

Minutes of the USTA NorCal Board of Directors
Wednesday, December 11, 2024
Offices of USTA NorCal - Alameda, CA

Directors Present: Leslie Airola-Murveit, Andrea Barnes (elected Vice President at the meeting), Shaun Chaudhuri, Christine Costamagna (President), Anoosh Davoudzadeh, Nancy DeSchane (elected Treasurer at meeting), Mike Dickey, Cheri King, Samir Mahir, Mylene Martin, Michelle Nicholson, David Panconi, Craig Pasqua (elected Parliamentarian at the meeting), Caroline Sheu, Pam Sloan (Delegate)

Directors Absent: Andrea Norman* (Elected Secretary at meeting)

**Director present by video conference, but who is not officially in attendance at the meeting for voting purposes.*

Advisory Directors Present: Martha Ehrenfeld

Legal Counsel Present: Jonathan Madison

USTA NorCal Staff Present: Summer Verhoeven (Executive Director), Darren Wenger (Director of Operations), Becca Bauer (Senior Manager of Marketing), Beth Workeneh (Senior Manager of Junior Competition), Troy Rondeau (Senior Manager of Community Programs), Michelle Wilson (Senior Manager of Adult Competition).

1. Call to Order

President Sloan called the meeting to order at 6:36 pm and roll call was conducted. President Sloan welcomed the newly elected Directors, and all Directors introduced themselves to the group. She then asked Ms. Barnes to read the NorCal Mission Statement and Vision.

Mr. Davoudzadeh and Ms. King joined the meeting prior to the approval of the minutes.

2. Approval of Agenda

There being no persons present to make public comments, and no public comments submitted in advance of the meeting, the Board considered approval of the agenda, a copy of which was distributed with the meeting packet.

- President Sloan announced that the Budget Committee was not able to meet to discuss the budget impact for a number of Action items on the Agenda and requested that all such items related to the budget be deferred until January. She requested that all such items be pulled, with the exception of the funding for a Sport Court.
- Ms. Norman also requested that the Action Item regarding the USTA NorCal Position on Videotaping and Photography be deferred until January. A new Safe Play policy has just been released by the USTA and needs to be reviewed as it relates to the position.

There being no opposition, the agenda was announced approved as changed.

3. Approval of Minutes

The Board considered approval of the minutes of the meeting held October 16, 2024. Following discussion, the following motion was duly made by President Sloan, seconded by Ms. DeSchane, and **approved** by a vote of 13 in favor, none opposed, and 1 abstention.

RESOLVED: That the minutes of the meeting of the USTA NorCal Board of Directors held October 16, 2024, are hereby approved as corrected.

4. Election of Officers, Parliamentarian and General Counsel

The next order of business was the election of officers and parliamentarian. Pursuant to the Bylaws, Vice President/President-Elect Ms. Costamagna has now vacated this office and assumed the office of President, and President Sloan has now vacated this office and assumed the office of Delegate, and both will serve a 2-year term. The election of persons to fill the positions of Treasurer, Secretary, and Parliamentarian are required. The Parliamentarian is not an officer, and the Bylaws do not require such person elected to be a member of the Board.

- Election of Vice President: A nomination was made for Andrea Barnes, who accepted the nomination. There being no other candidates, Ms. Barnes was elected Vice president by unanimous voice vote.
- Election of Treasurer: A nomination was made for Nancy DeSchane, who accepted the nomination. There being no other candidates, Ms. DeSchane was elected Treasurer by unanimous voice vote.

Mr. Chaudhuri joined the meeting prior to the election of Secretary.

- Election of Secretary: A nomination was made for Andrea Norman, who accepted the nomination. There being no other candidates, Ms. Norman was elected Secretary by unanimous voice vote.
- Election of Parliamentarian: A nomination was made for Craig Pasqua, who accepted the nomination. There being no other candidates, Mr. Pasqua was elected Parliamentarian by unanimous voice vote.
- Election of General Counsel: A nomination was made for Jonathan Madison, who accepted the nomination. There being no other candidates, Mr. Madison was elected legal counsel by unanimous voice vote.

5. Department Overview by Senior Management

- Operations - Darren Wenger: Mr. Wenger introduced the members of his team that include the controller, a data specialist, advocacy manager, and administrative coordinator and assistant. The department manages the day-to-day functions of the office; budget and finance; information technology; human resources; vendor operations; safety; SafePlay compliance; Annual Meeting voting and logistics; and supports on-site and remote work, and the Executive Director.
- Community Programs - Troy Rondeau: Mr. Rondeau introduced the members of his team that include the Community Program Representatives that serve designated geographical areas of NorCal. His staff works entirely off site. The department also hosts the CIF high school state championships; collaborates with RSPA and PTR; manages grants for high school and community programs; hosts early coach education workshops; manages NorCal Tennis on Campus and other adult social play programs; manages events, activations, and programs related to Red Ball tennis, HITs after school program, wheelchair and adaptive tennis; NJTL training camps and other support to NorCal NJTLs; collaboration and advocacy as it relates to parks and recreation departments; supports NorCal Community Tennis Associations.
- Junior Competition - Beth Workeneh: Ms. Workeneh introduced the members of her team. The department oversees junior ranking tournaments (sanctioning, sportsmanship, implementation of the tournament policies and procedures, Herb Cup); Net Generation programs (Team Challenges, Junior Circuit Events); Junior Team Tennis (three seasons annually, including Championships in the spring and fall, JTT team events, in-house junior leagues); player development (Early Development Camps for green and orange ball players, NorCal Section Camps for players competing in ranking tournaments, high performance coaches camps, Gen Gap Invitational, Team NorCal pride-in-Section program, mental fitness training, parent education); and officials (recruitment and training, oversight of annual re-certification). The team also hosts the annual Junior Awards Party in January that recognizes all levels of junior achievement and sportsmanship.
- Adult Competition - Michelle Wilson: Ms. Wilson introduced the members of her team. The department oversees adult ranking tournaments (sanctioning, Grand Prix, implementation of the tournament policies and procedures, pilots, grants and incentives to grow tournaments); all aspects of adult leagues (national and local leagues, awards, incentives to grow teams and captains, Sectionals site selection, grievances).
- Marketing - Becca Bauer: Ms. Bauer introduced the members of her team. The department's goals are to ensure brand recognition; raise program awareness and generate participation; enhance engagement; sponsorships and partnerships; support diversity and inclusion; foster an inclusive environment. The department conducts email outreach to members who have requested to receive information; coordinates with other departments related to newsletter needs; manages NorCal's social media platforms; website updates on USTA.com and development of new NorCal website; supports recognition events such as the Junior Awards Party, Hall of Fame, Adult awards and other events such as Section Connection, 2024 Women's Summit, and Official's Summit; creates collateral for all NorCal events; manages all aspects of the new NorCal eStore.

Ms. Bauer also gave an overview on the new NorCal website. The emphasis of the project is ease of use and navigation, all criticisms of the national USTA site. The launch will be Wednesday, December 18, a slight delay from the original launch timeline.

Ms. Ehrenfeld left the meeting for the duration of the Closed Session.

6. Closed Session

President Costamagna announced that the Board would be going into closed session. Following the conclusion of the closed session, President Costamagna announced all discussion held during the session was to remain confidential; however, it was agreed that the following would be reported in the public minutes:

- Legal Updates. The Board heard updates on outstanding legal issues.

Legal Counsel Jonathan Madison left the meeting following the legal updates.

- Inside Tennis. The Board reviewed and discussed a proposal from the Marketing Committee related to reentering into another relationship with Inside Tennis. The Board declined the to pursue a relationship with Inside Tennis.
- Approval of Adult Tournament Sanctions. The sanctions listed on Exhibit A were **approved** following a motion duly made by Ms. Sloan and seconded by Ms. Nicholson. The vote was 15 in favor, none opposed and no abstentions.
- Approval of Junior Tournament Sanctions. The sanctions listed on Exhibit A were **approved** following a motion duly made by Mr. Panconi and seconded by Ms. Shue. The vote was 15 in favor, none opposed and no abstentions.
- HR Matters. The Board heard updates related to human resources matters.

Ms. Ehrenfeld returned to the meeting following Closed Session.

7. Executive Committee Report

President Costamagna announced that on November 25, the Executive Committee authorized the USTA NorCal staff, after consulting with the Umpires and Referees Committee, to finalize the criteria for awards for officials, and select the recipients of these awards for 2023 and 2024, which were handed out at the December 6-8 Officials Summit. It also directed the Umpires and Referees Committee, consistent with the procedure for all other NorCal awards, to submit to the Board for approval the names of awards and criteria for all future awards, prior to selecting future recipients, which must take into account the strategic initiative to grow the base of officiating and to recognize excellence at all levels of officiating.

Following the report of the action taken, the Directors had neither questions, comments, nor objections to the actions taken by the Executive Committee.

8. Consent Calendar

President Costamagna directed the Board's attention to the Consent Calendar that was distributed with the meeting packet and noted that there are:

- 22 recommendations being made by the Adult League Committee
- 4 recommendations being made by the Adult Tournament Committee
- 1 recommendation being made by Junior Council
- 1 recommendation being made by Junior Team Tennis/Local Play
- 1 recommendation being made by Sanction & Schedule Committee
- 2 recommendations of the Umpire & Referee Committee

President Costamagna explained that any Director may unilaterally request that an item be removed from the Consent Calendar for individual consideration apart from the Consent Calendar. She also noted that simple questions, clarifications, or short amounts of dialogue relative to an item on the Consent Calendar may be discussed after the motion to approve the Consent Calendar.

President Costamagna asked if any Director intended to pull any recommendation. There being no interest in doing so, a motion to adopt the Consent Calendar was duly made by Mr. Dickey and seconded by Ms. Barnes. Following discussion, the following motion was **approved** by a vote of 15 in favor, none opposed, and no abstentions.

RESOLVED: That items listed on the Consent Calendar attached as Exhibit B are hereby approved.

9. Action Item: Decision Making Governance

Ms. Norman presented the Action Item submitted by herself, Delegate Sloan and President Costamagna, to amend the governance procedures to clarify that a committee is only delegated authority to select a USTA award hominee when the award has been specified in the charter.

Following discussion, the following motion was duly made by Ms. Airola-Murveit, seconded by Mr. Mahir, and **approved** by a vote of 15 favor, none opposed, and no abstentions.

RESOLVED: That, effective immediately, Section 3A of the United States Tennis Association Northern California Policies on Decision Making Governance are hereby amended as follows (stricken through language is proposed to be deleted; underlined language is proposed to be added):

3. Committee Recommendations.

- A. Definition.** Decisions of the Executive Committee, which is authorized to act with the authority of the Board, are not Committee Recommendations and are presented to the Board pursuant to

Article IX of the USTA NorCal Bylaws, *unless* such decisions of the Executive Committee are expressly presented to the Board as a recommendation. Every other resolution approved by a committee is a Committee Recommendation that must be submitted to the Board for final approval, *except* a resolution that:

- Approves prior committee minutes;
- Reaffirms the continuation of a non-expiring, existing regulation, policy, or practice;
- Is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the committee;
- Approves the recipient of a USTA NorCal grant or other financial award, *provided that* the criteria for approving the grant or other financial award have been approved by the USTA NorCal Board and the funding for the grant or other financial award is reflected in the current fiscal year budget;
- Approves the winner of a USTA NorCal award *provided that* the criteria for approving the award have been approved by the USTA NorCal Board;
- Approves the nominee of a USTA national award, *provided that* the criteria for the award have been provided by the USTA, and provided that the committee has been delegated the authority for this nomination in its committee charter; or
- Is a straw vote, which is an informal vote of members to gauge their opinion.

10. Action Item: Approval of Auditors

Mr. Dickey presented the Action Item of the Audit Committee, which seeks approval for Moss Adams to conduct the 2024 audit and prepare the 2024 tax return. He reminded the Board that one of the responsibilities of the Audit Committee is to recommend to the USTA NorCal Board a company to conduct its annual audit.

An annual audit is a requirement placed upon all Sectional Associations by the USTA and is a condition to receiving funding from the USTA. Following a review of the past to audit arrangements, and a proposed engagement letter for the 2024 audit (the only proactive engagement letter from any company that was received), the Committee is recommending Moss Adams, the company that has also conducted NorCal's audit in 2020, 2021, 2022 and 2023. The estimated cost for the audit is \$33,500, representing a \$1,500 increase in fees over the estimated fees on the 2023 audit. The actual cost of the 2023 audit was \$33,600.

Also included in the proposal is the cost of Moss Adams doing the 2024 tax return at an estimated cost of \$8,425, \$550 higher than the actual cost of the 2023 return.

While USTA NorCal has an RFP process in place, the Committee, pursuant to the RFP policy, requests an exemption to the process. Typically, an audit firm will do work for a company for 4-5 years before either a change in firm is made, or a change in the staff persons from a firm assigned to an audit are changed. Moss Adams is known to be a solid, mid-tier Bay Area CPA firm that already has an established and productive working relationship with NorCal staff.

Following discussion, which involved the RFP process, the following motion was duly made by Ms. DeSchane, seconded by Ms. Nicholson, and **approved** by a vote of 14 in favor, 1 opposed, and no abstentions.

RESOLVED: That, effective immediately, USTA NorCal retain Moss Adams to conduct its 2024 audit for the proposed cost of \$33,500 and the 2024 tax return for an estimated cost of \$8,425.

11. Action Item: Purchase of Sport Court

Ms. Nicholson presented the Action Item of the Marketing Committee to purchase a portable red-ball sized Sport Court that will allow NorCal to bring tennis to various events across the section and create play opportunities in diverse locations. This transportable court provides a professional and dedicated playing surface, elevating our presence at events compared to using grass, pavement or other uneven surfaces. The court is designed to accommodate foam or red balls, making it perfect for showcasing red ball tennis for both juniors and adults, especially in alignment with our strategic plan to promote more adult social play.

She noted that the Sport Court will be used at least 10 times annually, including at events such as: the Section Connection; MatchPint Series; Pro Circuit Tournaments (Tiburon, Solano, Berkeley, Redding); the Officials Summit; and community events like Play Like a Girl+ and the Cinco de Mayo Festival.

Additionally, the Sport Court can be loaned out to providers for use at their own events, similar to our Fast Serve Booth. The Sport Court allows us the flexibility to bring tennis to non-traditional venues and increase exposure in communities where courts may not be readily available, supporting our goals of enhancing diversity, equity and inclusion.

As part of the decision to purchase a portable court, Troy Rondeau, Sr. Manager of Community Programs, led an in-depth review of three vendors, ultimately recommending Sport Court as the preferred choice. Sport

Court is a leader in the industry, offering stronger brand recognition, a 10-year warranty and a guarantee against fading and wear. Additionally, the court purchase includes crates for easy transport and storage and can be separated to create two courts.

Following discussion, which included whether NorCal will be able to quantify the value of the Sport Court, if purchased, the following motion was duly made by Ms. Martin, seconded by Ms. Sheu, and **approved** by a vote of 15 in favor, none opposed, and no abstentions.

RESOLVED: That, effective immediately, \$24,179.36 be allocated in the 2024 marketing budget to purchase a Sport Court.

12. Action Item: Amendment & Restatement of Committee Charters

President Costamagna presented the amended and restated Committee Charters for consideration, which have been marked to show recommended changes. It was noted that several of the Charters have been amended by the Board since their original approval in December 2023, and that all such amendments have been incorporated into the proposal.

These Charters formally establish the Authority, Membership, Operations, Charges and Responsibilities of each Committee. In some circumstances, the Charter for a Committee will delegate specific authority to a Committee to act without further Board approval under a Delegation of Authority section; however, pursuant to the Governance Policies adopted by the Board, any such actions must be reported to the Board at the meeting immediately following their adoption.

President Costamagna noted that the Hall of Fame Committee Charter is not included - this is currently being worked on and will be presented at the January Board meeting.

Following discussion, the following motion was duly made by Ms. Barnes, seconded by Mr. Chaudhuri, and **approved** by a vote of 15 in favor, none opposed, and no abstentions.

RESOLVED: That, effective immediately, the Charters for USTA NorCal Committees are hereby amended and restated as they appear in Exhibit C.

13. Delegated Authority Decision Report

Ms. Norman directed the Board's attention to the report of decisions made by Committees that were within the clearly defined scope of authority that the Board has delegated to the Committees in the applicable Committee Charters, a copy of which was distributed with the meeting packet. She noted that the report contains the following decisions:

- Consideration of 12 grievances filed with the Adult Leagues Grievance Committee
- Consideration of 3 appeals filed with the Adult Leagues Grievance Appeals Committee
- Consideration of 44 NTRP Self-Rate appeals filed with the NTRP Self-Rate Appeals Committee
- Assignment by the Adult Tournament Committee of Level 4 designation to one tournament.

Ms. Norman explained that if the Board disagrees with any action, it may consider taking further action as it deems appropriate. Following the presentation of the Report, the Directors had neither questions, comments, nor objections to the actions taken by the Committees.

14. New & Returning Organization Members

Mr. Wenger presented the report of 3 new and 6 returning Organization Members since the last time the Board met on October 16, 2024, so that the Board may fulfill its obligation to review such report pursuant to USTA NorCal Bylaw III.D.

15. Treasurer's Report

Ms. DeSchane directed the Board's attention to the financial statements distributed with the meeting packet. Please note that financials for September and October were included due to no Board meeting in November.

- The cash/cash equivalents balance as of October 31, 2024 was \$5,464,926, versus the September 30, 2024 balance of \$6,115,109.
- Net income for the month of October 2024 was (\$219,882) versus the September 2024 balance of (\$78,702).
- The income statement for October 2024 Plus ROY Forecast was \$121,897 versus the September 2024 Plus ROY Forecast balance of \$18,134.

