

Minutes of the USTA NorCal Board of Directors
Wednesday, May 15, 2024
Video Conference Call

Directors Present: Leslie Airola-Murveit, Andrea Barnes, Shaun Chaudhari, Christine Costamagna (Vice President/President Elect), Nancy DeSchane, Martha Ehrenfeld, Jack Hesotian, Michelle Nicholson, Andrea Norman (Secretary), Larry Olmstead, David Panconi, Craig Pasqua, Jason Scalse (Delegate), Caroline Sheu, Pam Sloan (President), Keith Wheeler (Parliamentarian), Scott Winn

Advisory Directors Present: Suzy Cossette and Jack Walker

Legal Counsel Present: Jonathan Madison

USTA NorCal Staff Present: Summer Verhoeven (Executive Director), Darren Wenger (Director of Operations)

1. Call to Order

President Sloan called the meeting to order at 6:33 pm and roll call was conducted. She then asked Ms. Airola-Murveit to read the NorCal Mission Statement and Vision.

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. There being no recommended changes, the agenda was announced approved as distributed to the Board.

3. Approval of Minutes

The Board considered approval of the minutes of the meeting held March 20, 2024. Following discussion, the following motion was duly made by Ms. Norman, seconded by Ms. Costamagna, and **approved** by a vote of 13 in favor, none opposed, and no abstentions.

RESOLVED: That the minutes of the meeting of the USTA NorCal Board of Directors held March 20, 2024, are hereby approved as corrected.

Mr. Chaudhary, Mr. Pasqua, and Mr. Wheeler joined the meeting following the approval of the minutes.

Mr. Walker left the meeting for the closed session.

Ms. Cossette remained in the closed session during the tournament sanction report.

4. Closed Session

President Sloan announced that the Board would be going into closed session. Following the conclusion of the closed session, President Sloan 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:

- Sanction & Schedule Report. The Board heard a report of the Sanction & Schedule Committee related to infractions of regulations by tournament organizers.

Ms. Cossette left the closed session following the Sanction & Schedule Report.

Mr. Hesotian joined the meeting following the Sanction & Schedule Report.

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

Legal Counsel Jonathan Madison left the meeting following Closed Session.

Ms. Cossette and Mr. Walker returned to the meeting following Closed Session.

5. Change to June Board Meeting Date

Following discussion for the need to change the June meeting date from June 19 to June 20 due to a conflict with the Juneteenth national holiday, the following motion was duly made by Mr. Scalse, seconded by Mr. Wheeler, and **approved** by a vote of 17 in favor, none opposed, and no abstentions.

RESOLVED: That date of the June 2024 Board Meeting shall be moved from June 19 to June 20, and will be held virtually.

6. Executive Committee Report

- Approval of Tournament Sanctions. President Sloan also announced that on April 3, the Executive Committee approved the following sanction applications for a Junior and Adult tournaments. The Executive

Committee made this approval so as to best meet the needs of the organizer and the players, and because there was no Board meeting scheduled in April.

Junior Tournaments								
Date	Level	Divisions	Events	Organizer	Director	Location	Courts	Limit
May 5	Level 7	BG12-14	Singles	Cudny Tennis Academy	Wiltold Cudny	San Jose	8	8
May 11	Level 7	BG12-14	Singles	Bay Club South SF	Steven Gilliam	Daly City	10	8
May 18	Level 7	BG12	Singles	Sierra Sports & Racquet Club	Chris Melsom	Fresno	11	8
May 19	Level 7	BG12-14	Singles	Cudny Tennis Academy	Wiltold Cudny	San Jose	8	8
May 25	Level 7	BG14-16	Singles	Bay Club South SF	Steven Gilliam	Daly City	10	8
June 9	Level 7	BG12-14	Singles	Cudny Tennis Academy	Wiltold Cudny	San Jose	8	8
June 16	Level 7	BG12-14	Singles	Bay Club South SF	Steven Gilliam	Daly City	10	8
June 22-23	Level 6	BG12-16	Singles	Cudny Tennis Academy	Wiltold Cudny	San Jose	8	8
June 29	Level 7	BG14-16	Singles	Bay Club South SF	Steven Gilliam	Daly City	10	8
July 28	Level 7	BG12	Singles	Sierra Sports & Racquet Club	Chris Melsom	Fresno	11	8
September 29	Level 7	BG12	Singles	Sierra Sports & Racquet Club	Chris Melsom	Fresno	11	8
November 16	Level 7	BG12	Singles	Sierra Sports & Racquet Club	Chris Melsom	Fresno	11	8

