ultimately,
 16 you people that approve the budget. So, that --
 17 MR. BARRAZA: Yeah, Derek Barraza,
 18 Cal South.
 19 John, I think the point that these
 20 guys are making is that it might help our case if
 21 we do know how we're going to use the money. So
 22 I would recommend the board huddle up and talk
 23 about the \$200,000 deficit, talk about how we're
 24 going to apply those funds, because I think that
 25 will help us make our case tomorrow.

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1 And, Dave, once again, excellent
 2 comment. I totally agree, and some of us that
 3 are joint states will help share that information
 4 with the youth as well. Thank you.
 5 PRESIDENT MOTTA: Okay. Thank you.
 6 Any more comments?
 7 Okay.
 8 If none, then we're going to move
 9 along with the agenda. So next on the agenda
 10 will be the Elections. There will be four
 11 commissioners.
 12 So we have an election for four
 13 seats, for four commissioner seats in which six
 14 people, individuals, have shown interest in
 15 running for the four positions.
 16 Is there any nominations from the
 17 floor, in addition to the six people who have
 18 declared themselves as candidates?
 19 Seeing none -- are you going to put
 20 the names up right now?
 21 MR. SCHMITT: They will be on the app
 22 when you see them.
 23 PRESIDENT MOTTA: So there is no
 24 nomination from the floor, then, I declare
 25 nominations closed for --