16. President's Report

This month's report came from the outgoing President, Ms. Sloan.

- 2024 US Open Update. Ms. Sloan reported that over 1 million fans attended in 2024, which includes more than 250K during Fan Week, and the 2024 US Open had revenue of over \$500 million, which is more than

\$25 million better than what was budgeted. She compared this to the revenue and attendance from approximately 20 years ago, which was approximately \$200 million and 700K attendees.

- USTA Branding. A recent event in the Southwest section has highlighted the problems with USTA branding when events are run. The example shared was a red ball event that casual observers believed to be pickleball. The USTA is aware of this issue and the marketing team will be looking into ways to better brand USTA to the public.

Ms. Sloan encouraged the Directors to review her full report in greater detail.

17. Executive Director's Report

In addition to the NorCal program statistics and written report included in the meeting packet, Ms. Verhoeven's in-meeting presentation included the following:

- 2025 Board Meetings. Ms. Verhoeven announced that the 2025 dates are included in the packet. There is currently no meeting scheduled for March and July.
- 2025 USTA Annual Meeting. The 2025 USTA Annual Meeting will take place from March 21-23 at Omni La Costa in Carlsbad, California. Attendance is optional for board members. For those who choose to attend, NorCal will cover travel, lodging, and select meals.
- Safe Play Requirement for ALL USTA NorCal Volunteers. Effective immediately, all NorCal volunteers must be Safe Play approved to serve on any committee, regardless of the nature of the committee work. Directors who are also a Chair or committee member, were requested to help communicate this message.
- Safe Play Incentive to Adult League Players. To promote a safer sporting environment, National offered an incentive for Adult League players to complete a short Safe Sport training. Players who completed the training by November 11 were granted early access to their new ratings via email on November 29, four days before the official release. The USTA reported the initiative was viewed as a success, with approximately 6,000 players nationwide participating. In NorCal, approximately 550 players completed the Safe Play course by the deadline and contributed to making tennis a safer sport!
- Section Connection Recap. The 2nd annual Section Connection was successfully completed, with positive feedback from attendees. Registration was closed at 5:30 pm the night before the event, with 335 in total registered at that time. It is estimated that 290-300 people attended. A key highlight was the integration of ACES awards throughout the event, which helped foster greater community recognition and engagement. Staff is currently conducting site visits to secure next year's location

Ms. Verhoeven asked the Directors to review her written report for other important information, including important events happening during the next several months. She also noted the new format for the program statistics report and asked for feedback.

18. Delegate's Report

As delegate, Ms. Sloan noted that she will represent NorCal in voting for proposals to amend the USTA Regulations and the Bylaws, after reporting on these voting issues to the NorCal Board and getting direction on how the Section was to vote. As the outgoing Delegate, Jason Scalese, was not able to attend the last meeting of the term, Ms. Sloan attended in his stead, and reported the following:

- High School Tennis on the Serve Tennis Platform. Ms. Sloan reported on the Serve Tennis priorities, which are detailed in her report, but highlighted that 30 states have high school tennis teams using the platform to record their dual match scores. 1459 coaches and 25,468 players are using the platform.
- USTA National Budget Using Zero Based Budgeting Approach. Ms. Sloan reported that the 2025 national USTA budget is using the zero-based budgeting approach that is based on the principles of visibility, accountability, challenge, and resource reallocation and includes the requirement that all expenses to be justified for each new budget period. The advantage is that no assumptions are made about existing expenses and requires re-justifying why and how we invest in priorities.

19. Adjournment

Following the announcement that the next meeting will be in person on Wednesday, January 15, 2025. With no objection, the meeting was adjourned at 10:45 pm.

Respectfully submitted,
Andrea Norman, Secretary

EXHIBIT A: Adult & Junior Tournament Sanction APPROVALS

ADULT TOURNAMENT SANCTIONS								
Date	Level	Divisions	Events	Organizer	Director	Location	Courts	Limit
January 25	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD	Lafayette Tennis Club	Hunter Gallaway	Lafayette	9	8
February 7	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD, MX	Bay Area Wheelchair Tennis Association	RL Scott	San Jose	7	8
February 8	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD	Lafayette Tennis Club	Hunter Gallaway	Lafayette	9	8
February 21	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD, MX	Bay Area Wheelchair Tennis Association	RL Scott	San Jose	7	8
March 7	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD, MX	Bay Area Wheelchair Tennis Association	RL Scott	San Jose	7	8
March 21	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD, MX	Bay Area Wheelchair Tennis Association	RL Scott	San Jose	7	8
April 4	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD, MX	Bay Area Wheelchair Tennis Association	RL Scott	San Jose	7	8
April 18	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD, MX	Bay Area Wheelchair Tennis Association	RL Scott	San Jose	7	8
April 27	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD	Lafayette Tennis Club	Hunter Gallaway	Lafayette	9	8
May 2	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD, MX	Bay Area Wheelchair Tennis Association	RL Scott	San Jose	7	8
May 10-11	Level 6	NTRP 18+ 2.5 to 5.5 & Open	MS, WS, MD, WD, MX	Lafayette Tennis Club	Hunter Gallaway	Lafayette	15	8
May 16	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD, MX	Bay Area Wheelchair Tennis Association	RL Scott	San Jose	7	8
May 24-26	Level 6	NTRP 18+ 2.5 to 5.5	MD, WD, MX	Marin Tennis Club	Anton Stryhas	San Rafael	12	16
May 30	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD, MX	Bay Area Wheelchair Tennis Association	RL Scott	San Jose	7	8
May 31-June 1	Level 6	NTRP 18+ 3.0 to 4.5	MS, WS, MD, WD	Chamisal Tennis & Fitness Club	Brian Pybas	Salinas	10	16
June 13	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD, MX	Bay Area Wheelchair Tennis Association	RL Scott	San Jose	7	8
June 21-22	Level 6	NTRP 18+ 2.5 to 5.0	MS, WS, MD, WD	Sierra View Country Club	Steve Dunmore	Roseville	6	8
June 21-22	Level 6	NTRP 18+ 2.5 to 5.5 & Open	MS, WS, MD, WD, MX	Lafayette Tennis Club	Hunter Gallaway	Lafayette	15	8
June 27	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD, MX	Bay Area Wheelchair Tennis Association	RL Scott	San Jose	7	8
July 11	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD, MX	Bay Area Wheelchair Tennis Association	RL Scott	San Jose	7	8
July 25	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD, MX	Bay Area Wheelchair Tennis Association	RL Scott	San Jose	7	8
July 26-27	Level 6	NTRP 18+ 2.5 to 5.5 & Open	MS, WS, MD, WD, MX	Lafayette Tennis Club	Hunter Gallaway	Lafayette	15	8
August 2-3	Level 6	NTRP 18+ 3.0 to 4.5	MS, WS, MD, WD	Chamisal Tennis & Fitness Club	Brian Pybas	Salinas	10	16
August 8	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD, MX	Bay Area Wheelchair Tennis Association	RL Scott	San Jose	7	8
August 16-17	Level 6	NTRP 18+ 2.5 to 5.5 & Open	MS, WS, MD, WD, MX	Lafayette Tennis Club	Hunter Gallaway	Lafayette	15	8
August 22	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD, MX	Bay Area Wheelchair Tennis Association	RL Scott	San Jose	7	8

ADULT TOURNAMENT SANCTIONS								
Date	Level	Divisions	Events	Organizer	Director	Location	Courts	Limit
September 5	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD, MX	Bay Area Wheelchair Tennis Association	RL Scott	San Jose	7	8
September 13-14	Level 6	NTRP 18+ 2.5 to 5.0	MS, WS, MD, WD	Sierra View Country Club	Steve Dunmore	Roseville	6	8
September 13-14	Level 6	NTRP 40+ 2.5 to 5.5	MS, WS, MD, WD, MX	Lafayette Tennis Club	Hunter Galloway	Lafayette	15	8
September 19	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD, MX	Bay Area Wheelchair Tennis Association	RL Scott	San Jose	7	8
October 3	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD, MX	Bay Area Wheelchair Tennis Association	RL Scott	San Jose	7	8
October 4	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD	Lafayette Tennis Club	Hunter Galloway	Lafayette	9	8
October 17	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD, MX	Bay Area Wheelchair Tennis Association	RL Scott	San Jose	7	8
October 18-19	Level 6	NTRP 18+ 2.5 to 5.5 & Open	MS, WS, MD, WD, MX	Lafayette Tennis Club	Hunter Galloway	Lafayette	15	8
October 31	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD, MX	Bay Area Wheelchair Tennis Association	RL Scott	San Jose	7	8
November 8-9	Level 6	NTRP 18+ 2.5 to 5.5 & Open	MS, WS, MD, WD, MX	Lafayette Tennis Club	Hunter Galloway	Lafayette	15	8
November 14	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD, MX	Bay Area Wheelchair Tennis Association	RL Scott	San Jose	7	8
November 22-23	Level 6	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD	Lafayette Tennis Club	Hunter Galloway	Lafayette	15	8
November 28	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD, MX	Bay Area Wheelchair Tennis Association	RL Scott	San Jose	7	8
December 14	Level 7	NTRP 18+ 2.5 to 5.5	MS, WS, MD, WD	Lafayette Tennis Club	Hunter Galloway	Lafayette	9	8

JUNIOR TOURNAMENT SANCTIONS								
Date	Level	Divisions	Events	Organizer	Director	Location	Courts	Limit
February 2	Level 7	BG12-16	Singles	Bay Area Wheelchair TA	RL Scott	San Jose	7	8
February 16	Level 7	BG12-16	Singles	Bay Area Wheelchair TA	RL Scott	San Jose	7	8
March 2	Level 7	BG12-16	Singles	Bay Area Wheelchair TA	RL Scott	San Jose	7	8
March 16	Level 7	BG12-16	Singles	Bay Area Wheelchair TA	RL Scott	San Jose	7	8
March 30	Level 7	BG12-16	Singles	Bay Area Wheelchair TA	RL Scott	San Jose	7	8
April 13	Level 7	BG12-16	Singles	Bay Area Wheelchair TA	RL Scott	San Jose	7	8
April 27	Level 7	BG12-16	Singles	Bay Area Wheelchair TA	RL Scott	San Jose	7	8
May 11	Level 7	BG12-16	Singles	Bay Area Wheelchair TA	RL Scott	San Jose	7	8
May 25	Level 7	BG12-16	Singles	Bay Area Wheelchair TA	RL Scott	San Jose	7	8
June 8	Level 7	BG12-16	Singles	Bay Area Wheelchair TA	RL Scott	San Jose	7	8
June 22	Level 7	BG12-16	Singles	Bay Area Wheelchair TA	RL Scott	San Jose	7	8
July 6	Level 7	BG12-16	Singles	Bay Area Wheelchair TA	RL Scott	San Jose	7	8
July 20	Level 7	BG12-16	Singles	Bay Area Wheelchair TA	RL Scott	San Jose	7	8
August 3	Level 7	BG12-16	Singles	Bay Area Wheelchair TA	RL Scott	San Jose	7	8
August 17	Level 7	BG12-16	Singles	Bay Area Wheelchair TA	RL Scott	San Jose	7	8
August 31	Level 7	BG12-16	Singles	Bay Area Wheelchair TA	RL Scott	San Jose	7	8
September 14	Level 7	BG12-16	Singles	Bay Area Wheelchair TA	RL Scott	San Jose	7	8
September 28	Level 7	BG12-16	Singles	Bay Area Wheelchair TA	RL Scott	San Jose	7	8

JUNIOR TOURNAMENT SANCTIONS								
Date	Level	Divisions	Events	Organizer	Director	Location	Courts	Limit
October 12	Level 7	BG12-16	Singles	Bay Area Wheelchair TA	RL Scott	San Jose	7	8
October 26	Level 7	BG12-16	Singles	Bay Area Wheelchair TA	RL Scott	San Jose	7	8
November 9	Level 7	BG12-16	Singles	Bay Area Wheelchair TA	RL Scott	San Jose	7	8
November 23	Level 7	BG12-16	Singles	Bay Area Wheelchair TA	RL Scott	San Jose	7	8
December 7	Level 7	BG12-16	Singles	Bay Area Wheelchair TA	RL Scott	San Jose	7	8
August 23-24	Level 6	BG12-16	Singles	Sierra View Country Club	Steve Dunmore	Roseville	6	8
February 1	Level 7	BG12-16	Singles	Kim Grant Tennis Academy	Kim Grant	San Jose/ Woodside	6/5	8
February 15	Level 7	BG12-16	Singles	Kim Grant Tennis Academy	Kim Grant	San Jose/ Woodside	6/5	8
March 1	Level 7	BG12-16	Singles	Kim Grant Tennis Academy	Kim Grant	San Jose/ Woodside	6/5	8
March 15	Level 7	BG12-16	Singles	Kim Grant Tennis Academy	Kim Grant	San Jose/ Woodside	6/5	8
March 23	Level 7	BG12-16	Singles	Kim Grant Tennis Academy	Kim Grant	San Jose/ Woodside	6/5	8
March 29	Level 7	BG12-16	Singles	Kim Grant Tennis Academy	Kim Grant	San Jose/ Woodside	6/5	8
April 12	Level 7	BG12-16	Singles	Kim Grant Tennis Academy	Kim Grant	San Jose/ Woodside	6/5	8
April 20	Level 7	BG12-16	Singles	Kim Grant Tennis Academy	Kim Grant	San Jose/ Woodside	6/5	8
February 8-9	Level 6	BG12-16	Singles	Kim Grant Tennis Academy	Kim Grant	San Jose/ Woodside	6/5	8
February 22-23	Level 6	BG12-16	Singles	Kim Grant Tennis Academy	Kim Grant	Woodside	5	8
March 8-9	Level 6	BG12-16	Singles	Kim Grant Tennis Academy	Kim Grant	San Jose/ Woodside	6/5	8
April 26-27	Level 6	BG12-16	Singles	Kim Grant Tennis Academy	Kim Grant	Woodside	5	8
February 2	Level 7	BG12-16	Singles	Tenacious Tennis Academy	Jesse Inghelram	San Francisco	11	8
February 9	Level 7	BG12-16	Singles	Tenacious Tennis Academy	Jesse Inghelram	San Francisco	11	8
February 16	Level 7	BG12-16	Singles	Tenacious Tennis Academy	Jesse Inghelram	San Francisco	11	8
February 23	Level 7	BG12-16	Singles	Tenacious Tennis Academy	Jesse Inghelram	San Francisco	11	8
March 2	Level 7	BG12-16	Singles	Tenacious Tennis Academy	Jesse Inghelram	San Francisco	11	8
March 9	Level 7	BG12-16	Singles	Tenacious Tennis Academy	Jesse Inghelram	San Francisco	11	8
March 16	Level 7	BG12-16	Singles	Tenacious Tennis Academy	Jesse Inghelram	San Francisco	11	8
March 23	Level 7	BG12-16	Singles	Tenacious Tennis Academy	Jesse Inghelram	San Francisco	11	8
March 30	Level 7	BG12-16	Singles	Tenacious Tennis Academy	Jesse Inghelram	San Francisco	11	8
April 6	Level 7	BG12-16	Singles	Tenacious Tennis Academy	Jesse Inghelram	San Francisco	11	8
April 20	Level 7	BG12-16	Singles	Tenacious Tennis Academy	Jesse Inghelram	San Francisco	11	8

This document contains all committee recommendations made (or not included) since the previous board meeting on October 16, 2024.

Junior Council

- 1. Round Robins of 5 in L5 Championships and L4 & L5 Super Series.** Approved by unanimous written consent as of October 24, 2024.

RESOLVED: That effective immediately, the USTA NorCal Junior Tournament Regulations shall be amended as follows to adjust the draw and match formats of Level 5 Championships, Level 4 Super Series, and Level 4 Super Series when there are 5 players in an event:

- Level 5 Championships:
 - Require a Round Robin of 5 when a Level 5 Championship has 5 players in an event; and
 - When the Round Robin of 5 draw format is used, the match format for all matches in the Round Robin will be the best of 3 Short Sets with a 7-point Match Tiebreak played in lieu of the 3rd set.
- Level 4 and Level 5 Super Series:
 - Require a Round Robin of 5 draw format to be played when a Level 4 or Level 5 Super Series has 5 players in an event;
 - When the Round Robin of 5 draw format is used, the match format for all matches in the Super Series flight of 5 will be the best of 3 Tiebreak Sets with a 10-point Match Tiebreak played in lieu of the 3rd set.
- Awards for Round Robins: Standardize the awards requirement so that any time a Round Robin is played, regardless of level, only the first-place finisher is required to receive an award, which may be a medal.

On Exhibit B-1 the underlined language is proposed to be added; the stricken-through language is proposed to be deleted.

Rationale: This past year number of Level 5 Championship tournaments had 5 entries, and in at least one case one of those players withdrew after the draws were published. The required draw format for entries of 5 is the A Feed-In Championship through the Quarterfinals with a playoff for 3rd place. In creating the regulations for the Level 5 tournaments, an effort was made to guarantee players at least 2 matches (although that is not specifically a requirement). When there is a draw of 5 with the FICQ format, one player will only have one match. The same problem has the potential to occur with the L4 and L5 Super Series which requires the FICQ draw when there are 5 players.

Under consideration was a proposal to change the draw format when there are 5 players to either the Modified Feed In Championship or the Round Robin, the latter requiring an additional change to the match formats and the awards requirements. The Council opted for the Round Robin as it maximized play, but with the adjustments to match format and awards, it was not believed to be an undue additional burden on the organizer.