Adult Tournaments								
Date	Level	Divisions	Events	Organizer	Director	Location	Courts	Limit
May 5	Level 7	NTRP 18+ 2.5 to 5.0	MS, WS, MD, WD	Lafayette Tennis Club	Hunter Gallaway	Lafayette	9	8
September 15	Level 7	NTRP 18+ 2.5 to 5.0	MS, WS, MD, WD	Lafayette Tennis Club	Hunter Gallaway	Lafayette	9	8
October 12	Level 7	NTRP 18+ 2.5 to 5.0	MS, WS, MD, WD	Lafayette Tennis Club	Hunter Gallaway	Lafayette	9	8
October 27	Level 7	NTRP 18+ 2.5 to 5.0	MS, WS, MD, WD	Lafayette Tennis Club	Hunter Gallaway	Lafayette	9	8
December 8	Level 7	NTRP 18+ 2.5 to 5.0	MS, WS, MD, WD	Lafayette Tennis Club	Hunter Gallaway	Lafayette	9	8
June 1-2	Level 6	NTRP 18+ 2.5 to 5.0	MS, WS	Kim Grant Tennis	Kim Grant	San Jose	6	8
June 15-16	Level 6	NTRP 18+ 2.5 to 5.0	MS, WS	Kim Grant Tennis	Kim Grant	San Jose	6	8
June 29-30	Level 6	NTRP 18+ 2.5 to 5.0	MS, WS	Kim Grant Tennis	Kim Grant	San Jose	6	8
July 27	Level 7	NTRP 18+ 2.5 to 5.0	MS, WS	Kim Grant Tennis	Kim Grant	San Jose	6	8
August 3-4	Level 6	NTRP 18+ 2.5 to 5.0	MS, WS	Kim Grant Tennis	Kim Grant	San Jose	6	8
August 17-18	Level 6	NTRP 18+ 2.5 to 5.0	MS, WS	Kim Grant Tennis	Kim Grant	San Jose	6	8
July 20	Level 7	NTRP 18+ 2.5 to 5.0	MS, WS, MD, WD, MX	Ultimate Sport Academy	Dinesh Kumar	Tracy	8	8
August 31	Level 7	NTRP 18+ 2.5 to 5.0	MS, WS, MD, WD, MX	Ultimate Sport Academy	Dinesh Kumar	Tracy	8	8
October 26	Level 7	NTRP 18+ 2.5 to 5.0	MS, WS, MD, WD, MX	Ultimate Sport Academy	Dinesh Kumar	Tracy	8	8

Adult Tournaments								
Date	Level	Divisions	Events	Organizer	Director	Location	Courts	Limit
Sept 28-29	Level 6	NTRP 18+ 2.5 to 5.0	MS, WS, MD, WD, MX	Ultimate Sport Academy	Dinesh Kumar	Tracy	8	8
Nov 23-24	Level 6	NTRP 18+ 2.5 to 5.0	MS, WS, MD, WD, MX	Ultimate Sport Academy	Dinesh Kumar	Tracy	8	8
July 21	Level 7	NTRP 18+ 2.5 to 5.0	MS, WS, MD, WD	Mission Hills Racquet & Swim Club	Max Taylor	Fremont	12	16
August 25	Level 7	NTRP 18+ 2.5 to 5.0	MS, WS, MD, WD	Mission Hills Racquet & Swim Club	Max Taylor	Fremont	12	16
October 9-13	TBD	Adult Open	MS, WS	Lifetime Activities - Goldman Tennis Center	Alison Vidal	Fremont	9	32

- **Adjustment to Sanction Application Deadlines.** President Sloan reported that on April 3, the Executive Committee approved a resolution with an immediate effective date, to change the bi-monthly sanction application deadlines set forth in Sanction Regulation 5.B.ii. from May 15, July 15, September 15, November 15 to May 1, July 1, September 1, and November 1. These adjustments will allow the Committee to meet and review tournament applications and have the tournament recommendations to the USTA NorCal Board for approval in the same month of each deadline. She also noted that the Committee will be reviewing these deadlines in advance of the 2025 sanctioning period to determine whether new dates are appropriate for 2025 and beyond.
- **Budget Request for Maze Cup.** Finally, President Sloan reported that on April 3, a budget request to increase the player stipend for Maze Cup was approved as follows:

Description: Other Grants 6899	Total
Current Maze Cup Player Stipend	\$4,000
Maze Cup Player Stipend Increase	\$6,000
TOTAL BUDGET FOR MAZE CUP PER PLAYER STIPEND	\$10,000

The Maze Cup is a prestigious annual team competition featuring the top juniors from Northern California and Southern California. In 2024, Southern California is hosting the Maze Cup at the Jack Kramer Club in Rolling Hills Estates, CA, a different and much further location than what it has been in past years in Bakersfield, CA. Each NorCal player is awarded a stipend to assist with travel and lodging expenses for this event and the current budget is for \$400 per player stipend. With the new location of the event and the increase in travel costs since the last away event in 2022, staff requested an increase by \$300 per player to a total of \$700 per player; however, the Executive Committee approved a larger increase of \$600 per player to a total of \$1,000 per player. Before voting Ms. DeSchane noted she had no objection to the proposal in her position as Treasurer.

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

7. Consent Calendar

President Sloan directed the Board's attention to the Consent Calendar that was distributed with the meeting packet and noted that there is

- 3 recommendations being made by the Junior Council
- 4 recommendations being made by the Adult Tournament Committee

President Sloan 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 Sloan asked if any Director intended to pull the recommendation. There being no interest in doing so, a motion to adopt the Consent Calendar was duly made by Mr. Olmstead and seconded by Ms. Costamagna. Following discussion, the following motion was **approved** by a vote of 17 in favor, none opposed, and no abstentions.

RESOLVED: That item listed on the Consent Calendar attached as Exhibit A are hereby approved.

