

**USA Badminton  
Meeting of the Board of Directors  
Sunday, May 12, 2024  
8 p.m. Eastern Time**

**Board Members Present:**

Fred Teng (Chair)  
Eva Lee  
Nibu Paul  
Philip Varghese  
Pavan Vedere  
Iris Wang

**Board Members Absent:**

Richard Alcaraz  
Paula Lynn Obanana-Cao Hok  
Patty Pflaging

**USA Badminton Staff Present:**

Jim Estes (Interim CEO)  
Guillermo Rojas Jr. (Interim COO)

**Others Present:**

Laura Peeters (Counsel)

**Quorum/Call to Order:**

Having established a quorum, Mr. Teng called the meeting to order at 8:13 p.m. Eastern time.

**Introduction:**

Mr. Estes introduced two new participants:

Guillermo Rojas – Interim COO, long history in Olympic Movement working with the USOPC and various NGBs. He has an expertise in marketing, sponsorship, communications, and events background.

Laura Peeters – outside counsel, also with a long history in the Olympic Movement working with the USOPC and various NGBs.

**Conflicts of Interest Disclosure:**

Mr. Teng read a conflict of interest statement and asked all present to disclose any conflicts related to the agenda. None were noted.

**Update on Litigation:**

Ms. Peeters provided an update on current litigation.

**Staffing:**

Mr. Teng provided an update on the status of the Interim CEO employment agreement. A draft has been presented for review and the parties will be negotiating.

**Approval of Minutes:**

Mr. Teng presented the February 11, 2024 minutes for approval. Mr. Vedere made a motion to approve, second by Ms. Wang. The motion passed unanimously.

**US Center for SafeSport Update:**

Linda French (suspended CEO) and Ken Wong (suspended Board member) filed an arbitration for review of the findings from the US Center for SafeSport. Ms. French was found to have violated the SafeSport Code and suspended for five (5) years from participation in the Olympic & Paralympic Movement. A discussion ensued.

Mr. Wong was found not to have violated the SafeSport Code. A discussion ensued.

A motion was made by Mr. Teng to terminate Linda, who had been on a suspension from her USA Badminton duties, Mr. Paul seconded. The motion passed unanimously.

A motion was made by Mr. Teng to reinstate Mr. Wong, who had been suspended from his USA Badminton Board duties, to the Board, Mr. Vedere seconded. The motion passed unanimously.

A discussion ensued regarding other administrative issues relating to Ms. French's employment.

**USOPC Audit:**

Mr. Teng provided a report on the USOPC audit. USA Badminton in good shape overall. A discussion ensued.

**CEO Search:**

Mr. Teng discussed the search for a full-time CEO. It will be an open process, evaluated by a committee.

**Grievance Update:**

Ms. Peeters provided an update on a potential grievance.

**New Business/Auditor:**

Mr. Varghese provided an update on the Audit and Transition Committee. The Committee is recommending the re-appoint CLA as the auditor for 2023.

Mr. Varghese made a motion for the Board to adopt the Audit and Transition Committee's recommendation as the auditor for 2023 fiscal year audit, Mr. Teng seconded. Mr. Vedere abstained from the vote. All other members voted in favor. The motion passes.

**Adjournment:**

Ms. Wang made a motion to adjourn, Mr. Varghese seconded. The motion passed unanimously.

The meeting adjourned at 9:20 PM Eastern Time.