Sanction & Schedule Committee

- 1. Adjudication of Grievances for Violations of Tournament Regulations.** Approved at a meeting held on November 21, 2024, by a vote of 5 in favor, none opposed, and no abstentions.

RESOLVED: That, effective immediately, the USTA NorCal Sportsmanship Committee Procedures shall be amended to create an exception to the filing of grievances to provide that any grievance pertaining to the violation of a USTA or USTA NorCal Tournament Regulation, the USTA NorCal Tournament Sanction Regulations, or any requirement of the USTA NorCal Sanction Agreement entered into by every sanction holder, will be automatically referred to the Sanction & Schedule Committee to be adjudicated in a manner consistent with the USTA NorCal Tournament Sanction Regulations.

Rationale: This proposed amendment to the USTA NorCal Sportsmanship Committee Procedures makes permanent the referral of any grievance against a tournament related to a violation of a tournament regulation. As currently written the Procedures allow for the referral of any grievance to a committee, but there is latitude as to whether this will occur, and to which committee a grievance will be referred. In the past,

these types of grievances have been referred to the Sanction & Schedule Committee, but there's been confusion as to whether the grievance procedures of those in the Sanction Regulations should be followed.

If approved, this amendment will allow for consistent treatment of all complaints against tournaments related to rules violations and other requirements of tournaments, and will specify that they are to be adjudicated in a manner consistent with the Sanction Regulations, which provide for probation and, if appropriate the revocation of a sanction by the Board. It would also eliminate a contradiction in procedures that exist between those set forth in the Sportsmanship Procedures as it relates to handling grievances, and the sanctioning procedures which relate to probation and revoking sanctions. Finally, when education is deemed appropriate, it allows for the Sanction & Schedule Committee and its staff to handle that education, a group that is more informed on what the ideal is for our tournaments.

Umpires & Referees Committee

- 1. Adjudication of Grievances Against Officials.** Approved at a meeting held November 13, 2024, by a vote of 9 in favor, none opposed, and no abstentions.

RESOLVED: That, effective immediately, the USTA NorCal Sportsmanship Committee Procedures shall be amended to create an exception to the filing of grievances to provide that any grievance against a USTA Certified Official, Tournament Director serving in the dual role of Referee, or Court Monitor, be automatically referred to the Umpire and Referee Committee to be adjudicated in a manner consistent with the USTA NorCal Sportsmanship Committee Procedures.

Rationale: The proposed amendment to the USTA NorCal Sportsmanship Committee Procedures makes permanent the referral of any grievance against a tournament official to the Umpires & Referees Committee. As currently written the Procedures allow for the referral of any grievance to a committee, but there is latitude as to whether this will occur, and to which committee a grievance will be referred. This will allow for consistent treatment of all complaints against USTA Certified Officials, Court Monitors, and Tournament Directors acting in the dual role of Referee, and allow for the Umpires & Referees Committee, which is more familiar with the education needed and available to improve the quality of officiating to handle these complaints.

- 2. Referee Statement Required.** Approved at a meeting held November 13, 2024, by a vote of 9 in favor, none opposed, and no abstentions.

RESOLVED: That, effective immediately, the Investigation and Disposition section of the USTA NorCal Sportsmanship Committee Procedures, be amended to add the following:

Upon receipt of a grievance, the Referee of the tournament out of which the grievance arose, shall be required to provide a written statement as to any information the Referee can provide with respect to the grievance.

Rationale: The proposed amendment to the USTA NorCal Sportsmanship Committee Procedures aims to address the need for immediate, reliable statements from Officials and Referees involved in any grievance related to behavior that took place at a sanctioned tournament. There are sometimes cases where grievances were filed in which an Official's firsthand account would have provided essential context for a thorough and fair investigation. However, as time passes, memories fade, and valuable details can be lost, compromising the investigation process and potentially affecting the outcome's accuracy. Additionally, a Referee may be uncomfortable officially being a witness for a grievant or a respondent and may decline to provide a statement on their behalf. By creating a neutral requirement for a statement, this allows a Referee to maintain their independence from either side as a witness.

Adult Tournament Committee

1. **Adult Tournaments Awards Criteria.** Approved at a meeting held November 19, 2024, by a vote of 8 in favor, none opposed, and no abstentions.

RESOLVED: That effective January 1, 2025, Adult Tournament Awards Criteria are amended to read as follows (underlined language is proposed to be added; stricken through language is proposed to be deleted).

Adult Tournament Awards Criteria

Player Awards criteria – Certificates: “Top NorCal player”		
Certificate Description	Eligibility Criteria	Process
<p>NTRP Singles Player of the Year: Awarded annually in each NTRP division to player with the with the #1 ranking on the final ranking list. <u>If #1 player is ineligible, #2 player may be awarded</u></p>	<ul style="list-style-type: none"> Recipient must be current USTA member and residing in Northern California Section. • Players must play at least two NorCal sanctioned tournaments during the calendar year. Recipient cannot have been serving all or part of a 3 month or more probation or suspension within the last 12 months 	<p><i>Objective determination made by staff following a review of the players and eligibility criteria.</i></p>
<p>NTRP Doubles Player of the Year: Awarded annually in each NTRP division to player with the with the #1 ranking on the final ranking list. If #1 & #2 have the same number of points and no tiebreak is possible (they are a team) – both will receive the award <u>If #1 player is ineligible, #2 player may be awarded</u></p>	<ul style="list-style-type: none"> Recipient must be current USTA member and residing in Northern California Section. • Players must play at least two NorCal sanctioned tournaments during the calendar year. Recipient cannot have been serving all or part of a 3 month or more probation or suspension within the last 12 months <u>• Based on individual doubles Final Ranking list</u> 	<p><i>Objective determination made by staff following a review of the players and eligibility criteria.</i></p>
<p>Age Group Singles Player of the Year: Awarded annually in each Age Group division to player/team with the #1 ranking on the final ranking list. <u>If #1 player is ineligible, #2 player may be awarded</u></p>	<ul style="list-style-type: none"> Recipient must be current USTA member residing in Northern California. • Players must play a minimum of two NorCal sanctioned tournaments during the calendar year. Recipient cannot have been serving all or part of a 3-month or more probation or suspension within the last 12 months. 	<p><i>Objective determination made by staff following a review of the players and eligibility criteria.</i></p>
<p>Age Group Doubles Team of the Year: Awarded annually in each Age Group division to player/team with the #1 ranking on the final ranking list. <u>In Doubles - if #1 & #2 have the same number of points and no tiebreak is possible (they are a team) – both will receive the award</u> <u>If #1 player is ineligible, #2 player may be awarded</u></p>	<ul style="list-style-type: none"> Recipient must be current USTA member residing in Northern California. • Players must play a minimum of two NorCal sanctioned tournaments during the calendar year. Recipient cannot have been serving all or part of a 3-month or more probation or suspension within the last 12 months. • Based on team doubles for all doubles divisions <u>• Based on individual doubles Final Ranking list</u> 	<p><i>Objective determination made by staff following a review of the players and eligibility criteria.</i></p>

Player Awards criteria – Certificates: “Top NorCal player”		
Certificate Description	Eligibility Criteria	Process
<p>Open Singles Player of the Year: Awarded annually in each Open division to player/team with the #1 ranking on the final ranking list.</p> <p><u>If #1 player is ineligible, #2 player may be awarded</u></p>	<ul style="list-style-type: none"> Recipient must be current USTA member residing in Northern California. Players must play a minimum of two NorCal sanctioned tournaments during the calendar year. Recipient cannot have been serving all or part of a 3-month or more probation or suspension within the last 12 months. 	<p><i>Objective determination made by staff following a review of the players and eligibility criteria.</i></p>
<p>Open Doubles Team of Year: Awarded annually in each Open division to player/team with the #1 ranking on the final ranking list. <u>In Doubles – if #1 & #2 have the same number of points and no tiebreak is possible (they are a team) – both will receive the award</u></p> <p><u>If #1 player is ineligible, #2 player may be awarded</u></p>	<ul style="list-style-type: none"> Recipient must be current USTA member residing in Northern California. Players must play a minimum of two NorCal sanctioned tournaments during the calendar year. Recipient cannot have been serving all or part of a 3-month or more probation or suspension within the last 12 months. Based on team doubles for all doubles divisions <u>Based on individual doubles Final Ranking list</u> 	<p><i>Objective determination made by staff following a review of the players and eligibility criteria.</i></p>
<p>Family Player Doubles Team of the Year: Awarded annually in each Family division (mother/son, mother/daughter, father/son, father/daughter, husband/wife) to the team with the #1 ranking on the final ranking list</p> <p><u>If #1 team is ineligible, #2 player may be awarded</u></p>	<ul style="list-style-type: none"> Recipient must be current USTA member residing in Northern California. Players must play a minimum of two tournaments during the season Recipient cannot have been serving all or part of a 3-month or more probation or suspension within the last 12 months Based on team doubles <u>Final Ranking List</u> 	<p><i>Objective determination made by staff following a review of the players and eligibility criteria.</i></p>

Awards		
Awards Description	Eligibility Criteria	Process
<p><u>Match player of the Year</u></p> <p><u>Awarded annually to one male and one female player that played most tournament matches.</u></p> <ol style="list-style-type: none"> <u>In the NTRP 18+ division</u> <u>In the NTRP 40+ division</u> <u>In the NTRP 55+ division</u> <u>In the Age Group (no Open) division</u> <u>In the Open division</u> 	<ul style="list-style-type: none"> <u>Recipient must be current USTA member residing in Northern California Section.</u> <u>Recipient cannot have been serving all or part of a 3-month suspension within the last 12 months</u> 	<p><u><i>Objective determination made by staff following a review of the players and eligibility criteria</i></u></p>

Awards		
Awards Description	Eligibility Criteria	Process
<p><u>Player of the Year</u></p> <p><u>Awarded annually to the player that was #1 on the National Final ranking List</u> <u>If #1 team is ineligible, #2 player may be awarded</u></p>	<ul style="list-style-type: none"> • <u>Recipient must be current USTA member residing in Northern California.</u> • <u>Players must have played a minimum of one sanctioned tournament in the NorCal section during the calendar year. The player must have played in their respective division, except that in Age Group tournaments, division is understood as singles or doubles.</u> • <u>Recipient cannot have been serving all or part of a 3-month suspension within the last 12 months</u> 	<p><u>Objective determination made by staff following a review of the players and eligibility criteria</u></p>
<p><u>Outstanding Competitor of the Year</u></p> <p><u>Awarded annually to up to three players based on nominations by tournament players, Tournament staff, Referee's, etc throughout the year</u> <u>Nomination Form</u></p>	<ul style="list-style-type: none"> • <u>Recipient must be current USTA member and a resident of the Northern California Section.</u> • <u>Players must have played a minimum of one sanctioned tournament in the NorCal section during the calendar year.</u> • <u>Recipient cannot have been serving all or part of a 3-month or more probation or suspension within the last 12 months</u> 	<p><u>Adult Tournament Committee decides among the nominations</u></p>
<p><u>Sportsmanship Award</u></p> <p><u>Awarded annually to up to three players based on nominations by tournament players, Tournament staff, Referee's, etc throughout the year</u> <u>Nomination Form</u></p>	<ul style="list-style-type: none"> • <u>Recipient must be current USTA member and a resident of the Northern California Section.</u> • <u>Players must have played a minimum of one sanctioned tournament in the NorCal section during the calendar year.</u> • <u>Recipient cannot have been serving all or part of a 3-month suspension within the last 12 months</u> 	<p><u>Adult Tournament Committee decides among the nominations</u></p>
<p><u>Pete Sharkey Award</u></p> <p>Pete Sharkey Award: Monetary award given annually to a man aged 55 and over who has won his first NorCal Age Group singles tournament in the preceding calendar year. Award amount is \$75 per award recipient <u>Application Form</u></p>	<ul style="list-style-type: none"> • Recipient must be current USTA member. • For tournament to qualify as a player's first win, it must have at least 5 players in the draw. • Player must apply for the award by the end of the tournament season. • • Player must be a man aged 55 and over who has won his first NorCal Age Group singles tournament in the preceding calendar year. 	<p><u>Objective determination made by staff following a review of the players and eligibility criteria.</u></p>

*** The Adult Tournament Committee reserves the right to not select a recipient in any given category in any given year.

Rationale: With the addition of NTRP 40+ and 55+ divisions, the number of awards would be extremely large and it would dilute their value and make the award ceremony very long. The players at the top of the final ranking list should still be recognized, and would be given a certificate, the eligibility criteria of having played at least two sanctioned NorCal tournaments would be eliminated and all #1s would be awarded the certificate. Those players would still be invited to attend the Award banquet but would not be called to receive their certificate.

The new awards are to recognize the players that support our section and promote play and sportsmanship, as well as those that proved to be the best Nationally.

2. **Seeding Regulation.** Approved at a meeting held November 19, 2024, by a vote of 8 in favor, none opposed, and no abstentions.

RESOLVED: That effective immediately, Regulation #10 - Seeding is amended to read as follows (underlined language is proposed to be added; stricken through language is proposed to be deleted).

10. Seeding

a. *Adult Open and Adult Age Group Divisions.*

- i. *When Seeding Coordinators Available.* USTA NorCal will appoint Seeding Coordinators to seed events in the Adult Open and Adult Age Group Divisions. When Seeding Coordinators are available, the Seeding Coordinators will use the All Factors Method of seeding as described in USTA Regulation II.A.4.b. Among the information that will be considered are head-to-head records, indirect wins and losses, national rankings, sectional rankings, WTN, ~~Universal Tennis Ratings (UTR)~~ and any additional information available. (See: Adult Open and Age Group Tournament Seeding Rules and Coordinators).

Rationale: The USTA adopted the use of WTN and therefore this rating should be listed as criteria for seeding. UTR can still be used as the regulation says "any additional information available"

- 3. **NTRP 18+ Gold Cup & Tournament of the Year Designations.** Approved at a meeting held November 19, 2024, by a vote of 7 in favor, none opposed, no abstentions, and 1 recusal (Craig Pasqua)

RESOLVED: That the NTRP 18+ tournaments be designated as Gold Cup for 2025

Gold Cup (Level 4):

- March 14-16 NTRP 18+ Laguna Creek Sprig Classic (Laguna Creek Sports Club in Elk Grove)
- April 25-17 & May 2-4 NTRP 18+ (Del Norte Tennis Club in Sacramento)
- July 18-20 NTRP 18+ Round Up (Johnson Ranch Sports Club in Roseville)
- Aug 29 – Sept 1 NTRP 18+ San Francisco City Championships (Lifetime Activities in San Francisco)
- *Sierra View would be awarded a level 4 for one tournament, pending the application and approval for sanctioning*

FURTHER RESOLVED: That the following NTRP 18+ tournaments be designated as Tournament of the Year for 2025:

- June 7-9 NTRP 18+ (Operation Pride in Berkeley)
- July 4-6 NTRP 18+ Napa Valley Classic (NVTA in Napa)
- Aug 16-17 NTRP 18+ (Lafayette Tennis Club in Lafayette) *pending approval by Sanctions and Schedule Committee
- Oct 17-19 NTRP 18 + Jimmy Kvarme Tribute Tournament (Park Terrace Swim and Tennis Club in Sacramento)
- Oct 26-27 NTRP 18+ Fall Classic (Laguna Creek Sports Club in Elk Grove)

Rationale: The selection was made based on the criteria with the tournaments meeting the criteria being considered first. The committee considered geographic distribution, however, due to a limited number of tournaments held in the previous year that would meet the criteria, the Committee decided to designate more tournaments in the Sacramento area that meet the criteria to give players more opportunities to play in a Level 4 and Level 5 tournament to work on their ranking. This deviates from the previously approved criteria that permits one Gold Cup tournament and one Tournament of the Year in each region. At the time the tournaments were reviewed for Level 4 and Level 5 designations, there were no tournaments that applied in other areas that met the criteria to be designated a Level 4 or a Level 5 tournament. The Committee will revisit Level 5 designations again in 2025 as more organizations apply to see if any returning tournaments applied for after the primary sanction period meet the criteria to be considered a Level 5 tournament.

- 4. **NTRP 40+ and 55+ Gold Cup & Tournament of the Year Designations.** Approved at a meeting held November 19, 2024, by a vote of 0 in favor, none opposed, and no abstentions.

RESOLVED: That the following NTRP 40+ and 55+ tournaments be designated as Gold Cup (Level 4) and Tournaments of the Year (Level 5) for 2025

Gold Cup (L4):

- Aug 16-18 NTRP 40+ Operation Pride (Berkeley)
- March 15-17 NTRP 55+ Operation Pride (Berkeley)

Tournament of the Year (L5)

- Oct 25-27 NTRP 40+ Operation Pride (Berkeley)
- Oct 4-6 NTRP 55+ Operation Pride (Berkeley)

Rationale: The selection was made based on the criteria; however, Operation Pride is currently the only organization hosting 40+ and 55+ tournaments and it is why this designation deviates from the approve criteria. Having Level 4 and level 5 tournaments in the section helps NorCal players work on their rankings on the National Standings List.

Junior Team Tennis/Local Play Committee

1. **JTT/Junior Circuit Awards Criteria.** Approved at a meeting held December 3, 2024, by a vote of 6 in favor, none opposed, and no abstentions.