8. Action Item: Open Grand Prix

Ms. Airola-Murveit presented the Action Item of the Adult Tournament Committee which authorizes a Grand Prix in the Open divisions for 2024. Authorization is required before it can be held as the USTA NorCal Adult Tournament Regulations do not require Grand Prix in these divisions. Hosting a Grand Prix in the Open divisions and promoting it as a prestigious event with prize money is aimed at promoting participation in all Open tournaments.

If approved, the Open Grand Prix will have up to 8 entries per division, except the Men's Open singles, which as a draw limit of 16 entries, all as provided for in the existing USTA NorCal Adult Tournament Rules. Players are selected based on the most-recently published National Standings List of the division.

Pursuant to the USTA NorCal Adult Tournament Regulations, when an Open tournament has \$5,000 in prize money it can be designated as a Level 4 Closed Sectional Tournament, open only to NorCal players. Historically, up until 2019 (before the pandemic), there was a yearly budget of \$3,000 for Grand Prix Open prize money.

This proposal was submitted to the Budget & Finance Committee for review and is in support of this proposal.

Following discussion, the following motion was duly made by Ms. Costamagna, seconded by Ms. Nicholson, and **approved** by a vote of 17 in favor, none opposed, and no abstentions.

RESOLVED: That the 2024 Adult Grand Prix will include the Open Men's and Women's Singles, Doubles and Mixed Doubles Divisions.

RESOLVED FURTHER: That, effective immediately, \$5,000 shall be added to the 2024 Adult Tournaments budget to award prize money for the 2024 Adult Grand Prix Open.

9. Action Item: Gold Cup & Tournament of the Year Criteria

Ms. Airola-Murveit presented the Action Item of the Adult Tournament Committee to amend the criteria for the awarding Level 4 Gold Cup and Level 5 Tournament of the Year designations. The amendment puts in place this new criteria to take into account that a tournament may have no interest in such designation (for example, due to different player selection options), and it ensures that the tournament is large enough and all divisions are offered.

Following discussion and several outstanding questions, the Directors requested the Committee reconsider some of the language and re-submit the Action Item after further consideration.

10. Action Item: Proposal for NorCal to Recommend Amendment to USTA Adult & Family Tournament, Ranking & Sanctioning Regulations - Flighted Draws for Round Robin Format

Ms. Verhoeven presented the Action Item of the Adult Tournament Committee to permit flighted draws in One-Day Level 7 Adult tournaments. The purpose of the proposal is to permit organizers to accept more players. Currently, the match limits in the USTA Regulations restrict the number of players that can enter because it limits the number of rounds that can be played in one day.

Ms. Costamagna, who is chair of the national USTA Adult Competition, clarified that these format changes affect the ranking tables and ultimately the overall ranking system. She noted NorCal could submit this as presented, but suggested the option of first consulting with national staff regarding the feasibility before submitting a proposal that may not be workable.

Following discussion, the Directors requested the Committee reconsider submitting the amendment proposal now and consult with the national Committee and staff before formally proposing it.

11. Action Item: Local Area Coordinator (LAC) Recruiting Incentive

Ms. Costamagna presented the Action Item of the Adult Leagues Committee to create an incentive program to help grow participation by incentivizing LACs to recruit new players. There is currently a first league free incentive for new players. These two promotions complement each other as it would reward LACs who find new players and give the new player their first league free. The first league free program has seen an increase in new players playing more leagues. The budget request included in this proposal was calculated based on participation of up to 17 LACs recruiting 20 new players per year.

This proposal was submitted to the Budget & Finance Committee for review and is in support of this proposal.

Following discussion, the following motion was duly made by Ms. Airola-Murveit, seconded by Ms. Nicholson, and **approved** by a vote of 17 in favor, none opposed, and no abstentions.

RESOLVED: That, effective immediately, a Local Area Coordinator (LAC) Recruiting Incentive Program be created that awards \$10.00 to an LAC for each New Player recruited for an Adult League subject to the details set forth below:

New Player Definition: A New Player is defined as a person that:

- Has never played an Adult League, or
- Has not played a USTA NorCal Adult League in 4 years.

Maximum Payment: The Recruiting Incentive is capped 20 players per year (a maximum of \$200 payment per LAC).

Requirements to Receive Payment:

- New Player must complete a form listing the LAC who encouraged and helped them to play in their first USTA NorCal Adult League.
- New Player must have played at least one match in their first league.

Duration of the Program: The LAC Recruiting Incentive Program will be for the 2024 and 2025 years. The Program will be reviewed annually beginning in 2025 to determine success and continuation in future years.

Incentive Payment Schedule: LACs will be compensated once a quarter in April, July, October, January.

RESOLVED FURTHER: That an additional \$3,400 per year be added to the 2024 NorCal Budget, and \$3,400 be included in the 2025 NorCal Budget for the LAC Recruiting Incentive Program.

12. Action Item: 2024 Junior Team Tournaments Budget Request

Ms. Norman presented the Action Item of the Junior Council to add funds to the Junior team tournaments budget for 2024. She reported that NorCal will be hosting several junior team tournaments this year in June, August, and September, and the June and August events are new to the calendar. Team tournaments offer multiple matches in singles and doubles for each player and always require a significant number of courts.