41	<p>1 UNIDENTIFIED SPEAKER: So move.</p> <p>2 PRESIDENT MOTTA: Okay. Thank you.</p> <p>3 So the nominations are now closed. So, I think,</p> <p>4 now, we will put the electronic voting to a test.</p> <p>5 Tony.</p> <p>6 (Pause in proceedings.)</p> <p>7 MR. RIDDLE: It's reloading.</p> <p>8 PRESIDENT MOTTA: Okay. Nick is</p> <p>9 activating the link right now.</p> <p>10 (Pause in proceedings.)</p> <p>11 UNIDENTIFIED SPEAKER: It's open.</p> <p>12 (Continued pause in proceedings.)</p> <p>13 MR. FALCONE: Okay. Folks, if you go</p> <p>14 into usasa.electionrunner.com, you should see a</p> <p>15 page that says Adult Commissioners Running -- and</p> <p>16 Nick? The app will take you to a browser. Is it</p> <p>17 showing anything yet, Nick?</p> <p>18 (Multiple simultaneous conversations.)</p> <p>19 MR. FALCONE: Has anyone been able to</p> <p>20 cast a vote yet?</p> <p>21 UNIDENTIFIED SPEAKERS: Yes.</p> <p>22 MR. FALCONE: So the system --</p> <p>23 UNIDENTIFIED SPEAKER: It might take</p> <p>24 a bit to roll out.</p> <p>25 MR. FALCONE: -- it might take a</p>	43	<p>1 upper or lower case. You don't have to worry</p> <p>2 about the case.</p> <p>3 (Pause in proceedings.)</p> <p>4 MR. FALCONE: Nick is walking around</p> <p>5 to assist folks. If you need any help, I also</p> <p>6 will assist you.</p> <p>7 (Pause in proceedings.)</p> <p>8 MR. FALCONE: Okay, folks, it's 2:00.</p> <p>9 It means the Chair will turn into a pumpkin, but</p> <p>10 I know there's still a few states that haven't</p> <p>11 cast their votes; is that correct? Do you still</p> <p>12 need a few more minutes? Please raise your hand.</p> <p>13 Does anyone else need any more time?</p> <p>14 UNIDENTIFIED SPEAKER: Yes.</p> <p>15 (Pause in proceedings.)</p> <p>16 MR. FALCONE: Okay. Folks, it looks</p> <p>17 like all the votes are in. Nick is going to hit</p> <p>18 the magic button to find out who are -- the top</p> <p>19 four will be, the top four vote getters will be</p> <p>20 the ones that will represent us for the next two</p> <p>21 years on Adult Council. And then Nick will</p> <p>22 post -- Nick will post it on the screen.</p> <p>23 PRESIDENT MOTTA: Everybody have a</p> <p>24 seat, please. While we are waiting for the</p> <p>25 tabulations, we have a couple of other elections</p>
42	<p>1 while to roll. It has Paul McCartney on there at</p> <p>2 the same time.</p> <p>3 (Multiple simultaneous conversations.)</p> <p>4 MR. FALCONE: Just refresh your</p> <p>5 browser. We will get to about 2:00, and if we</p> <p>6 still need more time, we will take more time.</p> <p>7 So, Duncan, you got any songs you</p> <p>8 want to sing for us?</p> <p>9 (Pause in proceedings while votes are</p> <p>10 being cast.)</p> <p>11 MR. FALCONE: The URL again is</p> <p>12 usasa.electionrunner, one word, dot-com.</p> <p>13 (Pause in proceedings.)</p> <p>14 MR. FALCONE: It's coming up.</p> <p>15 UNIDENTIFIED SPEAKER: It's not</p> <p>16 closed, is it?</p> <p>17 MR. FALCONE: It's not closed. No.</p> <p>18 (Pause in proceedings.)</p> <p>19 MR. FALCONE: Okay. Mine did pop up.</p> <p>20 If you see where it says "running," the little</p> <p>21 green button, click that and see if it comes up.</p> <p>22 (Pause in proceedings.)</p> <p>23 MR. FALCONE: Okay. I also just</p> <p>24 logged in to cast my vote. Even though our cards</p> <p>25 have everything in upper case, it takes either</p>	44	<p>1 that we need to get done.</p> <p>2 UNIDENTIFIED SPEAKER: We should be</p> <p>3 able to see all six with all the percentages.</p> <p>4 PRESIDENT MOTTA: I'm going to ask</p> <p>5 Richard Moeller to come up and run the election</p> <p>6 for the Chairperson of the Adult Council.</p> <p>7 MR. MOELLER: Hello everybody.</p> <p>8 Welcome to Florida. I hope you like the weather.</p> <p>9 If you don't, try to get outside and enjoy it.</p> <p>10 It's not -- I hear it's snowing in Chicago.</p> <p>11 So we are going to move on, while</p> <p>12 we're waiting for the results, we are going to</p> <p>13 move on to the next election, which is for the</p> <p>14 Chairperson of the Adult Council. I say</p> <p>15 Chairperson, so it could be a male or female. So</p> <p>16 we have one nomination already which was John</p> <p>17 Motta sent out an e-mail to everyone to let them</p> <p>18 know that he was interested in that position.</p> <p>19 Do we have any other nominations from</p> <p>20 the floor?</p> <p>21 UNIDENTIFIED SPEAKER: Move to close</p> <p>22 the nominations.</p> <p>23 UNIDENTIFIED SPEAKER: Second.</p> <p>24 MR. MOELLER: All right. With that</p> <p>25 being said, no other nominations, we are closed.</p>

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1 John, congratulations.
 2 (Applause.)
 3 PRESIDENT MOTTA: Thank you.
 4 Thanks everyone for your confidence,
 5 again, in myself.
 6 How long did that take? Are you
 7 done? We have the results of the commissioners.
 8 So we have Bill Davey, Rob LaVielle,
 9 Fritz Marth, and Cezar Wasecki.
 10 (Applause.)
 11 PRESIDENT MOTTA: I didn't have to
 12 read it?
 13 UNIDENTIFIED SPEAKER: Fritz, you
 14 cannot clap for yourself.
 15 PRESIDENT MOTTA: Okay. Moving right
 16 along, because we have other business to attend
 17 to, I'm going to call on the election for the
 18 representative of the Adult Council on the U.S.
 19 Soccer Foundation, and Frank Borroni has
 20 represented us for the last, quite a few years, I
 21 don't know exactly how many he has, but yesterday
 22 he sent an e-mail where he is withdrawing his
 23 name for consideration for the seat representing
 24 the Adult Council on the U.S. Soccer Foundation
 25 Board.