RESOLVED: That effective immediately, the following criteria for the JTT/Junior Circuit Awards is hereby approved:

- **Junior Team Tennis Player of the Year:** One player, who in the opinion of the USTA Staff, has the most successful record during the calendar year. Staff will look at win-loss records throughout the regular season, Sectionals, and other JTT standalone events (if applicable).
- **Junior Team Tennis Program of the Year:** Awarded to one program that has achieved a high level of success during JTT leagues and Section Championships. The program is an active promoter of team tennis, always trying to find innovative ways of getting players involved, while striving to improve quality.
- **Junior Team Tennis Captain of the Year:** Awarded to one captain who has produced teams through multiple seasons and across different divisions and has also had success at all levels of JTT (seasons and standalone events). Recognizing the coach that exhibits consistency throughout the year by being reliable and well-organized.
- **Junior Team Tennis Sportsmanship Award:** One boy or one girl with the most nominations from captains, players, and/or referees throughout the year. If it's a close decision between two players, the award may be given to multiple boys and/or girls.
- **Net Generation PlayTracker Player of the Year:** One boy and one girl from both the orange and green ball levels will be selected based on who tallied the most points in their divisions in a given year.
- **Junior Circuit Host of the Year:** This award is meant to recognize an outstanding Junior Circuit host who has consistently run high-quality events that impact many players. The number of JCs and survey feedback can also be taken into account.

RESOLVED FURTHER: That the USTA NorCal staff shall be authorized to select the winners of these awards based on the approved criteria.

Rationale: This proposal sets out the written criteria for the various awards that are given out at the annual Junior Player Party for the Junior Circuits and Junior Team Tennis programs. Up until this time the winners have generally been selected based on the criteria below, but no written criteria existed that was reviewed and recommended by JTT/Local Play Committee, or approved by the USTA Board.

Adult League Committee

1. **Feedback to USTA Regarding Proposed Rule Changes.** The proposals below are the Committee's straw votes on feedback it has prepared for the USTA related to amendments the National Adult League Regulations.

- A. **2.01D Coaching – Allow teammate coaching during set changeovers.** Approved at a meeting held November 25, 2024, by a vote of 7 in favor, none opposed, and no abstentions.

STRAW VOTE: The Committee **does not support** the rule change proposal to allow players to receive coaching during a match by a USTA teammate during authorized breaks or as otherwise permitted by the rules of a specific tournament or event.

Rationale: This proposal would be impossible to monitor and would, among other things, likely delay matches. It is further complicated without having officials on site to enforce the rules around coaching.

- B. **Methodology - Eliminate altogether the "auto process" for players who file a self-rate appeal.** Approved at a meeting held November 25, 2024, by a vote of 7 in favor, none opposed, and no abstentions.

STRAW VOTE: The Committee **supports** the rule change proposal of eliminating altogether the "auto process" for players who file a self-rate appeal.

Rationale: The Committee is not in favor of automatic appeals as this creates abuse and it is an unknown auto process that often results in players being underrated. It also questions the integrity of the system if an auto process is known and available.

- C. **Methodology – Start Rates for Granted Appealed Players.** Approved at a meeting held November 25, 2024, by a vote of 7 in favor, none opposed, and no abstentions.

STRAW VOTE: The Committee **supports** the rule change proposal of having all granted appealed Computer-Rated player's start rates be kept at their last dynamic rating generated, and not the assigned start rate.

Rationale: Having players use their last dynamic rating generated will make play more fair to partners and opponents as they would be starting at the dynamic they earned not the defined start rate of the level they appealed to which was granted. Their opponent's ratings would also be calculated more fairly as calculations against the granted appealed player would also be according to their last dynamic.

- D. NTRP Dynamic Disqualification Table in Methodology.** Approved at a meeting held November 25, 2024, by a vote of 5 in favor, 1 opposed, and 1 abstentions.

STRAW VOTE: The Committee **supports** the rule change proposal of adding Computer and Mixed rated players as players that can be dynamically disqualified.

Rationale: The ALC agrees that something needs to be done about players gaming the system. However, the Committee believes this is just one of potentially many ways to solve the problem.

- E. 1.04 A – Include Red Ball/Foam Ball play opportunity.** Approved at a meeting held November 25, 2024, by a vote of 7 in favor, none opposed, and no abstentions.

STRAW VOTE: The Committee **supports** the rule change proposal to include Red Ball/Foam Ball play in the National Regulations as a league play opportunity.

Rationale: This gives an entry way into League tennis by recognizing Red Ball/Foam Ball Tennis play.

- F. 1.04E (3) – Clarify that players must be 18 years of age prior to "registering and/or" participating in the USTA League program.** Approved at a meeting held November 25, 2024, by a vote of 7 in favor, none opposed, and no abstentions.

STRAW VOTE: The Committee **supports** the rule change proposal of requiring a player to be 18 years of age prior to registering in a USTA League Program.

Rationale: Requiring players to be 18 years of age prior to registering in a USTA League Program would help to ensure that all players are 18 when they start playing Adult Leagues and would address Safe Play concerns.

- G. 1.06G (4) – Adding language to allow a section to require a captain who qualifies to represent more than one team in championships in the same age group and NTRP level to choose which team he or she will represent."** Approved at a meeting held November 25, 2024, by a vote of 7 in favor, none opposed, and no abstentions.

STRAW VOTE: The Committee **supports** the rule change proposal to allow a section to require a captain who qualifies to represent more than one team in championships in the same age group and NTRP level to choose which team he or she will represent.

Rationale: Currently NorCal operates as suggested in the proposal. The way this rule is being proposed, it would be a section option. Also, if a captain qualifies to represent more than one team in Championships in the same age group and NTRP level, requiring the captain to choose which team to represent decreases the likelihood of gamesmanship. By allowing a captain to captain two teams, would give the captain the ability to make one team weaker than the other and it may be awkward if the two teams play each other.

- H. 2.01D Coaching – Clarifying when coaching is allowed.** Approved at a meeting held November 25, 2024, by a vote of 7 in favor, none opposed, and no abstentions.

STRAW VOTE: The Committee **supports** the proposed rule change to help clarify when coaching is allowed. The Committee also suggests further clarification that coaching is permitted only when a full third set is played at one set all; not a 10-point tie breaker.

Rationale: There are captains/players that do not understand when they can coach or receive coaching. It is good to clarify the rule and make it clear that coaching is only allowed when the scoring method is best of three tiebreak sets (a full third set rather than a 10-point match tiebreak).

- I. 2.03 A(5) – Proposal to increase the minimum number of players required on a team at all championships to 1 player above the minimum number of players to field all lines and not display a specific number needed if a waiver is being requested.**

STRAW VOTE: The Committee voted to **abstain** from voting on this proposal by a vote of 7 in favor, 0 opposed and 0 abstentions.

Rationale: Increasing the minimum number of players required on a team at all Championships by 1 player above the minimum number of players to field all lines does not resolve the problem but may reduce the number of defaults. There were also concerns of how this would be enforced as teams could register at least one 1 player above the minimum number of players to field all lines but it would be hard to track who is on site the day of play.

- J. 2.03A(5) – If teams attend short of the required number of players without notification to the Championship Committee prior to arrival at Team Check In, the team and all the players may not be allowed to play in the championship.** Approved at a meeting held November 25, 2024, by a vote of 7 in favor, none opposed, and no abstentions.

STRAW VOTE: The Committee **does not support** the rule change proposal of not allowing a team that attends a Championship short of the required number of players without notification to the Championship Committee prior to arrival at team check-in to play in the Championship.

Rationale: This proposal is overly punitive and does not take into account situations that come up beyond a player's control.

- K. 2.04B - NTRP Dynamic Disqualifications processed through all championships including [at] National Championships.** Approved at a meeting held December 9, 2024, by a vote of 5 in favor, none opposed, and no abstentions.

STRAW VOTE: The Committee **supports** the proposed rule change to process NTRP Dynamic disqualifications through all championships including at National Championships.

Rationale: It is critical to have rules in place to ensure players are playing at level.

- L. 2.05B3(c) Remove rule stating that players on a 2.5 team who are found to have valid computer ratings, after the appeal process, that place them higher than the 2.5 NTRP level may continue their participation through all championships at the 2.5 level UNLESS their year-end rating reached the clearly above level mark. If it did, they must immediately adjust to their new NTRP level. Prior team matches played are valid.** Approved at a meeting held December 9, 2024, by a vote of 5 in favor, none opposed, and no abstentions.

STRAW VOTE: The Committee **supports** the proposed rule change to remove the rule stating that players on a 2.5 team who are found to have valid computer ratings, after the appeal process, that place them higher than the 2.5 NTRP level may continue their participation through all championships at the 2.5 level UNLESS their year-end rating reached the clearly above level mark. If it did, they must immediately adjust to their new NTRP level. Prior team matches played are valid.

Rationale: This proposal will allow growth in the 2.5 level and promote fair play.

- M. 2.06A Teams and team members that advanced to, or qualified for, any National Championship may play together as a team, in whole or in part, if they participate at their current level, but declare that they are exempt from post-season play.”** Approved at a meeting held December 9, 2024, by a vote of 5 in favor, none opposed, and no abstentions.

STRAW VOTE: The Committee **does not support** the rule change proposal of allowing teams and team members that advanced to, or qualified for, any National Championship to play together as a team, in whole or in part, if they participate at their current level, but declare that they are exempt from post-season play

Rationale: The Move up/Split up rule works. It is a little non-sensical to allow a national advancing team to stay together, potentially win at the local level and then not be able to advance.

- N. 2.07 Championship Players – Expanding the rule to not allow any players that play in National Championships to appeal their rating the championship year that it is received.** Approved at a meeting held December 9, 2024, by a vote of 5 in favor, none opposed, and no abstentions.

STRAW VOTE: The Committee **supports** the support expanding the rule to not allow any players that play in National Championships to appeal their rating the championship year that it is received. Feedback was also given that players should not be able to appeal down but should be able to appeal up.

Rationale: If players advance to Nationals in a straight level league, their lowest rating should be what they went to Nationals at and be provided a benchmark. This will also help to keep the ratings more fair.

- O. 3.03A(2) A and 3.03A(3) - An Administrative Grievance shall be filed within [one year] "90 days of the most recent" [of the] incident leading to the grievance, or the grievance shall be barred.** Approved at a meeting held December 9, 2024, by a vote of 5 in favor, none opposed, and no abstentions.

STRAW VOTE: The Committee **supports** the proposal to change the time frame of when an Administrative Grievance can be filed from one year to 90 days.

Rationale: If someone wants to file an Administrative Grievance, he or she should do so as soon as possible. It would be easier to research and recount facts and circumstances due to the shorter period of time. And, the sooner an Administrative Grievance is filed, the sooner it could be addressed.

- P. 3.03A Proposing to add "Regardless of any other regulation, a section league Grievance Committee may decide to hear and decide on any grievance at the local and district level."**

STRAW VOTE: The Committee voted to **abstain** from voting on this proposal by a vote of 5 in favor, 0 opposed and 0 abstentions.

Rationale: The proposed rule change does not apply to NorCal and the Committee feels more information is needed.

- Q. Addition of Section League Leadership Glossary Term.** Approved at a meeting held December 9, 2024, by a vote of 5 in favor, none opposed, and no abstentions.

Section League Leadership: A committee, task force or subcommittee appointed by the Sectional Association to provide support in the implementation and administration of the USTA League at the Section level. Specific titles are at the discretion of Sections and may vary.

STRAW VOTE: The Committee **does not support** the rule change proposal to add "Section League Leadership" to the glossary.

Rationale: There is a lack of information for this proposal and NorCal already has an Adult League Committee that handles league matters.

- R. 3.04 Grievance Appeals.** Approved at a meeting held December 9, 2024, by a vote of 5 in favor, none opposed, and no abstentions.

STRAW VOTE: The Committee **supports** the proposal to support the rule change proposal helping clarify to the players when a grievance appeal should be submitted.

The proposal in its entirety is below. Language to be deleted in [brackets] and language to be added in "quotation marks."

3.04 GRIEVANCE APPEALS.
3.04A General Procedures.

3.04A(1) Any party(ies) to the grievance may appeal the decision of the Grievance Committee within the time fixed by the Grievance Committee "in accordance with Reg.3.04A(3)". Upon receipt of an appeal of the decision of the Grievance Committee, the Grievance Appeal Committee shall act promptly to resolve the appeal.

3.04A(2) The party(ies) appealing shall file a written notice of appeal with the appropriate coordinator or designee, who shall send it to the Chair of the appropriate Grievance Appeal Committee, the Chair of the Grievance Committee whose decision is being appealed, the Local, District or Sectional League Coordinator, and to the other party(ies) involved in the grievance.

3.04A(3) The party(ies) appealing shall have an opportunity to submit, in writing, "new" facts and arguments in support of their respective positions. All information submitted shall be provided to all parties. "Grievance Appeals will only be accepted if they meet at least one of the criteria of Reg. 3.04A(3)a, 3.04A(3)b, or 3.04A(3)c".

3.04A(3)a A hearing was not held during the initial Grievance Process and is now being requested, based solely on new information. The Grievance Appeal form should include a summary of the new information being submitted and the Grievance Appeals Committee has the right to accept or reject the hearing request in its absolute discretion, if deemed appropriate.

3.04A(3)b Grievance Procedures outlined in USTA League Regulation 3.00 were not followed by the Grievance Committee. A detailed explanation must be included in the Grievance Appeal form outlining which Grievance Procedures were not followed.

3.04A(3)c A hearing was held during the initial Grievance Process and Grievance Procedures outlined in USTA League Regulation 3.00 were followed, however new facts and arguments are being submitted by the appealing party(ies). The Grievance Appeal form should include a summary of the new information being submitted and the Grievance Appeals Committee has the right to accept or reject the appeal request in its absolute discretion, if deemed appropriate.

3.04A(4) Play During Grievance Appeal Procedures.

3.04A(4)a If the grievance was upheld, the individual is subject to all penalties imposed by the Grievance Committee during the appeal process.

3.04A(4)b If the grievance was dismissed or denied and then appealed, the party(ies) may participate during the appeal process but must understand that the decision of the Grievance Committee may be remanded for reconsideration.

3.04B Grievance Appeal Committee Action.

3.04B(1) The Grievance Appeal Committee shall not be required to hold any hearing except as provided in Reg. 3.04B(2). Its decision may be based entirely on the findings of fact by the Grievance Committee whose decision is being appealed and on the facts and arguments submitted in writing by the party(ies) to the appeal.

3.04B(2) If the Grievance Committee did not hold a hearing, the Grievance Appeal Committee shall do so, provided any party involved in the grievance so requests in writing and "new information is submitted." However, the committee "may accept or reject the hearing request", hear such further evidence as it, in its absolute discretion, deems appropriate.

From the Grievance Checklist:

The Committee is required to hold a hearing if requested, in writing, by any party and if none was held by the Grievance Committee "and new information is submitted." However, the Grievance Appeal Committee "may accept or reject the hearing request", hear such further evidence as it, in its absolute discretion, deems appropriate.

Rationale: The rule change proposal adds clarity to something that NorCal already implements in their grievance process.

- S. 3.04B(3) Clarification in the rules that once a grievance is remanded, the whole process starts over again so that all committees are handling it the same way.** Approved at a meeting held December 9, 2024, by a vote of 5 in favor, none opposed, and no abstentions.

STRAW VOTE: The Committee *supports* the rule change proposal clarifying that once a grievance is remanded, the whole process starts over again so that all committees are handling it the same way.

Rationale: This rule change makes the process clear and uniform throughout the country.

- T. Q and A- Proposer is requesting that National reg sub and NAG discuss this practice of players being able to have more than 1 rating at the same time.**

STRAW VOTE: The Committee voted to *abstain* from voting on this proposal by a vote of 5 in favor, 0 opposed and 0 abstentions.

Rationale: This proposal as written is a little unclear. The Committee believes that the National Regs subcommittee and NAG can address matters they deem appropriate.

- 2. (NorCal LLAR) Dynamic Ratings at Championships.** Approved at a meeting held December 9, 2024, by a vote of 5 in favor, none opposed, and no abstentions.

RESOLVED: That, effective with the 2025 League season the (NorCal LLAR) Dynamic Ratings at Championships be amended as follows (Stricken-through language is the proposed deletion and underlined language is the proposed addition):

2.04B(2) Championship NTRP Dynamic Disqualification. There will be no NTRP Dynamic Disqualifications processed at National Championships. Players who are NTRP dynamically disqualified at any championship including Nationals will be notified by the Sectional League Coordinator or designee and have the right to a

review in accordance with procedures in [Reg. 2.04C NTRP Dynamic Disqualification Review Procedures](#). The Section shall choose one of the following options for NTRP Dynamic Disqualifications at each Sectional Championship and below:

2.04B(2)a Run dynamic calculations and produce ratings throughout the championship. Through the conclusion of the championship event, notify and disqualify any player who meets the criteria for NTRP Dynamic Disqualification and reverse appropriate matches played. (See [Regs. 2.04E\(2\)a and b](#) for championship scoring procedures when NTRP Dynamic Disqualifications are done throughout the championship competition.)

2.04B(2)b Run dynamic calculations after the conclusion of the championship and disqualify those players who meet the criteria for NTRP Dynamic Disqualification. Matches played will stand. (See [Reg. 2.04E\(2\)c](#) for championship scoring procedures when NTRP Dynamic Disqualifications are done after the conclusion of championship competition.)