This proposal was submitted to the Budget & Finance Committee for review and is in support of this proposal.

Following discussion, the following motion was duly made by Ms. Sheu, seconded by Ms. Airola-Murveit, and **approved** by a vote of 17 in favor, none opposed, and no abstentions.

RESOLVED: That effective immediately, the following budget for the 2024 Junior Team Tournaments is hereby approved.

Description: Team Tournaments – Level 5, Level 4, Level 2	Total Amount
Court Fees 6210 <ul style="list-style-type: none"> • \$4,200: June 29-30, 2024 New Level 5 NorCal Team Tournament • \$3,500: August 9-11, 2024 New Level 4 Intersectional Team Tournament 	\$7,700
Umpire and Referee Expense 6050 <ul style="list-style-type: none"> • \$2,100: June 29-30, 2024 New Level 5 NorCal Team Tournament • \$3,150: August 9-11, 2024 New Level 4 Intersectional Team Tournament • \$ 275: September 2024 Level 2 Intersectional Team Tournament* <p>* This is a budget add; currently \$2,875 is budgeted. This request is to adjust for the increases in officiating costs since the budget was approved in late 2023.</p>	\$5,525
TOTAL BUDGET REQUESTED	\$13,225

13. Action Item: Junior Team Certificate of Deposit

Ms. DeSchane presented the Action Item of the Budget & Finance Committee to elect not to renew the Comerica CD valued at \$150,195.21 (as of 3/31/24) and which is due to mature on June 8, 2024. She explained that in 2005, USTA Northern California invested a total of \$138,000 into a Franklin Money Fund restricted as a "Junior Tennis Endowment." The current interest rate on the Comerica CD is 0.03% and is well below current money market rates which are around 5.0% (as of May 5, 2024). The Budget & Finance Committee believes this is opportunity to earn a higher interest rate with limited change in risk, while continuing to restrict the use of funds to go towards junior tennis, and is also an opportunity to grow this

endowment at a higher rate of return than previously earned. It is projected that the change in investment will lead to an increase in interest income by \$7,000 annually based on current interest rates.

Following discussion, the following motion was duly made by Ms. Norman, seconded by Ms. Sheu, and **approved** by a vote of 17 in favor, none opposed, and no abstentions.

RESOLVED: That USTA Northern California redeem the Comerica CD valued at \$150,195.21 (as of 3/31/24) due to mature on 06/08/24. The funds received at maturity shall be invested in Schwab U.S. Treasury Money Market Fund – Investor Shares (SNSXX), which, as of 5/6/24, has a 7-day SEC yield of 5.02% and an expense ratio of 0.34%. These funds will be restricted for the for the sole use towards junior tennis, including interest earned on the investment.

14. Action Item: Purchase of Tennis Wheelchairs

Ms. Verhoeven presented her Action Item to purchase two tennis wheelchairs at a cost of \$9,794. USTA NorCal's involvement in the wheelchair and adaptive space has grown over the last two years in terms of tournaments and play events. Purchasing these wheelchairs will give the opportunity to experience wheelchair tennis to both able-bodied players, and those new to wheelchair tennis. She reported that staff consulted with the National Player Development staff who recommended the tennis wheelchair manufacturer, How iRoll Sports, to provide the chairs. If approved, each of the chairs will be built to allow for the vast majority of the population to play. This is accommodated with different width of the seat and height of the back measurements.

This proposal was submitted to the Budget & Finance Committee for review and is in support of this proposal.

Following discussion, the following motion was duly made by Mr. Olmstead, seconded by Mr. Chaudhari, and **approved** by a vote of 17 in favor, none opposed, and no abstentions.

RESOLVED: That, effective immediately, \$9,794 be added to the USTA NorCal budget to purchase two Tennis Wheelchairs (one adult size and one junior size) which will be available at all USTA NorCal adaptive, wheelchair and community tennis events.

15. Delegated Authority Decision Report

President Sloan 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 100 NTRP Self-Rate appeals filed with the NTRP Self-Rate Appeals Committee
- Approval by the Adult Tournament Committee of a stipend for an Adult tournament based on criteria previously approved by the Board
- Approval by the Diversity, Equity & Inclusion Committee of 2024 Diverse Coaches Grants based on criteria previously approved by the Board
- Approval by the Community Programs Committee of 2024 Community Program and High School Grants based on criteria previously approved by the Board

President Sloan 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.

16. Review of USTA Mission

The USTA has recently announce its new Mission Statement:

Growing tennis to inspire healthier people and communities everywhere.

President Sloan asked for feedback as to whether other Directors feel the NorCal Mission Statement, or Vision needs to be adjusted in light of this new national Mission Statement. NorCal's Mission and Vision Statements are as follows:

Mission: To promote and develop the growth of tennis as an inclusive and inviting lifetime activity in the Northern California section.

Vision: To be a trusted, inclusive, and proactive provider and partner in advocating for tennis as a healthy and accessible lifetime activity that impacts lives in positive ways.

It was concluded that the relatively new NorCal statement is consistent with the national Mission and NorCal was a bit ahead of the times in that we already incorporated the aspects of health into our Mission. Additionally, the NorCal statement incorporates the concept of inclusivity which all were supportive of.

