

USA Badminton Board Meeting Minutes

Date: March 2, 2025

Time: 8:00 AM Pacific

Roll Call:

Board Members Present: Ken Wong, Pavan Vedere, Patty Pflaging, Philip Varghese, Paula Lynn O. Cao Hok (left at 8:48am)

Board Members Absent: Nibu Paul

Board Members Excused: Iris Wang, Eva Lee

Staff and Counsel Present: John Ruger, Trenton Szeto, Esther Lin, Steve Kearney, Laura Peeters (outside counsel)

Conflict of Interest Disclosures: None declared.

Waiver of 30-Day Notice: Waived.

1. Approval of Previous Meeting Minutes:

February 1, 2025 Board Meeting Minutes:

- **Vote:** Yes – Pavan, Patty, Ken; Opposed – None; Abstain – Paula (absent excused from Feb 1 meeting, Philip).
- **Result:** Minutes Approved

2. USOPC Demands That Require Board or Committee Actions:

- Continue guiding and assisting USAB/staff to close out remaining compliance audit open issues
 - Financial reporting
 - Conflict of Interest disclosures / Ethics Committee
 - Others, but financial reporting and conflict of interest disclosures / ethics committee are currently top priority
- Take action to satisfy additional USOPC settlement requirements that require board involvement/vote
 - Make specific revisions to the bylaws
 - Fill all open seats on the board and board committees
 - Report on progress toward the Strategic Plan
- Given that Paula could only attend the board meeting for 45 minutes, board members agreed to move on to next topic (Approval of 2025 Budget), and Patty agreed to draft bylaw changes and send out to all board members for email vote.

3. Approval of 2025 Budget:

- John and Steve presented updated version of 2025 budget
- Discussion of coaching income and coaching categories
- Discussion of tournament host fees
- Discussion of travel expenses for staff and athlete directors
- Discussion of U.S. Open expense. U.S. Open expense far exceeds U.S. Open income, resulting in an expected loss of over \$300K. (USAB is contractually obligated to run the 2025 U.S. Open.)
- Without this expected loss, USAB would not be budgeting a net loss for the year. The plan is to cover this loss through grants, fundraising, donations and cost-cutting.
- **Vote:** Yes – Ken, Pavan, Paula, Patty; Opposed – None; Abstain – Philip
- **Result:** 2025 Budget Approved

4. Meeting Adjournment: 8:48 AM Pacific

Paula left at 8:48 am, reducing the board director representation to less than a quorum. As advised by Laura, the official board meeting was adjourned. Conversation continued among the remaining attendees; however, no minutes and no board actions/votes were taken.