(NorCal LLAR) Dynamic Ratings at Championships. USTA NorCal chooses option [2.04B\(2\)a](#) for Playoffs [and Sectionals](#) and will run dynamic calculations and will produce ratings throughout the playoffs [and sectionals](#) championship. ~~Additionally, USTA NorCal chooses option 2.04B(2)b for Sectionals and will run dynamic calculations following the conclusion of the Sectional championship event.~~In the event of an NTRP Dynamic Disqualification from a particular level of play, all matches that the dynamically disqualified player played in, in the current segment of play shall be considered a 0-6, 0-6 loss for standing purposes for the team who had the dynamically disqualified player.

Rationale: The helps to ensure that players are playing in the correct level and keeps championships more fair. This is also a step toward addressing player concerns regarding rating integrity.

- 3. Amendment & Restatement of Adult Leagues Awards Criteria.** Approved at a meeting held December 9, 2024, by a vote of 4 in favor, none opposed, and no abstentions.

RESOLVED: That the Adult Leagues Awards and related criteria be amended and restated as set forth in Exhibit B-2, which includes the removal of the following awards.

- Best Win/Loss Ratio
- Most Matches Played At Sectionals
- Total number of time captaining a team to Sectional Championships

Rationale: The Committee discussed the 2023 Adult Competition Awards ceremony held in 2024 and the 2023 Adult League Awards honor and made changes in an attempt to make the awards more meaningful and to place more emphasis on effort and service to leagues in addition to performance.

EXHIBIT B-1

8. USTA NorCal Junior Ranking Tournament Descriptions. [unchanged]

C. Level 5 Tournaments. [unchanged]

i. Level 5 Championship Singles & Doubles Tournaments.

a. Sanction Period; Number of Concurrent Tournaments. [unchanged]

b. Singles Draw Size and Format. Each singles draw size is limited to 16 players, *except that*

(1) If only one Level 5 is held, the draw size may be 32 players; or

(2) If at the time entries close:

- A division receives at least 24 entries, and
- The tournament has enough courts,

the draw size may be expanded to 24 players, *provided that* prior approval has been given by USTA NorCal.

A Feed-In Championship through the Quarterfinals with a playoff for 3rd place will be played when the draw size is 16 players. A Modified Feed-In Championship that feeds in the first two rounds of losers into the consolation and a playoff for 3rd place will be played when the draw size is 24 or 32 players. If 8 or fewer entries are received, the following draws will be played:

- If ~~5~~6-8 entries are received, A Feed-In Championship through the Quarterfinals with a playoff for 3rd place will be played.
- If 3, ~~or 4, or 5~~ entries are received, a Round Robin will be played.
- If 1-2 entries are received, the event will be cancelled. Players in cancelled events must be given the opportunity to play another singles event in the tournament that is not full. The Tournament Director must notify the affected players by email or telephone message immediately after entries close and are permitted to set a deadline for a player to accept or decline. Players that decline to play will not be penalized and will not be selected for the tournament. See Regulation 25.C.ii.e. for information on entry fee refunds.

c. Singles Selection Process and Alternate List. [unchanged]

d. Doubles. [unchanged]

e. Match Formats. Ad scoring will be used.

(1) **Singles Main Draw, Playoff for 3rd Place, and Round Robins of 3 or 4 Players:** Best of 3 Tiebreak Sets (6 game sets) with a 10-point Match Tiebreak played in lieu of a 3rd set. If the score in a set reaches 6-games all, a 7-point Set Tiebreak will be played.

~~(2) **Singles Round Robins of 5 Players:** Best of 3 Short Sets (4 game sets) with a 7-point Match Tiebreak played in lieu of a 3rd Set. If the score in the Short Set reaches 4-games all, a 7-point Set Tiebreak will be played.~~

(23) **Singles Consolation and Doubles:** Best of 3 Short Sets (4 game sets) with a 7-point Match Tiebreak played in lieu of a 3rd Set. If the score in the Short Set reaches 4-games, a 7-point Set Tiebreak will be played.

See Regulation 21 for information on shortening match formats in the event of inclement weather, health concerns, or safety concerns.

f. Seeding. [unchanged]

8. USTA NorCal Junior Ranking Tournament Descriptions. [unchanged]

C. Level 5 Tournaments. [unchanged]

iv. Level 5 Super Series. [unchanged]

- ###### i. Match Format. No-Ad Scoring is not permitted. The singles match format will be the Best of 3 Tiebreak sets (6-game sets), except that if a Round Robin of 5 players is used, the singles match format will be the Best of 3 Tiebreak sets (6-game sets) with a 10-Point Match Tiebreak played in lieu of the 3rd set. In either format, if the score in a set reaches 6-games all, a 7-point Set Tiebreak will be played. See Regulation 21 for information on shortening match formats in the event of inclement weather, health concerns, or safety concerns.

8. USTA NorCal Junior Ranking Tournament Descriptions. [unchanged]

D. Open and Closed Level 4 Tournaments. [unchanged]

iii. Open Level 4 Super Series. [unchanged]

- ###### h. Match Format. No-Ad Scoring is not permitted. The singles match format will be the Best of 3 Tiebreak sets (6-game sets), except that if a Round Robin of 5 players is used, the singles match format will be the Best of 3 Tiebreak sets (6-game sets) with a 10-Point Match Tiebreak played in lieu of the 3rd set. In either format, if the score in a set reaches 6-games all, a 7-point Set Tiebreak will be played. See Regulation 21 for information on shortening match formats in the event of inclement weather, health concerns, or safety concerns.

31. Minimum Awards Requirements. [unchanged]

- A. All Round Robins, Regardless of Tournament Level.** Awards will go to the 1st place finishers in each Round Robin. Medals are acceptable awards ~~for Level 6 and 7 Tournaments.~~
- B. Non-Round Robin Level 6 Tournaments.** [unchanged]
- C. Level 4 Super Series and Level 5 Super Series.** Awards will go to the 1st and 2nd place finishers in all flights, except that if a Round Robin of 5 is played, an award will go to the 1st place finisher (see Regulation 31.A.). 1st place finishers must receive trophies; 2nd place finishers may receive medals.
- D. All Other Tournaments.**
 - i. Singles Events.**
 - a. Round Robins of 3, 4 or 5 Players.** See Regulation 31.A.
 - ab. Draws of Up to 8 Players.** [unchanged]
 - bc. Draws of 16 or More Players.** [unchanged]
 - ii. Doubles Events - All Draw Sizes.** [unchanged]
- E. Sportsmanship Awards.** [unchanged]

35. Level 4 and Level 5 Super Series: Selection and Flighting of Players When Draw Not Full. When fewer than 32 players are entered, the number of players selected will be as set forth in the table below. When fewer than 32 players are selected at the time draws are made, players will be flighted as set forth in Table 5 below.

*Number of Entries	**Total Players Selected	Alternates	Flight A	Flight B	Flight C	Flight D
32 or more	32	Any over 32	8	8	8	8
31	31	0	8	8	8	7
30	30	0	8	8	7	7
29	29	0	8	7	7	7
28	28	0	7	7	7	7
24-27	24	0-3	8	8	8	0
23	23	0	8	8	7	0
22	22	0	8	7	7	0
21	21	0	7	7	7	0
16-20	16	0-4	8	8	0	0
15	15	0	8	7	0	0
14	14	0	7	7	0	0
10-13	10-13	0	10-13	0	0	0
9	8	1	8	0	0	0
6-8	6-8	0	6-8	0	0	0
5	5	0	One FIC Q Draw Round Robin of 5 players			
1-4***	0	1-4	Event Cancelled			
<p>* When this number of entries received at deadline, select the number of players in the Total Players Selected column.</p> <p>** If late entries are added after the deadline and before the draw is made, flight players into draws based on the new total entries according to this column. Examples: If 24 players are accepted, but 8 late entries are added before the draws are made, flight based on the numbers in the row for 32 Total Selected Players; If 22 players are accepted, but 3 late entries are added before the draws are made, flight based on the numbers in the row for 24 Total Selected Players, with the last entry being the #1 alternate.</p> <p>*** If 1-4 entries are received, give these players the option to play the next-older age division if feasible.</p>						

EXHIBIT B-2

Adult League Awards – Facility and Volunteers		
Award Description	Eligibility Criteria	Process
<p>League Facilities of the Year: Awarded annually to a League Facility</p>	<ul style="list-style-type: none"> • Hosts at least 10 USTA NorCal Adult Leagues teams during the year • Offers to host a League Sectional Event • Facility and teams playing out of the facility be in good standing with USTA NorCal • Recipient cannot have been serving a probation or suspension within the last 12 months • Cannot win award 2 years in a row 	Objective determination made by staff following a review of the players and eligibility criteria.
<p>Local League Area Coordinator of the Year: Awarded annually to a Local Area Coordinator</p>	<ul style="list-style-type: none"> • Assist with League emails and show initiatives to resolve issues on behalf of the league staff. • Volunteer at League Events • Cannot win award 2 years in a row 	Objective determination made by staff following a review of the players and eligibility criteria.
<p>Service to Leagues: Awarded annually to an individual who volunteers with Adult Leagues</p>	<ul style="list-style-type: none"> • Goes above and beyond to make Adult Leagues better (i.e. length of service to leagues, years played, regular volunteer at league sectionals, etc.) • Cannot win award 2 years in a row 	Objective determination made by staff following a review of the players and eligibility criteria.
<p>League Volunteer of the Year</p>	<ul style="list-style-type: none"> • Volunteer time/efforts to make improving Adult Leagues • Volunteer time/efforts to increase Adult League numbers • Cannot win award 2 years in a row 	Objective determination made by staff following a review of the players and eligibility criteria.
<p>*** The Adult League Committee reserves the right to not select a recipient in any given category in any given year.</p>		

Adult League Awards - Players		
Award Description	Eligibility Criteria	Process
<p>Impact Player of The Year Awarded annually to one male and one female league player</p>	<ul style="list-style-type: none"> • Must have played 15 matches in the calendar year (includes all NorCal Adult League programs excluding Flex Leagues.) • Most times advancing to Sectionals • Submission count and content of Sportsmanship awards • Could not have been disqualified in the Championship season • Volunteer time within the community • Helping to grow tennis and the league program • Player must be considered in good standing as determined by USTA NorCal 	Based off nominations. After the nomination deadline, staff will review nominations along with criteria and submit eligible candidates to the Adult League Committee to vote on.
<p>Most Matches Played: Awarded annually to one male and one female league player in the following age brackets</p> <ul style="list-style-type: none"> • 18-39 • 40-55 • 55+ 	<ul style="list-style-type: none"> • Player who played the most league matches played in the Calendar year up until Dec. 31. • No Defaults Count • Cannot win award 2 years in a row • One male, One Female in 18 age division leagues, 40 age division leagues, and 55 age division leagues • Player must be considered in good standing as determined by USTA NorCal 	Objective determination made by staff following a review of the players and eligibility criteria.

Adult League Awards - Players		
Award Description	Eligibility Criteria	Process
Most Improved Player: Awarded annually to one male and one female league player	<ul style="list-style-type: none"> • C rating only • Evaluated by start and end dynamics • Cannot win award 2 years in a row • Player must be considered in good standing as determined by USTA NorCal 	Objective determination made by staff following a review of the players and eligibility criteria and nominations submitted
Sportsmanship Award Awarded annually to one male and one female league player	<ul style="list-style-type: none"> • Eligibility based off blue ribbon report • Cannot win award 2 years in a row • Player must be considered in good standing as determined by USTA NorCal 	Objective determination made by staff following a review of the players and eligibility criteria. Staff voted on these two recipients from a pool of 62 submissions.
*** The Adult League Committee reserves the right to not select a recipient in any given category in any given year.		

Adult League Awards - Captains		
Award Description	Eligibility Criteria	Process
Adult League Captain of the Year: Awarded annually to an Adult League Captain in each league area.	<ul style="list-style-type: none"> • Eligibility based off blue ribbon report • Recipients must be current USTA member residing in Northern California • Recipient must captain a minimum of two leagues during the season • Player must be considered in good standing as determined by USTA NorCal • Most times advancing to Sectionals within a captain/co-captain role • Helping to grow tennis and the league programs • Cannot win award 2 years in a row 	Based off blue ribbon report. After the nomination deadline, staff will review nominations along with criteria and submit eligible candidates to the Adult League Committee to vote on.
Captain who Captained the most amount of teams Awarded annually to one male and one female league player	<ul style="list-style-type: none"> • Based on calendar year • Cannot win award 2 years in a row • Player must be considered in good standing as determined by USTA NorCal 	Objective determination made by staff following a review of the players and eligibility criteria and nominations submitted
New Captain of the Year Awarded annually to one male and one female league player	<ul style="list-style-type: none"> • Recipients must be current USTA member residing in Northern California • Eligibility based off blue ribbon report • First time captains • Must have completed entire season they captained • Player must be considered in good standing as determined by USTA NorCal 	Objective determination made by staff following a review of the players and eligibility criteria.
*** The Adult League Committee reserves the right to not select a recipient in any given category in any given year.		

EXHIBIT C USTA NorCal Committee Charters

Adaptive Tennis Committee

Authority

1. The Adaptive Tennis Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal").
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. Directors and non-Directors may be members of the Committee, subject to the requirement that the Committee shall consist of at least two (2) individuals at all times. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, each to serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies in the Committee shall be filled in the manner in which the original appointments were made.
2. Pursuant to Bylaw IX.D. the number of Committee members may be designated from time to time by the President, or may, in the President's discretion, be determined by the Committee Chair.
3. The President is an *ex officio* member of the Committee.

Operations

1. The Committee will meet with such frequency as it may determine and as is necessary to carry out its responsibilities as described in this Charter. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members then serving will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of its members.
3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.
5. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.
6. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.
7. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: The purpose of the Adaptive Committee is to give tennis players with intellectual and physical disabilities the opportunity to participate in the game of tennis.

Responsibilities

1. Promote and develop recreational tennis opportunities for the adaptive population through inclusion and support through programming, equipment, instruction and events.

2. Advise, assist, work and collaborate with the USTA NorCal Staff, the USTA Network and overall tennis industry in providing and supporting adaptive tennis.
3. Assist with existing special events serving the adaptive population including (for example, Special Olympics, events for persons with autism, events for the blind).

Delegation of Authority

This Committee has not been delegated any authority by the USTA NorCal Board of Directors.

Adult Leagues Committee

Authority

1. The Adult Leagues Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal").
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. Directors and non-Directors may be members of the Committee, subject to the requirement that the Committee shall consist of at least two (2) individuals at all times. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, each to serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies in the Committee shall be filled in the manner in which the original appointments were made.
2. Pursuant to Bylaw IX.D. the number of Committee members may be designated from time to time by the President, or may, in the President's discretion, be determined by the Committee Chair.
3. The President is an *ex officio* member of the Committee.

Operations

1. The Committee will meet with such frequency as it may determine. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of its members.
3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. *Only when considering Administrative Grievances filed pursuant to the USTA League Regulations*, the Committee has been authorized to make decisions by Non-Unanimous Electronic Voting as described in the United Tennis Association Northern California Policies on Decision Making Governance which requires the following:
 - a. A quorum of the members, as set forth in the USTA NorCal Bylaws must participate in the vote;
 - b. A deadline for voting must be announced and any vote received after this deadline does not count; and
 - c. All votes and any information shared by committee members during the vote are considered organizational records and will be maintained by USTA NorCal staff.
5. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.
6. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.
7. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of

the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.

8. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: The purpose of the Adult Leagues Committee is to promote and provide recreational and competitive league team opportunities for players aged 18 and over.

Responsibilities

1. To advise, assist, work and collaborate with the USTA NorCal staff, the USTA Network and overall tennis industry.
2. Monitor participation in USTA NorCal adult league programs to identify areas for growth and concerns related to retention.
3. Develop ideas for new Adult League product(s) offerings and analyze and make recommendations for retiring product lines where demand no longer supports the resources to host events. Explore WTN play opportunities for Adult League players.
4. Secure host sites and make recommendations on hosting League Championships, and the annual awards event.
5. Support entry-level growth, retention and customer service for adult league players at all levels.
6. Ensure clear and consistent rules and regulations and are compliant with the National League Regulations.
7. Support education and training for captains and players.
8. Develop, compile, review, evaluate and report on the results of the 2023 Player Survey.
9. Collaborate with the Adult Tournament Committee to grow participation in NTRP National Championship Qualifiers and the NTRP National Championships and develop similar play opportunities.
10. Develop sportsmanship initiatives and recognition opportunities.

Delegation of Authority

The only authority specifically delegated to the Committee by the Board is set forth below:

- The Committee is authorized to select the winners of the Adult League Awards, based on the criteria previously approved by the USTA NorCal Board.
- The Adult League Committee is authorized to investigate and decide matters relating to Administrative Grievances, which shall be handled in a manner consistent with the requirements of the USTA League Regulations and the procedures for handling these grievances adopted by the USTA NorCal Board.
- The Adult League Committee is authorized to provide feedback to USTA NorCal staff when the USTA requests input that will affect decisions that impact the overall USTA Adult League Program; *provided that* feedback that seeks approval of a potential or formal amendment to the USTA Adult League Regulations must first be submitted to the Board for approval, and any other feedback must copy the President and Executive Director when submitted. This delegation of authority does not include the authority to submit a proposal to amend the USTA Adult League Regulations which must first be submitted to the Board for approval.

Notwithstanding this delegation of authority, any time a decision involves a conflict of interest, the action must be submitted as a recommendation to the USTA NorCal Board of Directors for approval.

Adult League Grievance Appeals Committee

Authority

1. The Adult League Grievance Appeals Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal").
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. Directors and non-Directors may be members of the Committee, subject to the requirement that the Committee shall consist of at least two (2) individuals at all times. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, each to serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies in the Committee shall be filled in the manner in which the original appointments were made.
2. Pursuant to Bylaw IX.D. the number of Committee members may be designated from time to time by the President, or may, in the President's discretion, be determined by the Committee Chair.
3. No member of the Committee may be a member of the Adult League Grievance Committee.
4. The President is an *ex officio* member of the Committee.

