

**MINUTES
OF THE MEETING OF
THE BOARD OF DIRECTORS OF
UNITED STATES TENNIS ASSOCIATION INCORPORATED
TELECONFERENCE
APRIL 24, 2025**

PRESENT: Brian Vahaly, Chairman of the Board, J. Christopher Lewis, First Vice President, Maggie Chan Jones, Vice President, Megan Moulton-Levy, Vice President, William McGugin, Secretary-Treasurer, Catherine (CiCi) Bellis, Laura F. Canfield, Chris Capossela, Violet Clark, Amanda Fink-Moore, Kathleen Francis, Jon Rydberg, Hon. Derek J. White, Perren Wong, Directors at Large.

ABSENT: Dr. Brian Hainline, Immediate Past President.

ALSO PRESENT: Lew Sherr, Chief Executive Officer and Executive Director, Andrea S. Hirsch, Chief Operating Officer, Stacey Allaster, Chief Executive Professional Tennis & US Open Tournament Director, Kevin Flaherty, Chief Financial Officer, and Rachel Booth, General Counsel.

1. Chairman's Welcome. Vahaly called the meeting to order at 10:30 a.m. (EST) on Thursday, April 24, 2025. A roll call was taken and a quorum certified.

2. CEO Update.

a. Staffing Update. Sherr provided an update on the executive job searches, advising that all searches are in progress and that Chief People and Culture Officer, Henry Lescaille, is keeping the Compensation Committee apprised of the status of each search. He noted that Tracy Davies' promotion to Team USA General Manager has been well received.

Hirsch fielded questions about the recently announced termination of U.S. Center for SafeSport CEO, Ju'Riese Colon.

(Liz McSorley, Managing Director, Strategy and Innovation, joined the meeting.)

b. Business Performance Review/High Level Dashboard. Sherr referred to materials previously distributed to the Board which provided Q1 updated data on agreed upon key metrics for the Association. He advised the PAC study, which distributes results quarterly, is showing promising results for 2025.

(McSorley departed the meeting.)

3. USTA Consent Agenda.

a. Approval of the USTA Consent Agenda. The USTA Consent Agenda was presented and no objections were made. The USTA Consent Agenda included:

- i) Minutes of the Meeting of the Board of Directors of United States Tennis Association Teleconference - March 11, 2025;
- ii) Compensation Committee Charters;
- iii) Strategic Investment Policy Statement; and
- iv) USTA Policy Updates.

Upon motion duly made by Francis, and seconded, the Board approved the USTA Consent Agenda as presented.

(Craig Morris, Chief Executive Officer, USTA Coaching, Megan Rose, Managing Director, Head of Business, Development & Operations, and Lisa Cradit, Managing Director, Head of Communications & Content, joined the meeting.)

4. Coaching Go To Market Strategy. Morris discussed the previously distributed coaching go-to-market strategy, answering questions about timelines, coaching-level nomenclature, PTR, and RSPA sentiment, and proposed Board members for the new entity. Rose and Cradit addressed questions regarding campaign execution elements and advertising strategy, and the use of influencers for brand engagement. The Board expressed positive feedback on the progress made by Morris and Rose.

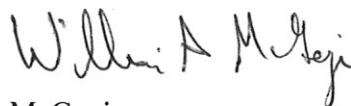
(Rydberg, Morris, and Rose, departed the meeting.)

5. Related Party Transaction. Hirsch explained that pursuant to New York Not-for-Profit Law, a corporation may enter into any arrangement in which a “related party” (i.e., directors, officers, “key people,” and their relatives) has a financial interest unless certain procedures are followed. She advised that the Board is being asked to consider whether the USTA may engage Rydberg Wheelchair Tennis, LLC for the services of Jon Rydberg to serve as Team Captain for the 2025 World Team Cup competition. Hirsch referred the Board to materials previously provided which contained the details of the proposed engagement and advised that Rydberg is uniquely qualified for the position, the compensation is comparable to Rydberg’s level of experience and commensurate with his status as former player and high performance coach.

Upon motion duly made by White, and seconded, the Board approved Rydberg’s engagement as Team Captain for the 2025 World Team Cup competition.

The meeting concluded at 10:45 a.m. (EST) on Thursday, April 24, 2025.

Respectfully submitted,



William McGugin
Secretary-Treasurer