17. New & Returning Organization Members

Mr. Wenger presented the report of 13 new and 10 returning Organization Members since the last time the Board met on March 20, 2024, so that the Board may fulfill its obligation to review such report pursuant to USTA NorCal Bylaw III.D. Mr. Wenger noted that NorCal is slightly down year over year - 365 now, down from 368 since YTD 2023.

18. Treasurer's Report

Ms. DeSchane directed the Board's attention to the financial statements distributed with the meeting packet.

- The cash/cash equivalents balance as of March 31, 2024 was \$5,338,716 versus 01/31/24 balance of \$4,706,433.
- Net income for the month of March 2024 was \$110,909 versus the January 2024 net income of \$53,173.
- The income statement for March 2024 plus the ROY Forecast was (\$183,282) as compared to the January 2024 plus ROY Forecast of (\$146,231).
- USTA NorCal is still awaiting receipt of the Employee Retention Credit from calendar years 2020 and 2021.
- We continue to welcome and encourage opportunities to invest in section programming to continue our mission to promote and develop the growth of tennis in Northern California.

19. President's Report

- Review of Topics Presented to the USTA Leadership: President Sloan reviewed with the Board various topics discussed at the recent Annual Meeting including: data utilization in Kinetica and the advantages and challenges of holding national workshops and education; USTA's leadership role in controlling corruption in tennis and the abuse that players are facing because of it; the Premier Tour proposal and how the four Grand Slams are working together to better understand it.
- Barbara Williams Service Award: Congratulations to Chrissie Costamagna, the 2024 winner of this prestigious national award.
- Governance Task Force: President Sloan reviewed with the Board that the Governance Task Force came into existence at the beginning of 2023 and reported out to the National Board in December 2023. The five areas that they are looking at are Volunteers, International, USTA Board/Nominating, bylaws, and Friend at Court. Additional information is expected in December 2024.
- USTA Section Sentiment Survey: Section leadership were each asked to provide feedback about the USTA CEO, Lew Sherr, the national USTA Board, and the USTA Chairman of the Board/President as it relates to communication, collaboration, resources, and voice. Key takeaways included:
 - ≈ The USTA National Organization's scores include opportunities for growth regarding providing support and resources to sections and listening to section needs.
 - ≈ The USTA President/Chairman and the National Board's scores have room for improvement, specifically regarding building trusting relationships and building collaboration.
 - ≈ Need for identifying ways to increase two-way communication with both the USTA National Organization, USTA President/Chairman, and the National Board and building stronger relationships with USTA President/Chairman and the National Board.
- SheRallies Sip & Serve Summit: President Sloan reminded the members of the Summit that is taking place next weekend at Silverado Country Club. Registration is currently at 97.

President Sloan asked the Directors to review her written report for other important information.

20. 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:

- USTA Facilities Pilot - Park Power Up Program. NorCal is one of a handful of Sections to be part of the Park Power Up Pilot Program. This Pilot is focused on building Tennis Communities in areas of high demand but low supply or underutilized and vulnerable supply. NorCal is targeting up to 20 parks, averaging 4 courts per park for a total of 80 courts. A turnkey package will be offered to all qualifying facilities, comprising several complementary components, designed to drive the retention of underutilized courts at pace and scale, across the country.
- USTA National Awards. Applications for the following national USTA awards for which NorCal can submit nominations are now open:
 - Outstanding Facility (The Goldman Tennis Center was the 2023 recipient of this award)
 - Barbara Williams Service Award (Chrissie Costamagna was the 2023 recipient of this award)
 - Bill Talbert Junior Sportsmanship (Dylan Tsoi was a 2023 recipient of this award)
 - Family of the Year
 - Member Organization of the Year

Outstanding Facility nominations are now open and are due by May 31. Nominations for all other awards open on May 7 and are due June 28.

- Open Staff Positions: NorCal is currently in the process of hiring a staff person for the Community Programs Representative and Controller positions.
- ADA Compliance: An ADA compliance inspection has been completed and NorCal has a number of improvements around the NorCal office that are beginning to bring the office up to compliance. A budget related item will be sent to presented to the Board at the June meeting.

Ms. Verhoeven asked the Directors to review her written report for other important information, including important events happening during the next several months.

21. Delegate's Report

Mr. Scalse reported that much of the information covered in the USTA Delegates Committee meeting is duplicative of what has already been reported out by the President and Executive Director. He added:

- There is a significant focus on the metrics of having 1 court for every 100 players and creative alternatives to providing access to courts;
- The treatment of the US Open as an event longer than two weeks and one that encompasses many side events to both grow interest in sport and to generate additional revenue;
- A sharper focus on data as compared to prior years and developing strategies for various individuals with different levels of interest; and
- The improved profile of NorCal as a leader in tennis in the USTA.

The next Delegate's meeting will be held May 20.

22. Adjournment

Prior to adjourning, members shared the following:

- Ms. Verhoeven announced that information on the US Open will be coming soon, in the month of May, and the 2024 hotel will be the Sheraton.
- Mr. Panconi asked the Board to possibly consider changing the July meeting to in-person given that the June meeting will now be virtual.