Operations

1. The Committee will meet with such frequency as it may determine. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of its members.
3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. The Committee has been authorized to make decisions by Non-Unanimous Electronic Voting as described in the United States Tennis Association Northern California Policies on Decision Making Governance which requires the following:
 - a. A quorum of the members, as set forth in the USTA NorCal Bylaws must participate in the vote;
 - b. A deadline for voting must be announced and any vote received after this deadline does not count; and
 - c. All votes and any information shared by committee members during the vote are considered organizational records and will be maintained by USTA NorCal staff.
5. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.
6. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.
7. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.
8. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: The purpose of the Adult League Grievance Appeal Committee is to review and decide upon all appeals of grievance decisions made by the USTA Adult League Grievance Committee, within the parameters of the USTA League Regulations.

Responsibilities

Review all Adult League grievance appeals submitted to USTA NorCal.

Delegation of Authority

The only authority specifically delegated to the Committee by the Board is set forth below:

- The Adult League Grievance Appeals Committee is authorized to investigate and decide matters relating to appeals of grievances decided by the Adult League Grievance Committee, which shall be handled in a manner consistent with the requirements of the USTA League Regulations.

Notwithstanding this delegation of authority, any time a decision involves a conflict of interest, the action must be submitted as a recommendation to the USTA NorCal Board of Directors for approval.

Adult League Grievance Committee

Authority

1. The Adult League Grievance Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal").
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. Directors and non-Directors may be members of the Committee, subject to the requirement that the Committee shall consist of at least two (2) individuals at all times. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, each to serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies in the Committee shall be filled in the manner in which the original appointments were made.
2. Pursuant to Bylaw IX.D. the number of Committee members may be designated from time to time by the President, or may, in the President's discretion, be determined by the Committee Chair.
3. The President is an *ex officio* member of the Committee.

Operations

1. The Committee will meet with such frequency as it may determine. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of its members.
3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. The Committee has been authorized to make decisions by Non-Unanimous Electronic Voting as described in the United Tennis Association Northern California Policies on Decision Making Governance which requires the following:
 - a. A quorum of the members, as set forth in the USTA NorCal Bylaws must participate in the vote;
 - b. A deadline for voting must be announced and any vote received after this deadline does not count; and
 - c. All votes and any information shared by committee members during the vote are considered organizational records and will be maintained by USTA NorCal staff.
5. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.
6. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.
7. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.
8. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: The purpose of the Adult League Grievance Committee is to review and decide upon all USTA Adult League Grievances within the parameters of the USTA League Regulations.

Responsibilities

Review all Adult League grievances submitted to USTA NorCal.

Delegation of Authority

The only authority specifically delegated to the Committee by the Board is set forth below:

- The Adult League Grievance Committee is authorized to investigate and decide matters relating to grievances arising out of USTA NorCal Adult League, which shall be handled in a manner consistent with the requirements of the USTA League Regulations.

Notwithstanding this delegation of authority, any time a decision involves a conflict of interest, the action must be submitted as a recommendation to the USTA NorCal Board of Directors for approval.

Adult League Medical Appeals Committee

Authority

1. The Adult League Medical Appeals Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal").
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. Directors and non-Directors may be members of the Committee, subject to the requirement that the Committee shall consist of at least two (2) individuals at all times. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, each to serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies in the Committee shall be filled in the manner in which the original appointments were made.
2. Pursuant to Bylaw IX.D. the number of Committee members may be designated from time to time by the President, or may, in the President's discretion, be determined by the Committee Chair.
3. The President is an *ex officio* member of the Committee.

Operations

1. The Committee will meet with such frequency as it may determine. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of its members.
3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. The Committee has been authorized to make decisions by Non-Unanimous Electronic Voting as described in the United Tennis Association Northern California Policies on Decision Making Governance which requires the following:
 - a. A quorum of the members, as set forth in the USTA NorCal Bylaws must participate in the vote;
 - b. A deadline for voting must be announced and any vote received after this deadline does not count; and
 - c. All votes and any information shared by committee members during the vote are considered organizational records and will be maintained by USTA NorCal staff.
5. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.
6. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.
7. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of

the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.

8. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: The purpose of the Adult League Medical Appeals Committee is to review and decide upon all medical appeals within the parameters of the USTA League Regulations.

Responsibilities

Review all Adult League medical appeals submitted to USTA NorCal.

Delegation of Authority

The only authority specifically delegated to the Committee by the Board is set forth below:

The Adult League Medical Appeals Committee is authorized to investigate and decide matters relating to medical appeals arising out of USTA NorCal Adult League, which shall be handled in a manner consistent with the requirements of the USTA League Regulations.

Adult Tournament Committee

Authority

1. The Adult Tournament Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal").
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. Directors and non-Directors may be members of the Committee, subject to the requirement that the Committee shall consist of at least two (2) individuals at all times. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, each to serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies in the Committee shall be filled in the manner in which the original appointments were made.
2. Pursuant to Bylaw IX.D. the number of Committee members may be designated from time to time by the President, or may, in the President's discretion, be determined by the Committee Chair.
3. The President is an *ex officio* member of the Committee.

Operations

1. The Committee will meet with such frequency as it may determine and as is necessary to carry out its responsibilities as described in this Charter. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members then serving will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of its members.
3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.
5. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.

6. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.
7. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: The purpose of Committee is to develop, promote, and monitor the Adult Tournament system within the Northern California Section to ensure that it:

- Retains and grows participation; and
- Provides players of all abilities and backgrounds the opportunity to compete in recreational and competitive tournaments.

Responsibilities

1. To advise, assist, work and collaborate with the USTA NorCal Staff and overall tennis industry on adult tournaments.
2. Monitor participation in USTA NorCal Adult Tournaments to identify areas for potential growth and concerns related to retention.
3. Research adult tournament activities and make recommendations on all policies relating to Adult Tournaments.
4. Recommend sites for USTA and USTA NorCal Adult Tournaments.
5. Propose new Adult Tournament programming and retirement of declining programming for the benefit of USTA NorCal players.
6. Review tournament play data at all levels to determine the success of alternative formats which will drive decisions and amendments to existing programs.
7. Further develop an outreach plan to engage new tournament hosts (i.e. Parks & Recreation facilities)
8. Identify opportunities to launch team tennis and age/NTRP tournaments and combination formats.
9. Educate players on the World Tennis Number (WTN) and pilot level-based events using the WTN.
10. Collaborate with Marketing to develop a comprehensive plan to educate all constituents, including new and existing players, on products.
11. Collaborate with other committees to explore growth opportunities.

Delegation of Authority

The only authority specifically delegated to the Committee by the Board is set forth below:

- The Adult Tournament Committee is authorized to provide feedback to USTA NorCal staff when the USTA requests input that will affect decisions that impact the overall USTA adult and family competitive structure; *provided that* feedback that seeks approval of a potential or formal amendment to the USTA Adult and Family Tournament, Ranking, and Sanctioning Regulations must first be submitted to the Board for approval, and any other feedback must copy the President and Executive Director when submitted. This delegation of authority does not include the authority to submit a proposal to amend the USTA Adult and Family Tournament, Ranking, and Sanctioning Regulations which must first be submitted to the Board for approval.
- The Committee is authorized to select the winners of the Adult Tournament Awards, based on the criteria previously approved by the USTA NorCal Board.
- The Committee is authorized to select USTA NorCal's nominee for the USTA Senior Service Award (or the equivalent), for which the USTA has established the criteria for nomination.
- The Committee is authorized to select organizations to receive grants, based on the criteria previously approved by the USTA NorCal Board.
- The Committee is authorized to designate Adult ranking tournaments as Tournaments of the Year or Gold Cup Series Tournaments, based on criteria previously approved by the USTA NorCal Board, which in some cases may make those tournaments eligible for grants.
- The Committee is authorized to assign the Level of a previously-approved sanction for an Adult ranking tournament.

Notwithstanding this delegation of authority, any time a decision involves a conflict of interest, the action must be submitted as a recommendation to the USTA NorCal Board of Directors for approval.

Audit Committee

Authority

1. The Audit Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal"). USTA NorCal is required to have an Audit Committee for any tax year in which it is required under California Government Code Section 12586(e)(2) (generally when it has gross revenues of \$2,000,000.00 or more).
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. California Government Code Section 12586(e)(2) requires that the Audit Committee be appointed by the Board.
2. The Audit Committee may include persons who are not members of the Board, but the membership shall not include any members of the staff, the President or Chief Executive Officer and the Treasurer or Chief Financial Officer. Members of the Budget & Finance Committee may serve on the Audit Committee; however, the chairperson of the Audit Committee may not be a member of the Budget & Finance Committee and members of the Budget & Finance Committee shall constitute less than one-half of the membership of the Audit Committee. Members of the Audit Committee shall not receive any compensation from USTA NorCal in excess of the compensation, if any, received by members of the Board for service on the Board, and shall not have a material financial interest in any entity doing business with the corporation.

Operations

1. The Committee will meet with such frequency as it may determine and as is necessary to carry out its responsibilities as described in this Charter. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members then serving will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of its members.
3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.
5. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.
6. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.
7. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: Subject to supervision of the Board of Directors, the Audit Committee's purpose is to recommend to the Board the retention and, when appropriate, termination of the independent certified public accountant to serve as auditor, and may negotiate the independent auditor's compensation, subject to approval by the Board.

Responsibilities

- Annually recommend the engagement of an auditor to the USTA NorCal Board.
- Review the scope and approach of the audit proposed by the independent auditor.
- Meet with the independent auditor upon audit completion to receive and review the draft audit report. Conduct a post-audit review of the financial statements and audit findings, including any significant suggestions for improvements provided by the independent auditor. Request any needed clarifications and revisions regarding audit report findings, to ensure that the Corporation's affairs are in order.
- Confer with the auditor to discuss the audit plan, relevant financial reporting requirements, the annual financial statements, and the completed audit, to the satisfaction this Committee's members that the financial affairs of the Corporation are in order.
- Review audit-related materials in advance of discussion or presentation at scheduled Board and Committee meetings.
- Present the completed audit report, including any significant and material financial and internal control findings, to the Board and management. Provide oversight for the implementation of recommendations provided by the auditors.
- Make a recommendation to the Board for acceptance or rejection of the final audit report.
- Ensure disclosure of the final audit report to the public and/or California Attorney General as required by law.
- Review the Corporation's annual IRS Form 990, and ensure that a copy is provided to all Directors for review, prior to submission.
- Review the Corporation's procedures for reporting concerns or issues regarding the Corporation's accounting, compliance, or auditing matters.
- When appropriate, assist with instituting special investigations, recommending corrective actions, and, if appropriate, hiring special counsel or experts.
- Ensure that any non-audit services performed by the auditing firm conform with standards for auditor independence referred to in California Government Code Section 12586(e)(1).
- Approve performance of any non-audit services provided by the auditing firm.
- Review the USTA NorCal budget procedures used during the budget development process.
- Perform other oversight functions as requested by the Board.

Delegation of Authority

This Committee has not been delegated any specific authority by the USTA NorCal Board of Directors, other than as set forth above.

Awards Committee

Authority

1. The Awards Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal").
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. Directors and non-Directors may be members of the Committee, subject to the requirement that the Committee shall consist of at least two (2) individuals at all times. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, each to serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies in the Committee shall be filled in the manner in which the original appointments were made.
2. Pursuant to Bylaw IX.D. the number of Committee members may be designated from time to time by the President, or may, in the President's discretion, be determined by the Committee Chair.
3. The President is an *ex officio* member of the Committee.

Operations

1. The Committee will meet with such frequency as it may determine and as is necessary to carry out its responsibilities as described in this Charter. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members then serving will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of its members.
3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.
5. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.
6. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.
7. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: The purpose of the Committee is to identify individuals and organizations that have made significant contributions to the game of tennis and the USTA NorCal Section.

Responsibilities

1. To advise, assist, work and collaborate with the USTA NorCal staff to honor individuals and organizations that contribute to and serve the game of tennis in a significant fashion within USTA NorCal Section.
2. Develop and administer an awards selection procedure and ceremonies that will honor individuals and organizations that significantly contribute to and serve the game of tennis in the NorCal Section.
3. Identify and promote award winners in the various geographical communities of the NorCal Section.
4. Assist with the high-level planning of the various awards ceremonies which are held each year.
5. Attend the awards recognition ceremonies to support and congratulate award winners.

Delegation of Authority

The only authority specifically delegated to the Committee by the Board is set forth below:

- The Committee is authorized to select the winners of USTA NorCal Awards, based on criteria previously approved by the USTA NorCal Board and whenever this authority has not been delegated to another Committee.
- The Committee is authorized to select USTA NorCal's nominee for the USTA Barbara Williams Service Award and the USTA Family of the Year Award, for which the USTA has established the criteria for nomination..

Notwithstanding this delegation of authority, any time a decision involves a conflict of interest, the action must be submitted as a recommendation to the USTA NorCal Board of Directors for approval.

Budget and Finance Committee

Authority

1. The Budget and Finance Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal").
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next

meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. Directors and non-Directors may be members of the Committee, subject to the requirement that the Committee shall consist of at least two (2) individuals at all times. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, each to serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies in the Committee shall be filled in the manner in which the original appointments were made.
2. Pursuant to Bylaw IX.D. the number of Committee members may be designated from time to time by the President, or may, in the President's discretion, be determined by the Committee Chair.
3. The President is an *ex officio* member of the Committee.

Operations

1. The Committee will meet with such frequency as it may determine and as is necessary to carry out its responsibilities as described in this Charter. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members then serving will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of its members.
3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.
5. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.
6. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.
7. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: The purpose of the Committee is to prepare the annual proposed budgets for the Board of Directors and review the impact on the USTA NorCal budget in respect to USTA NorCal programs that significantly impact the budget.

Responsibilities

1. Solicit program and operational information from USTA NorCal Executive Director, Departments, and committee chairs for budget development.
2. Annually, recommend a budget for approval by the USTA NorCal Board.
3. Research financial trends within the USTA NorCal Section.
4. Identify, monitor and forecast financial concerns and issues.
5. Review all mid-year requests for new funding and reallocation of funds already budgeted made by staff and committees, prior to presentation of these requests to the Board for approval.

Delegation of Authority

This Committee has not been delegated any authority by the USTA NorCal Board of Directors.

Coaches Commission

Authority

1. The Coaches Commission Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal").
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. Directors and non-Directors may be members of the Committee, subject to the requirement that the Committee shall consist of at least two (2) individuals at all times. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, each to serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies in the Committee shall be filled in the manner in which the original appointments were made.
2. Pursuant to Bylaw IX.D. the number of Committee members may be designated from time to time by the President, or may, in the President's discretion, be determined by the Committee Chair.
3. The President is an *ex officio* member of the Committee.

Operations

1. The Committee will meet with such frequency as it may determine and as is necessary to carry out its responsibilities as described in this Charter. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members then serving will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of its members.
3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.
5. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.
6. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.
7. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge:

To create a network of coaches in the section that promote the player development pathway by supporting the Early Development (EDC) Camp structure, Team NorCal and identifying players that are strong candidates for TEAM USA Regional Camps that will help train a continuous wave of fundamentally sound 8-14 year olds in alignment with the USTA Teaching and Coaching Philosophy.

Responsibilities

1. Assist NorCal in building a network of coaches residing in NorCal.
2. Assist NorCal staff in identifying coaches to work the Early Development Camps ("EDCs"), Team NorCal, and

Team USA Regional training camps.

3. Provide feedback and support to NorCal staff in the development of coaching education workshops.
4. Propose for approval by the Board a selection process for EDCs that is to include the use of the PlayTracker and WTN.
5. Assist NorCal staff in identifying camp and workshop locations.
6. Collaborate with the Junior Council to educate coaches about the World Tennis Number and how it's used in NorCal, nationally, in collegiate tennis, and at ITF tournaments.
7. Develop an outreach plan to increase the number of women and diverse coaches in the section.
8. Consistently attend tournaments with the purpose of identifying players who should be considered to attend camps.

Delegation of Authority

The only authority specifically delegated to the Committee by the Board is set forth below:

- The Coaches Commission is authorized to select the dates and locations of training camps.
- The Coaches Commission is authorized to recommend coaches to staff to be hired to work at the training camps.
- The Coaches Commission is authorized to select the players who attend the training camps. Notwithstanding this delegation of authority, any time a decision involves a conflict of interest, the action must be submitted as a recommendation to the USTA NorCal Board of Directors for approval.
- The Coaches Commission is authorized to select winner of the USTA NorCal Fred A. Earle Jr. Teaching Professional Award, based on the criteria previously approved by the USTA NorCal Board.

Notwithstanding this delegation of authority, any time a decision involves a conflict of interest, the action must be submitted as a recommendation to the USTA NorCal Board of Directors for approval.

Community Programs Committee

Authority

1. The Community Programs Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal").
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. Directors and non-Directors may be members of the Committee, subject to the requirement that the Committee shall consist of at least two (2) individuals at all times. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, each to serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies in the Committee shall be filled in the manner in which the original appointments were made.
2. Pursuant to Bylaw IX.D. the number of Committee members may be designated from time to time by the President, or may, in the President's discretion, be determined by the Committee Chair.
3. The President is an *ex officio* member of the Committee.

Operations

1. The Committee will meet with such frequency as it may determine and as is necessary to carry out its responsibilities as described in this Charter. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members then serving will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of its members.