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1 Richard Groff has also sent out a
 2 nomination request for running for the position.
 3 Are there any other nominations from the floor
 4 for the position of --
 5 UNIDENTIFIED SPEAKER: Move to close.
 6 UNIDENTIFIED SPEAKER: So moved.
 7 UNIDENTIFIED SPEAKER: So moved.
 8 (Note: Speaker later identified as Gerhard
 9 Mengel.)
 10 PRESIDENT MOTTA: Move to close.
 11 Richard, would you like to address
 12 the body?
 13 MR. GROFF: You want to say --
 14 PRESIDENT MOTTA: They don't want you
 15 to? No, come on, come and say a few words.
 16 (Applause.)
 17 PRESIDENT MOTTA: Since there was no
 18 other nominees, welcome, Richard. Through
 19 acclamation you are on.
 20 (Applause.)
 21 MR. GROFF: Well, I'm very excited to
 22 take on this challenge. It was back in 1992, I
 23 was Treasurer of the Federation, and Alan called
 24 and said, we need to come up with a plan for the
 25 money from the World Cup. It ended up being \$60

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1 million in '92. We said that the plan had funds
 2 to grow the sport in the United States, and
 3 that's what the Foundation was to do. I have
 4 been with the Foundation for several terms, and
 5 the reason I ran this time is I noticed I had one
 6 really, very highly respected president in this
 7 room, president of the state association, who
 8 said, What does the Foundation do?
 9 And that, to me, was really shocking.
 10 And so what my role is to represent you and to
 11 make sure each of you know what the Foundation
 12 does with its \$50 million in the bank, and \$10
 13 million budget, and \$2 million staff budget to
 14 make sure they are communicating with you, to
 15 help you understand what their vision is, but
 16 also to help you grow your own organization.
 17 They have a program of staff that
 18 helps people raise money that might help you. We
 19 talk a great deal about how players, elite
 20 players, don't have the funds to participate in
 21 the Development Academy and the ODP. The
 22 Foundation could do that through financial aid
 23 and scholarships. They have an excellent program
 24 to grow the number of small-sided fields, turf
 25 fields in urban areas. And, quite honestly, John

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1 Motta came up with a great idea. When they put
 2 in the fields, not only to develop players, but
 3 to develop young referees, develop young coaches,
 4 to actually be a magnet to help us grow the
 5 sport.
 6 So my role is to come and be involved
 7 with you, so you know what the Foundation is
 8 doing, and to have them help you grow your
 9 organization. I'm very happy to do this. Thank
 10 you.
 11 (Applause.)
 12 PRESIDENT MOTTA: Okay.
 13 Being that there is no further
 14 business for the Adult Council, I move to adjourn
 15 this meeting. And then we will convene the USASA
 16 National Council meeting.
 17 UNIDENTIFIED SPEAKER: So move.
 18 PRESIDENT MOTTA: Any objections? So
 19 moved.
 20 All right. So the meeting is
 21 adjourned of the Adult Council. I don't think we
 22 need a break, right? We had a long break.
 23 (Adjourned at 2:15 p.m.)
 24
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1 REPORTER'S CERTIFICATE

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I, DEBRA K. RESLING, RMR, and Certified Realtime Reporter appointed to take the meetings of the United States Adult Soccer Association, do certify that the within proceedings of the Adult Council Meeting were taken by me stenographically in Orlando, Florida, on February 9, 2018 then reduced to typewritten form consisting of 49 pages herein; that the foregoing is a true transcript of the proceedings had.

In witness hereof I have hereunto set my hand this 7th day of March, 2018.

dker

Debra K. Resling, CRR, RMR
Registered Merit Reporter
and Notary Public.
4 Cheyenne Blvd.,
Colorado Springs, CO 80905

My commission expires February 28, 2021

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