Following the announcement that the next meeting will be on Thursday, June 20, 2024. With no objection, the meeting was adjourned at 9:07 pm.

Respectfully submitted,
Andrea Norman, Secretary

This document contains all committee recommendations made (or not included) since the previous Board meeting on March 20, 2024.

Junior Council

- 1. Dominant Duo Selection & Level 5 Singles Positions.** This resolution was approved by Unanimous Written Consent as of May 6, 2024.

RESOLVED: That, effective immediately, USTA NorCal Junior Tournament Regulations 8.C.iii.b. and d. and 8.D.iv.d. shall be amended as set forth below to clarify that the National Standings Lists are used to select teams for Dominant Duo tournaments, and in the case of the single gender Level 5 Dominant Duo, clarify which players play in the #1 and #2 singles positions (underlined language is proposed to be added; stricken-through language is proposed to be deleted).

8. USTA NorCal Junior Ranking Tournament Descriptions.

C. Level 5 Tournaments.

iii. Level 5 Dominant Duo Team Tournaments.

- a. Sanction Period.** [unchanged]
- b. Draw Format, Draw Size and Team Match Description.** Sixteen (16) 2-player teams will be selected for each division as described below. When 13 or fewer entries are received, teams will be selected and placed on an alternate list as set forth in Regulation 36.
A compass draw format with a playoff for 3rd place will be played (except when 7 or fewer entries are received, as described in Regulation 36).
Each Team Match consists of 1 doubles match followed by 2 singles matches. The two players from each team with the highest ranking as of the time selection is done will play in the #1 position; the remaining two players from each team will play in the #2 position. The team that wins 2 out of the 3 matches wins the Team Match and advances in the draw.
- c. Team Entry Required by Deadline.** [unchanged]
- d. Selection Process and Alternate List.**
 - (1) Up to One Wild Card.** Up to one wild card may be awarded by the Wild Card Committee from among the timely team entries. The Wild Card Committee is comprised of two members of the NorCal Junior Staff and Chair of Junior Council. The wild card does not have to be awarded.
 - (2) Remaining Teams Based on Combined Standing.** The remaining spots in the draw will then be filled with teams using the procedure described in Regulation 12.~~B.~~ and C.
 - (3) Alternates.** All teams not selected will be placed on an Alternate List that will be ordered using the procedure described in Regulation 12.~~B.~~ and C. The Alternate List will be used to replace teams that withdraw from the main draw. See Regulation 6.G. regarding requirements and restrictions related to the acceptance of a Late Entry that invalidates the seeding.
- e. Replacement of Withdrawing Teams.** [unchanged]
- g. Match Format.** [unchanged]

8. USTA NorCal Junior Ranking Tournament Descriptions.

D. Open and Closed Level 4 Tournaments.

iv. Closed Level 4 Mixed Dominant Duo Team Tournament.

- d. Selection Process and Alternate List.**
 - (1) Wild Cards.** [unchanged]
 - (2) Remaining Teams Based on Combined Standing.** The remaining spots in the draw will then be filled with teams using the procedure described in Regulation 12.~~B.~~ and C. after the Doubles Partner Notification Deadline (see Table 2).
 - (3) Alternates.** All teams not selected will be placed on an Alternate List that will be ordered using the procedure described in Regulation 12.~~B.~~ and C. The Alternate List will be used to replace teams that withdraw from the main draw. See Regulation 6.G. regarding requirements and restrictions related to the acceptance of a Late Entry that invalidates the seeding.

12. Selection of Doubles Teams for Limited Size Doubles and Mixed Doubles Events

These selection procedures do not apply to tournaments that use the Dominant Duo format - see specific Dominant Duo Team Tournament regulations for selection process.

- A. Level 6 and 7 Tournaments: Selection Process When Doubles and/or Mixed Doubles Offered with Singles.** [unchanged]
- B. Level 3, Level 4 and Level 5 Tournaments: Selection Process When Doubles and/or Mixed Doubles Offered with Singles.** [unchanged]
- C. Selection Process for Doubles-Only and/or Mixed Doubles-Only Tournaments.** The Tournament Committee will accept doubles teams into the doubles event in the following order:
 - first, on highest combined standings using the most recently published Individual Doubles Seeding List of the division; and
 - second, if there is a tie, the team with the player that has the highest doubles standing on the list shall be selected first,
except that no team comprised of a Late Entry will be selected before a team comprised of timely applicants. Tournaments are NOT authorized to expand the draw size in order to accommodate teams.
- D. Level 5 Dominant Duo Team Tournaments and Closed Level 4 Mixed Dominant Duo Team Tournaments.** Teams will be selected in the same manner described under Regulation 12.C. except that the National Standings List of the division will be used instead of the Individual Doubles Seeding Lists.
- ED. Procedure for Calculating Combined Standings of a Team.** [unchanged]

Rationale:

- **Amendment to Selection Procedure:** It recently came to Junior Council's attention that there was missing language from the USTA NorCal Junior Tournament Regulations ("Regulations") with respect to how teams are selected for the Dominant Duo Tournaments. These team tournaments involve both singles and doubles play. The Seeding regulation for Dominant Duos correctly states that seeding is based on the combined rank of both players on a team using the National Standings List of the division. The Selection regulation is silent on Dominant Duos and incorrectly infers that the Individual Doubles Seeding List is to be used. This Written Consent clarifies that it is the National Standings List of the division that will be used to select teams for the Dominant Duo tournaments.
 - **Amendment to Level 5 Singles Positions:** It also came to our attention that the Regulations don't describe which players play in the #1 and #2 positions in singles. While it was originally thought to have been intuitive that the player with the highest ranking would play in the highest singles position, some tournaments were confused. The Written Consent also clarifies that the two players from each team with the highest ranking as of the time selection is done will play in the #1 position; the remaining two players from each team will play in the #2 position.
2. **Late Entries & Alternate Procedures in Level-Based Tournaments.** This resolution was approved by Unanimous Written Consent as of May 6, 2024.

RESOLVED: That, effective immediately, USTA NorCal Junior Tournament Regulations 6.G., 8.C.iv. and 8.D.iii. shall be amended as set forth below to clarify that withdrawals that occur after the draws are published do not require the re-flighting of the players in level-based tournaments, but adjustments to the draw of an affected flight when a seed withdraws will be made if there is sufficient time to notify the affected players (underlined language is proposed to be added; stricken-through language is proposed to be deleted).

6. Player Entry.

- G. Late Entries.** A tournament entry received after the entry deadline is a Late Entry.
 - The Tournament Committee determines whether it will receive Late Entries.
 - Late Entry Order: Late Entries are ordered based on the time they are received. Late Entries received at the same time are ordered randomly. Late Entries are never ordered based on standing or Rating.
 - If the Tournament Committee is able to accept more players or teams into an event than have entered by the deadline, the Late Entries are accepted in Late Entry Order.
 - If an event has an alternate list, Late Entries are placed on the alternate list after the timely entries in Late Entry Order.
 - **Before the draw is published,** a Late Entry may replace a withdrawing player or team; however, the Tournament Committee must make changes to the seeding if required by the acceptance of the Late Entry to ensure that the seeding has not been invalidated. Similarly, before the draw is published, changes may need to be made to flighting of a ~~#Ratings~~ ~~#Round~~ ~~#Robin format tournament,~~ ~~an Open~~ Level 4 Super Series, and a Level 5 Super Series to ensure players of similar ability are grouped together.
 - **After the draw is published,** a Late Entry may replace a withdrawing player or team *only if* the replacement does not ~~invalidate~~ the seeding; or

~~Result in a Ratings Round Robin with a player Late Entry who has a rating that has a WTN better than AND beyond the Competitive Range of the other players in the round robin is not grouped with players of similar ability. See Regulation 5.C. for information on Competitive Range.~~

8. USTA NorCal Junior Ranking Tournament Descriptions.

C. Level 5 Tournaments.

iv. Level 5 Super Series.

- a. **Sanction Period.** [unchanged]
- b. **Draw Size and Type.** [unchanged]
- c. **Number of Concurrent Tournaments.** [unchanged]
- d. **Selection Process and Alternate List.** When 32 or more entries are received in a division, the best 32 rated players with timely entries will be selected for each division, using WTN. ~~(see Regulation 5.B. for information on how players are ordered) and subject to the provisions for concurrent entries described below.~~ When fewer than 32 entries are received, players shall be selected and placed on an alternate list as set forth in Regulation 35.

~~All players not selected will be placed on an Alternate List that is ordered using the WTNs used to select players. The Alternate List will be used to replace players who withdraw from the main draw. See Regulation 6.G. regarding requirements and restrictions related to the acceptance of a Late Entry that invalidates the seeding.~~

- e. **Selection of Players with Concurrent Entries When More than One Division is Part of Same Tournament.** [unchanged]
- f. **Flighting.** [unchanged]
- g. **Seeding.** [unchanged]

h. Alternates, Late Entries, and Replacement of Withdrawing Players.

(1) Alternate List. All players not selected will be placed on an Alternate List that is ordered using the WTNs used to select players. The Alternate List will be used to replace players who withdraw from the main draw.

(2) Late Entries. See Regulation 6.G. regarding discretion, requirements and restrictions related to the acceptance of a Late Entry.

(3) Replacement of a Withdrawing Player After Draws Published. When a player withdraws after the draws are published, the withdrawing player will be replaced with the next player on the Alternate List, regardless of the player's WTN, unless the acceptance would invalidate the seeding. If the withdrawing player is a seed, and there is sufficient time to notify affected players, the affected flight will be re-seeded and players will be moved, if necessary, consistent with the procedures set forth in the USTA Regulations.

- hi. Match Format.** [unchanged]

8. USTA NorCal Junior Ranking Tournament Descriptions.

D. Open and Closed Level 4 Tournaments.

iii. Open Level 4 Super Series.

- a. **Sanction Period.** [unchanged]
- b. **Draw Size and Type.** [unchanged]
- c. **Selection Process and Alternate List.** When 32 or more entries are received in a division, the best 32 rated players with timely entries will be selected for each division, using WTN. ~~(see Regulation 5.B. for information on how players are ordered) and subject to the provisions for concurrent entries described below.~~ When fewer than 32 entries are received, players shall be selected and placed on an alternate list as set forth in Regulation 35.