3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.
5. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.
6. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.
7. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: The purpose of the Community Programs Committee is to promote, develop, and evaluate all grassroots and activation programs to increase tennis participation in local communities.

Responsibilities

1. Propose to the Board a set of criteria for National Junior Tennis Leagues (NJTLs), Community Tennis Associations (CTAs), H.I.T.S., and schools programs grants to increase the number of providers and player participation.
2. Establish an outreach strategy to inform community partners/stakeholders of the NorCal, National, and USTA Foundation resources available to apply for.
3. Research and create an advocacy plan on implementing grassroots programming in public facilities.
4. Develop and provide resources (i.e. collateral, program materials, coaching education) for providers in school's, NJTLs, and CTAs to help increase unique participation.
5. Develop an evaluation process to assess the effectiveness of the H.I.T.S program at the completion of each session.
6. Propose to the Board a set of criteria for recognizing players and community providers.

Delegation of Authority

The only authority specifically delegated to the Committee by the Board is set forth below:

- The Committee has the authority to determine the locations for events and programs.
- The Committee is authorized to select the winners of awards, based on the criteria previously approved by the USTA NorCal Board.
- The Committee is authorized to select organizations to receive grants, based on the criteria previously approved by the USTA NorCal Board.
- The Committee is authorized to select USTA NorCal's nominee for the USTA Member Organization of the Year, for which the USTA has established the criteria for nomination.

Notwithstanding this delegation of authority, any time a decision involves a conflict of interest, the action must be submitted as a recommendation to the USTA NorCal Board of Directors for approval.

Constitution and Rules Committee

Committee Charge: The purpose of the Committee is to:

- when appropriate, propose new provisions or amendments to the USTA NorCal Bylaws; and
- review the form of new provisions or amendments to the USTA NorCal Bylaws proposed by other proposers to reduce ambiguity, promote clarity and keep all provisions of the same in conformity with each other and with the USTA Bylaws.

Responsibilities

1. Advise, assist, work and collaborate with the USTA NorCal staff and Board to ensure conformity of USTA NorCal Bylaws and any requirement placed on NorCal by the USTA.
2. Facilitate cross-committee communication so that proposed new provisions or amendments to the USTA NorCal Constitution and Bylaws are fully vetted and prepared for discussion and vote.

3. Investigate whether it is in the best interests of USTA NorCal to adopt a Constitution and report findings to the Board.
4. Solicit feedback from the Board with respect to the Committee's draft proposals to adopt a USTA NorCal Constitution and/or propose new provisions and/or amendments to the USTA NorCal Bylaws.
5. Formally present to the Board for a recommendation to the Voting Members, amendments proposed by the Committee to the USTA NorCal Bylaws, pursuant to the applicable provisions of the Bylaws.

Delegation of Authority

The only authority specifically delegated to the Committee by the Board or the USTA NorCal Bylaws is set forth below:

- Pursuant to the Bylaws, propose new provisions and amendments to the USTA NorCal Constitution and Bylaws. Notwithstanding this delegation of authority, any time a decision involves a conflict of interest, the action must be submitted as a recommendation to the USTA NorCal Board of Directors for approval.
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Diversity and Inclusion Committee

Authority

1. The Diversity and Inclusion Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal").
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. Directors and non-Directors may be members of the Committee, subject to the requirement that the Committee shall consist of at least two (2) individuals at all times. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, each to serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies in the Committee shall be filled in the manner in which the original appointments were made.
2. Pursuant to Bylaw IX.D. the number of Committee members may be designated from time to time by the President, or may, in the President's discretion, be determined by the Committee Chair.
3. The President is an *ex officio* member of the Committee.

Operations

1. The Committee will meet with such frequency as it may determine and as is necessary to carry out its responsibilities as described in this Charter. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members then serving will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of its members.
3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.
5. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.
6. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of

the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.

7. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: The purpose of the Committee is to advise, and collaborate with USTA NorCal staff, the USTA Network and overall tennis industry to promote greater diversity and inclusion in tennis player participation and in USTA NorCal services, activities, events and programs.

Responsibilities

1. Evaluate opportunities and initiatives to promote greater diversity and inclusion among participants in all USTA NorCal programs, activities, events and the volunteer corps.
2. Support USTA NorCal program providers in diversity and inclusion efforts.
3. Attend diversity and inclusion events to develop partnership opportunities to attract a new audience of players.
4. Research and develop diversity and inclusive partnerships and collaborations.
5. Review and enhance strategies to attract, engage and retain a new generation of diverse players.
6. Research and provide resources for grants and scholarship opportunities, including an outreach strategy to ensure eligible applicants are aware of the opportunities (i.e. USTA Foundation grants, Tennis Venue Services).
7. Develop a strategy to recruit and develop diverse coaches.
8. Research and develop program opportunities to promote health, wellness, and teamwork while building self-esteem through tennis for young girls.
9. Support the development of the National Junior Tennis League (NJTL's) chapters by providing play opportunities and coach education opportunities.
10. Collaborate with the Adult Tournament Committee to survey, strategize, and develop a plan to increase the number of women playing tournaments.

Delegation of Authority

The only authority specifically delegated to the Committee by the Board is set forth below:

- The Committee is authorized to select organizations and individuals to receive grants and stipends, based on criteria previously approved by the USTA NorCal Board.
- The Committee is authorized to select coaches to participate in workshops, training, or other related opportunities, based on the criteria previously approved by the USTA NorCal Board and/or the USTA.
- The Committee is authorized to select winners of college scholarships based on the criteria previously approved by the USTA NorCal Board.

Notwithstanding this delegation of authority, any time a decision involves a conflict of interest, the action must be submitted as a recommendation to the USTA NorCal Board of Directors for Approval.

Employee Relations Committee

Authority

1. The Employee Relations Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal").
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. Directors and non-Directors may be members of the Committee, subject to the requirement that the Committee shall consist of at least two (2) individuals at all times. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, each to serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the

President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies in the Committee shall be filled in the manner in which the original appointments were made.

2. Pursuant to Bylaw IX.D. the number of Committee members may be designated from time to time by the President, or may, in the President's discretion, be determined by the Committee Chair.
3. The President is an *ex officio* member of the Committee.

Operations

1. The Committee will meet with such frequency as it may determine and as is necessary to carry out its responsibilities as described in this Charter. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members then serving will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of its members.
3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.
5. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.
6. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.
7. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: The purpose of the Committee is oversight and investigation of personnel matters of USTA NorCal and issuing recommendations and actions to the Board of Directors for approval and implementation.

Responsibilities

1. Provide advice and recommendations on methodology required to measure current and future levels of employee engagement throughout USTA NorCal.
2. Provide advice and recommendations on how to increase awareness and competencies related to engagement for all employees. This might include training programs, guest speaker programs, and other forms of communication.
3. Address, as appropriate and as requested, employee to employee relationships as well as relationships between staff and Board members, and between staff and volunteers.
4. Coordinate the evaluation of the Executive Director's performance with input and advice from the Board.
5. In conjunction with the Human Resources department and the Budget Committee, explore and evaluate the compensation components and levels to be paid to the Executive Director and review and approve compensation recommendations prepared by the Executive Director for all staff including:
 - base salaries and ranges,
 - incentive compensation plans and awards, if any, and,
 - Welfare and retirement benefit plans, if any.
6. Work with the Executive Director on staffing additions and reductions.
7. Verify that compensation information is appropriately and fully disclosed to the full Board as required by regulation or governance best practices.
8. Report regularly to the Board on Committee findings and approved actions and any other matters the Committee deems appropriate or the Board requests.
9. Engage (after Board approval) independent, outside advisors (e.g., attorneys, compensation consultants, etc.) to provide objective and impartial compensation data and express an opinion on total compensation reasonableness. Such advisors report directly to the Committee.

10. Work hand in hand with the Board on public relations matters and provide recommendations to the Board to act upon.
11. Participate in and have oversight over investigations as requested by the Board.

Delegation of Authority

This Committee has not been delegated any authority by the USTA NorCal Board of Directors.

Hall of Fame Luncheon Committee

Authority

1. The Hall of Fame Luncheon Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal").
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. Directors and non-Directors may be members of the Committee, subject to the requirement that the Committee shall consist of at least two (2) individuals at all times. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, each to serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies in the Committee shall be filled in the manner in which the original appointments were made.
2. Pursuant to Bylaw IX.D. the number of Committee members may be designated from time to time by the President, or may, in the President's discretion, be determined by the Committee Chair.
3. The President is an *ex officio* member of the Committee.

Operations

1. The Committee will meet with such frequency as it may determine and as is necessary to carry out its responsibilities as described in this Charter. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members then serving will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of its members.
3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.
5. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.
6. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.
7. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: The purpose of the Committee is to plan, manage, and execute the large annual event of the USTA NorCal Hall of Fame. The committee creates an event that reflects the mission of the USTA NorCal and honors those who have made valuable contributions to the sport.

Responsibilities

1. Identify the venue for the annual USTA NorCal Hall of Fame Luncheon in a manner that is consistent with the RFP procedures approved by the USTA NorCal Board..
2. In collaboration with the USTA NorCal Marketing Department, solicit Hall of Fame Luncheon sponsors.
3. Work with USTA NorCal Marketing staff and Marketing Committee in promoting the event.

Delegation of Authority

The only authority specifically delegated to the Committee by the Board is set forth below:

- The Committee is authorized to make decisions related to the logistics of the Hall of Fame Luncheon, including selection of the menu, and selection of the Luncheon speaker and/or master of ceremonies.

Notwithstanding this delegation of authority, any time a decision involves a conflict of interest, the action must be submitted as a recommendation to the USTA NorCal Board of Directors for approval.

Hall of Fame Selection Committee

Approval of the Charter for the Hall of Fame Selection Committee has been delayed until early 2025.

Investment Committee

Authority

1. The Investment Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal").
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. Directors and non-Directors may be members of the Committee, subject to the requirement that the Committee shall consist of at least two (2) individuals at all times. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, each to serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies in the Committee shall be filled in the manner in which the original appointments were made.
2. Pursuant to Bylaw IX.D. the number of Committee members may be designated from time to time by the President, or may, in the President's discretion, be determined by the Committee Chair.
3. The President is an *ex officio* member of the Committee.

Operations

1. The Committee will meet at least quarterly, and with such additional frequency as it may determine and as is necessary to carry out its responsibilities as described in this Charter. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members then serving will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of its members.
3. The Committee will follow all governance procedures set forth in the United States Tennis Association

Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.

4. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.
5. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.
6. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.
7. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: The purpose of the Investment Committee is to to supervise the investment and disposition of financial and other assets held by the Corporation.

Responsibilities

1. Identify the goals and expectations for a new investment manager.
2. Select candidates, conduct interviews for, and recommend for engagement by the Board, an investment manager for USTA NorCal;
3. Review and recommend to the Board for approval, investment policies;
4. Prudently diversify, or oversee the diversification of, the portfolio's assets to meet an agreed upon risk/return profile;
5. Upon request, make recommendations to the Board with regard to investment matters;
6. Review presentations regarding performance of the investment portfolio of the Corporation;
7. Review regulatory and compliance issues relating to the investment and disposition of assets held by USTA NorCal;
8. Oversee USTA NorCal's performance and expenses under its agreements with its investment manager;
9. Perform such other duties as may be requested by the Board from time to time.

Delegation of Authority

This Committee has not been delegated any authority by the USTA NorCal Board of Directors.

Junior Council Committee

Authority

1. The Junior Council Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal").
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. Directors and non-Directors may be members of the Committee, subject to the requirement that the Committee shall consist of at least two (2) individuals at all times. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, each to serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies

in the Committee shall be filled in the manner in which the original appointments were made.

2. Pursuant to Bylaw IX.D. the number of Committee members may be designated from time to time by the President, or may, in the President's discretion, be determined by the Committee Chair.
3. The President is an *ex officio* member of the Committee.

Operations

1. The Committee will meet with such frequency as it may determine and as is necessary to carry out its responsibilities as described in this Charter. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members then serving will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of its members.
3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.
5. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.
6. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.
7. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: The purpose of Committee is to develop, promote, and monitor the junior ranking tournament system within the Northern California Section to ensure that it:

- Retains and grows participation; and
- Provides players of various ages, abilities, and backgrounds the opportunity to develop to the highest competitive level possible.

Responsibilities

1. Monitor participation in USTA NorCal junior ranking tournaments to identify areas for potential growth and concerns related to retention.
2. Through ongoing review, evaluate whether the calendar of USTA NorCal junior ranking tournaments is providing reasonable opportunities for player development, including ongoing review of the ratio of events per level, strength of field, tournament inventory, draw sizes, seeding and selection policies, draw and match formats, and team event offerings.
3. Annually, recommend to the Board the dates on which sanctioned tournaments, which are limited in number, will be held. Currently these are the Level 3, 4 and 5 Tournaments, and the Level 6 Ratings Round Robins.
4. Review, and make recommendations to the Board, when appropriate, for changes to the entry fees for sanctioned junior tournaments.
5. Monitor the rollout of the ITF's World Tennis Number (WTN) with respect to how it is used in level-based ranking tournaments, and so that NorCal can provide feedback to the USTA when appropriate.
6. Collaborate with NorCal staff on a plan to educate players, parents, and coaches on the importance of fostering an environment of fair play, mutual respect, and the safety of all participants; and develop a system of positive reinforcement and reward with respect to outstanding sportsmanship.
7. Provide feedback and support to NorCal staff in the development Tournament Director workshops and/or a communication plan that will provide resources to improve the quality and compliance with NorCal policies.
8. Provide feedback and support to NorCal staff in the development of townhall meetings for junior tennis stakeholders, including parents, coaches, and players.
9. Review and make recommendations to the Board, when appropriate, related to policies for selecting players

to participate on NorCal teams, including, but not limited to, the Maze Cup, Pacific Cup, and USTA and intersectional team competitions.

10. Recommend to the Board proposals to improve the overall junior ranking tournament structure and experience.

Delegation of Authority

The only authority specifically delegated to the Committee by the Board is set forth below:

- Junior Council is authorized to select USTA NorCal's nominee for the USTA Bill Talbert Sportsmanship Award, for which the USTA has established the criteria for nomination.
- Junior Council is authorized to provide feedback to USTA NorCal staff when the USTA requests input that will affect decisions that impact the overall USTA junior competitive structure; *provided that* feedback that seeks approval of a potential or formal amendment to the USTA Junior Tournament, Ranking, and Sanctioning Regulations must first be submitted to the Board for approval, and any other feedback must copy the President and Executive Director when submitted. This delegation of authority does not include the authority to submit a proposal to amend the USTA Junior Tournament, Ranking, and Sanctioning Regulations which must first be submitted to the Board for approval.

Notwithstanding this delegation of authority, any time a decision involves a conflict of interest, the action must be submitted as a recommendation to the USTA NorCal Board of Directors for approval.

Junior Team Tennis/Local Play Committee

Authority

1. The Junior Team Tennis/Local Play Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal").
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. Directors and non-Directors may be members of the Committee, subject to the requirement that the Committee shall consist of at least two (2) individuals at all times. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, each to serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies in the Committee shall be filled in the manner in which the original appointments were made.
2. Pursuant to Bylaw IX.D. the number of Committee members may be designated from time to time by the President, or may, in the President's discretion, be determined by the Committee Chair.
3. The President is an *ex officio* member of the Committee.

Operations

1. The Committee will meet with such frequency as it may determine and as is necessary to carry out its responsibilities as described in this Charter. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members then serving will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of its members.
3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.

5. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.
6. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.
7. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: The purpose of the Committee is to promote, develop, and evaluate the Net Generation in Northern California to provide a foundation for increased local play opportunities and Junior Team Tennis that is in alignment with the American Development Model (ADM) in both individual and team aspects.

Responsibilities

1. Promote, develop, and evaluate the USTA Team Challenge product to optimize attraction and retention including program and marketing materials provider feedback, technology, and input from internal and external customers while continuing to assess its integration with Net Generation Pathway Regulations.
2. Promote, develop, and evaluate Team Tennis and Team Tournament products (including Junior Team Tennis) to optimize attraction and retention including program and marketing materials, provider feedback, technology, and input from internal and external customers while continuing to assess their integration with Net Generation Pathway Regulations.
3. Promote, develop, and evaluate the Junior Circuit product to optimize attraction and retention including program and marketing materials, provider feedback, technology, and input from internal and external customers while continuing to assess its integration with Net Generation Pathway Regulations.
4. Collaborate with Junior Council on ways to retain players as they transition from Net Generation programs to ranking tournaments and other higher levels of competitive play.
5. Promote, and evaluate the PlayTracker and rating tools to optimize attraction and retention including marketing materials, provider feedback, technology, and input from internal and external customers while continuing to assess its integration with Net Generation Pathway Regulations.
6. Develop educational workshops, webinars, and training for players, parents, coaches, and providers.
7. Develop a comprehensive plan to educate all constituents, including new and existing players, on products.

Delegation of Authority

The only authority specifically delegated to the Committee by the Board is set forth below:

- The Junior Team Tennis/Local Play Committee is authorized to select USTA NorCal's nominee for the USTA Janet Louer Award, for which the USTA has established the criteria for nomination.
- The Junior Team Tennis/Local Play Committee is authorized to provide feedback to USTA NorCal staff when the USTA requests input that will affect decisions that impact the overall USTA Net Generation structure; *provided that* feedback that seeks approval of a potential or formal amendment to the USTA Net Generation Regulations, including the regulations governing USTA Junior Team Tennis Regulations, must first be submitted to the Board for approval, and any other feedback must copy the President and Executive Director when submitted. This delegation of authority does not include the authority to submit a proposal to amend the USTA Net Generation Regulations, including the regulations governing Junior Team Tennis, which must first be submitted to the Board for approval.
- Pursuant to the USTA NorCal Junior Team Tennis Regulations, the Committee is authorized to determine whether Playoffs and/or Championships are held for Travel Leagues.

Notwithstanding this delegation of authority, any time a decision involves a conflict of interest, the action must be submitted as a recommendation to the USTA NorCal Board of Directors for approval.

Marketing Committee

Authority

1. The Marketing Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal").
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly

defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. Directors and non-Directors may be members of the Committee, subject to the requirement that the Committee shall consist of at least two (2) individuals at all times. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, each to serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies in the Committee shall be filled in the manner in which the original appointments were made.
2. Pursuant to Bylaw IX.D. the number of Committee members may be designated from time to time by the President, or may, in the President's discretion, be determined by the Committee Chair.
3. The President is an *ex officio* member of the Committee.

Operations

1. The Committee will meet with such frequency as it may determine and as is necessary to carry out its responsibilities as described in this Charter. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members then serving will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of its members.
3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.
5. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.
6. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.
7. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: The purpose of the Marketing Committee is to create and implement strategic marketing initiatives that support the overall organization's mission to grow and promote tennis across the USTA NorCal Section.

Responsibilities

1. Advise, assist, work and collaborate with the USTA NorCal staff on marketing initiatives and efforts.
2. Identify collaborations and partnerships to support programs, activities and events.
3. Research current marketing strategies that may be implemented in programming and events in USTA NorCal Section.

Delegation of Authority

This Committee has not been delegated any authority by the USTA NorCal Board of Directors.

Nominating Committee

Authority

1. The Nominating Committee is a Committee of the Corporation established under Article IX of the Bylaws (the

"Committee") of United States Tennis Association Northern California ("USTA NorCal").

2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

Only Directors who are not eligible for re-election and non-Directors may be members of the Committee, subject to the requirement that the Committee shall consist of at least three (2) individuals, and not less than five (5) individuals at all times. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, each to serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies in the Committee shall be filled in the manner in which the original appointments were made.

Operations

1. The Committee will meet with such frequency as it may determine. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of its members.
3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings, except closed sessions during which interviews are conducted.
5. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: The purpose of the Committee is to nominate the slate of directors for the USTA NorCal Board of Directors in accordance with the applicable provisions of the USTA NorCal Bylaws.

Responsibilities

1. Advise, assist, work and collaborate with the USTA NorCal staff in the drafting and distribution of materials for Organization Members to nominate individuals for the Board of Directors.
2. Advise, assist, and collaborate with the USTA NorCal staff to ensure that the application and all other required forms and materials are distributed to the individuals nominated for the Board of Directors.
3. Solicit input from the USTA NorCal Board and the Executive Director with respect to competencies needed for the Board.
4. Propose for adoption by the USTA NorCal Board a set of rules under which the election will be conducted.
5. Conduct interviews of the Board nominees.
6. Assist the company engaged to manage the election at the USTA NorCal Annual Meeting.

Delegation of Authority

The only authority specifically delegated to the Committee by the Board is set forth below:

- Determine the information that will be on the application submitted to the Committee by nominees.
- Select a slate of nominees to the Board of Directors.
- Determine the content of the report issued by the Committee to the Voting Members, provided it includes the information required by the Bylaws.

Notwithstanding this delegation of authority, any time a decision involves a conflict of interest, the action must be submitted as a recommendation to the USTA NorCal Board of Directors for approval.

NTRP Self-Rate Appeals Committee

Authority

1. The NTRP Self-Rate Appeals Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal").
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. Directors and non-Directors may be members of the Committee, subject to the requirement that the Committee shall consist of at least two (2) individuals at all times. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, each to serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies in the Committee shall be filled in the manner in which the original appointments were made.
2. Pursuant to Bylaw IX.D. the number of Committee members may be designated from time to time by the President, or may, in the President's discretion, be determined by the Committee Chair.
3. The President is an *ex officio* member of the Committee.

Operations

1. The Committee will meet with such frequency as it may determine. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of its members.
3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. The Committee has been authorized to make decisions by Non-Unanimous Electronic Voting as described in the United Tennis Association Northern California Policies on Decision Making Governance which requires the following:
 - A quorum of the members, as set forth in the USTA NorCal Bylaws must participate in the vote;
 - A deadline for voting must be announced and any vote received after this deadline does not count; and
 - All votes and any information shared by committee members during the vote are considered organizational records and will be maintained by USTA NorCal staff.
5. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.
6. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.
7. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.
8. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: The purpose of the NTRP Self-Rate Appeals Committee is to fulfill the requirement set forth in the USTA Adult League Regulations that each Sectional Association must designate a committee to handle Self-Rate Appeals for those who appeal their assigned self-rating level.

Responsibilities

Propose for adoption by the Board a set of procedures for handling appeals of self-rated NTRP Ratings that is consistent with the requirements of the USTA Adult League Regulations.

Delegation of Authority

The only authority specifically delegated to the Committee by the Board is set forth below:

- The Committee is authorized to investigate and decide matters relating to NTRP Self Rate Appeals, which shall be handled in a manner consistent with the requirements of the USTA League Regulations and the procedures for handling these grievances adopted by the USTA NorCal Board

Notwithstanding this delegation of authority, any time a decision involves a conflict of interest, the action must be submitted as a recommendation to the USTA NorCal Board of Directors for approval.

Parks and Recreation Committee

Authority

1. The Parks and Recreation Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal").
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. Directors and non-Directors may be members of the Committee, subject to the requirement that the Committee shall consist of at least two (2) individuals at all times. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, each to serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies in the Committee shall be filled in the manner in which the original appointments were made.
2. Pursuant to Bylaw IX.D. the number of Committee members may be designated from time to time by the President, or may, in the President's discretion, be determined by the Committee Chair.
3. The President is an *ex officio* member of the Committee.

Operations

1. The Committee will meet with such frequency as it may determine and as is necessary to carry out its responsibilities as described in this Charter. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members then serving will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of its members.
3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.
5. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.
6. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.

7. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: The purpose of the Committee is to encourage Parks and Recreation agencies to engage in USTA NorCal programs, events, and activities, and utilize the Park and Recreation agency as a tennis delivery system to grow tennis.

Responsibilities

1. To advise, assist, work and collaborate with the USTA NorCal staff in promotion of tennis through outreach to all northern California Parks and Recreation agencies.
2. Serve as a liaison to the California Park and Recreation Society, an affiliate to the National Recreation and Park Association.
3. Support the California Park and Recreation Society by participating in its annual conference when held in northern California.
4. Promote all USTA NorCal Section programs, activities, and events to park and recreation professionals to enhance tennis play, programs and facilities in public area parks throughout the section.
5. Engage park and recreation professionals in volunteering for USTA NorCal Section.
6. Attend park and recreation tennis events.

Delegation of Authority

The only authority specifically delegated to the Committee by the Board is set forth below:

- The Parks & Recreation Committee is authorized to select USTA NorCal's nominee for the Billie Jean King Public Parks Tennis Person of the Year Award, for which the USTA has established the criteria for nomination.

Notwithstanding this delegation of authority, any time a decision involves a conflict of interest, the action must be submitted as a recommendation to the USTA NorCal Board of Directors for approval.

Sanction and Schedule Committee

Authority

1. The Sanction and Schedule Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal").
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. Directors and non-Directors may be members of the Committee, subject to the requirement that the Committee shall consist of at least two (2) individuals at all times. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, each to serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies in the Committee shall be filled in the manner in which the original appointments were made.
2. Pursuant to Bylaw IX.D. the number of Committee members may be designated from time to time by the President, or may, in the President's discretion, be determined by the Committee Chair.
3. The President is an *ex officio* member of the Committee.

Operations

1. The Committee will meet with such frequency as it may determine and as is necessary to carry out its responsibilities as described in this Charter. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members then serving will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of

its members.

3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.
5. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.
6. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.
7. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: The purpose of the Committee is to recommend to the Board tournament sanctions for approval by the Board

Responsibilities

1. Analyzes customer satisfaction data relating to tournament directors and tournament experiences.
2. Pursuant to the USTA NorCal Tournament Sanctioning Regulations, recommends to the Board tournaments to be sanctioned. In the case of Junior Level 3, 4 and 5 tournaments, and Junior Level 6 Ratings Round Robins, sanctions must be only awarded for the dates previously approved by the Board (upon the recommendation of the Junior Council).
3. Monitors compliance with all contractual relationships with tournament directors.
4. Monitors compliance with all USTA NorCal Junior and Adult Tournament rules.
5. Pursuant to the USTA NorCal Tournament Sanctioning Regulations, and when appropriate, recommend to the Board sanctions that should be revoked.
6. When appropriate, make recommendations to the Board for amendments to the Sanctioning Guidelines, the set of parameters under which the Committee should be making tournament sanction recommendations.
7. When appropriate, make recommendations to the Board for amendments to the USTA NorCal Tournament Sanctioning Regulations and the Sanctioning Contract.

Delegation of Authority

The only authority specifically delegated to the Committee by the Board is set forth below:

- Pursuant to the USTA NorCal Tournament Sanctioning Regulations approved by the Board, the Sanction & Schedule Committee is authorized to place sanction holders on probation.

Notwithstanding this delegation of authority, any time a decision involves a conflict of interest, the action must be submitted as a recommendation to the USTA NorCal Board of Directors for approval.

Sportsmanship Committee

Authority

1. The Sportsmanship Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal").
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. Directors and non-Directors may be members of the Committee, subject to the requirement that the Committee shall consist of at least two (2) individuals at all times. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, each to serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies in the Committee shall be filled in the manner in which the original appointments were made.
2. Pursuant to Bylaw IX.D. the number of Committee members may be designated from time to time by the President, or may, in the President's discretion, be determined by the Committee Chair.
3. The President is an *ex officio* member of the Committee.

Operations

1. The Committee will meet with such frequency as it may determine and as is necessary to carry out its responsibilities as described in this Charter. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members then serving will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of its members.
3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.
5. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.
6. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.
7. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: The purpose of the Committee is to ensure that USTA NorCal tournaments promote fair play and sportsmanship.

Responsibilities

1. Advise, assist, work and collaborate with the USTA NorCal staff on sportsmanship issues and concerns as related to sportsmanship during tournament play.
2. Handles all grievances that arise out of USTA NorCal events, except USTA Adult League, including grievances and appeals.

Delegation of Authority

The only authority specifically delegated to the Committee by the Board is set forth below:

- The Sportsmanship Committee is authorized to conduct investigations and conduct hearings as set forth in the Sportsmanship Committee Procedures, as adopted by the Board and amended from time to time, which includes the authority to take disciplinary action and suspend players from participation.

Notwithstanding this delegation of authority, any time a decision involves a conflict of interest, the action must be submitted as a recommendation to the USTA NorCal Board of Directors for approval.

Umpires and Referees Committee

Authority

1. The Umpires and Referees Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal").
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the

Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. Directors and non-Directors may be members of the Committee, subject to the requirement that the Committee shall consist of at least two (2) individuals at all times. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, each to serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies in the Committee shall be filled in the manner in which the original appointments were made.
2. Pursuant to Bylaw IX.D. the number of Committee members may be designated from time to time by the President, or may, in the President's discretion, be determined by the Committee Chair.
3. The President is an *ex officio* member of the Committee.

Operations

1. The Committee will meet with such frequency as it may determine and as is necessary to carry out its responsibilities as described in this Charter. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members then serving will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of its members.
3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.
5. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.
6. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.
7. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: The purpose of the Committee is to recruit, train, and retain umpires and referees for the USTA NorCal Section.

Responsibilities

1. Recruit new umpires, referees and court monitors through innovation.
2. Train new umpires, referees and court monitors.
3. Conduct clinics for umpires, referees and court monitors.
4. Recommend qualified officials to tournament directors for tournament and competitive events.
5. Propose to the Board a set of criteria for the various USTA NorCal awards for USTA Certified Officials, Court Monitors, and Tournament Directors serving in the role of Referee.

Delegation of Authority

The only authority specifically delegated to the Committee by the Board is set forth below:

- The Committee is authorized to select USTA NorCal's nominee for the USTA Glass Ball Award, Woodie Walker C.A.R.E. Award, and the Nicholas A. Powel Award, for which the USTA has established the criteria for

nomination.

- The Committee is authorized to conduct investigations and conduct hearings as set forth in the Sportsmanship Committee Procedures, as adopted by the Board and amended from time to time, as they relate to grievances against officials, which includes the authority to take disciplinary action.

Notwithstanding this delegation of authority, any time a decision involves a conflict of interest, the action must be submitted as a recommendation to the USTA NorCal Board of Directors for approval.

Wheelchair Committee

Authority

1. The Wheelchair Tennis Committee is a Committee of the Corporation established under Article IX of the Bylaws (the "Committee") of United States Tennis Association Northern California ("USTA NorCal").
2. As a Committee of the Corporation, the Committee may not act on behalf of or with the authority of the Board of Directors (the "Board"), but may provide advice to the Board and take action on matters specifically delegated to the Committee by the Board. When the Committee has taken an action that is within the clearly defined scope of authority that the USTA NorCal Board has specifically delegated to the Committee as set forth in this Charter or in a Board resolution, all such actions shall be reported up to the full Board at its next meeting. In all other matters, the Committee's role is to review matters within its scope, provide recommendations to the Board, carry out Board decisions, and serve as a resource for management.

Membership

1. Directors and non-Directors may be members of the Committee, subject to the requirement that the Committee shall consist of at least two (2) individuals at all times. Pursuant to the Bylaws, the President will appoint members of the Committee and a Chair of the Committee from among its members, each to serve for the duration of the then serving President's term, unless they are earlier removed or resign or unless the President believes a change in membership of the Committee in the best interest of USTA NorCal. Vacancies in the Committee shall be filled in the manner in which the original appointments were made.
2. Pursuant to Bylaw IX.D. the number of Committee members may be designated from time to time by the President, or may, in the President's discretion, be determined by the Committee Chair.
3. The President is an *ex officio* member of the Committee.

Operations

1. The Committee will meet with such frequency as it may determine and as is necessary to carry out its responsibilities as described in this Charter. The Chair of the Committee will preside over all meetings of the Committee.
2. The majority of the Committee members then serving will constitute a quorum. Committee approvals will require a vote of a majority of the Committee members present at a meeting at which a quorum is present. Pursuant to Bylaw IX.D. the Committee may petition the Board to have a quorum be less than a majority of its members.
3. The Committee will follow all governance procedures set forth in the United States Tennis Association Northern California Policies on Decision Making Governance adopted on August 17, 2022, which may be amended by the USTA NorCal Board from time to time. Included in the Policies are procedures for minutes, presenting recommendations for Board approval, and reporting actions taken by the Committee that are within the clearly defined scope of authority that the Board has specifically delegated to the Committee.
4. Unless the Committee otherwise directs, the Executive Director may attend all Committee meetings.
5. The Committee may invite any non-Committee member to attend meetings or meet with Committee members as appropriate, but such individuals shall not be members of the Committee or have a vote on any matters before the Committee.
6. The Executive Director will appoint a staff member or members to serve as the Committee's staff liaison(s). This person or persons will be permitted to attend meetings of the Committee, but will not be a member of the Committee or have a right to vote on matters before the Committee. The Committee shall have the right to meet at any time with only Committee members present as it deems appropriate.
7. The Committee will review this charter periodically and recommend any proposed changes to the USTA NorCal Board for review and consideration. The Board may amend or revoke this charter at any time.

Committee Charge: The purpose of the Committee is to advocate for wheelchair tennis throughout the USTA NorCal Section and engage tennis delivery systems to provide wheelchair tennis experiences through programs,

events, tournaments, clinics, instructional programs and collegiate opportunities.

Responsibilities

1. Promote wheelchair tennis throughout USTA NorCal Section.
2. Support all forms of wheelchair tennis programs, including clinics, camps, instructional programs, tournaments and collegiate programs.
3. Develop partnerships with tennis providers to grow the availability of wheelchair tennis offerings throughout USTA NorCal.
4. Implement a network of cross-communication and collaboration between wheelchair tennis providers, to promote play opportunities to increase the frequency of participation.
5. Develop a strategy for engaging and retaining junior wheelchair tennis players, including the creation and promotion of tournaments, events and activities for these players.
6. Increase the number of NorCal sanctioned wheelchair tennis tournaments, and encourage NorCal Organization Members to apply for National wheelchair tennis tournaments, to provide comprehensive tennis opportunities for tournament players, while supporting the Tournament Directors.
7. Propose to the Board a set of criteria for the various awards presented to wheelchair players, providers and advocates at the annual.

Delegation of Authority

The only authority specifically delegated to the Committee by the Board is set forth below:

- The Wheelchair Committee is authorized to provide feedback to USTA NorCal staff when the USTA requests input that will affect decisions that impact the overall USTA adult and family competitive structure; *provided that* feedback that seeks approval of a potential or formal amendment to the USTA Wheelchair Tournament, Ranking, and Sanctioning Regulations must first be submitted to the Board for approval, and any other feedback must copy the President and Executive Director when submitted. This delegation of authority does not include the authority to submit a proposal to amend the USTA Wheelchair Tournament, Ranking, and Sanctioning Regulations which must first be submitted to the Board for approval.

Notwithstanding this delegation of authority, any time a decision involves a conflict of interest, the action must be submitted as a recommendation to the USTA NorCal Board of Directors for approval.