~~All players not selected will be placed on an Alternate List that is ordered using the WTNs used to select players. The Alternate List will be used to replace players who withdraw from the main draw. See Regulation 6.G. regarding requirements and restrictions related to the acceptance of a Late Entry that invalidates the seeding.~~

- d. **Selection of Players with Concurrent Entries When More than One Division is Part of Same Tournament.** [unchanged]
- e. **Flighting.** [unchanged]
- f. **Seeding.** [unchanged]

g. Alternates, Late Entries, and Replacement of Withdrawing Players.

(1) Alternate List. All players not selected will be placed on an Alternate List that is ordered using the WTNs used to select players. The Alternate List will be used to replace players who withdraw from the main draw.

(2) Late Entries. See Regulation 6.G. regarding discretion, requirements and restrictions related to the acceptance of a Late Entry.

(3) Replacement of a Withdrawing Player After Draws Published. When a player withdraws after the draws are published, the withdrawing player will be replaced with the

next player on the Alternate List, regardless of the player's WTN, unless the acceptance would invalidate the seeding. If the withdrawing player is a seed, and there is sufficient time to notify affected players, the affected flight will be re-seeded and players will be moved, if necessary, consistent with the procedures set forth in the USTA Regulations.

gh. Match Format. [unchanged]

Rationale: It recently came to Junior Council's attention that there is confusion among the administrators of Super Series tournaments about how to handle a withdrawal after draws have been published. Some believe that the 4 flights have to be completely redone, and therefore the 4 draws must also be completely re-done. That was never the intention of the Regulations as it makes administering the tournaments nearly impossible and encourages a tournament not to replace a withdrawing player with an alternate. This Written Consent clarifies that after the draws are published, the alternate goes in where the withdrawal occurred, and the only time players are moved is if the withdrawing player is a seed in the flight.

When reviewing the language for this Written Consent, it was determined that language was also needed to clarify when a Late Entry could go in a Ratings Round Robin. The Written Consent clarifies that a Late Entry goes in only if the Late Entry doesn't have a better WTN AND if that WTN is beyond the Competitive Range, which means they are too good of a player to be in the Round Robin with the other players. This is the same principle in a regular draw of effectively invalidating the seeding.

- 3. 2025 NorCal Junior Tournament Schedule.** This resolution was approved by Unanimous Written Consent as of May 6, 2024.

RESOLVED: That the 2025 Junior Tournament Calendar be approved as set forth in **Exhibit A-1**.

Rationale: Below is a summary of the key changes made from 2024, along with the rationale. All changes are noted on the schedule that is attached as Exhibit A-1:

- **Weeks 3, 4, 6, 9 & 12:** MLK Weekend shifted one week later, and an evaluation of events held during this rainy period was done. As a result:
 - the January Excellence has been shifted a week earlier giving it 5 days to complete;
 - the 3-day L5 has moved to President's weekend (preserving the ability to hold a 32 draw with doubles);
 - an L5 has been moved to early February;
 - Mixed Doubles L3 has moved to late February; and
 - L4 Doubles Excellence was moved to mid-March.In making these recommended changes, attention was given to when national tournaments are held, as well as when SATs and ACTs are scheduled.
- **Weeks 17 & 18:** Events on these two weekends flipped. NorCal intends to schedule a Section Camp for 11 to 12 year-olds. While we typically don't make adjustments related to Easter (April 20 in 2025), we felt it was best to try and avoid the overlap with this Camp. Additionally, we felt having the 18/16 Dominant Duo against the camp for younger players was the best schedule for Week 18.
- **Week 30:** This summertime L5 was adjusted to one 3-day tournament in all divisions to allow for a 32 draw with doubles, down from 2 16-player events per division.
- **Week 33:** Moved this one week later as the Sections want to host the L4 Intersectional Team on August 2-3. Also added one event per division to make up for the Week 30 change.
- **Week 42:** Added one event per division to the Level 5 to make up for the Week 30 change.
- **Weeks 42, 45, 46 and 47:** Adjustments were made to eliminate the conflict of the L4 Excellence with the Girls' CIF Team competition. As a result,
 - November Excellence has been shifted a week earlier; and
 - L5 has been shifted later to after Excellence.

Adult Tournament Committee

1. **Amendment to Adult Tournament Draw Formats.** Approved at a meeting held April 23, 2024, by a vote of 9 in favor, 0 opposed, and 0 abstentions.

RESOLVED: That, effective immediately, the following amendments to the Draw Formats permitted in the NorCal Adult Tournament Rules are approved (underlined language is proposed addition, stricken-through language is proposed to be deleted).

8. **Tournament Levels.** The levels in the chart are sanctioned by USTA NorCal. Please refer to the USTA Adult and Family Tournament, Ranking & Sanctioning Regulations for a description of all tournament levels.

Tournament Levels		
Closed Level 4 Age Group, Adult Open, NTRP (up to 2)		
<p>Event Notes: 5 Day Maximum Limited to NorCal residents</p> <p><u>Closed Level 4 Tournaments:</u> Age Group Division: - Grand Prix Open Division: - Grand Prix - Cal State Qualifier NTRP Division: - Grand Prix - NTRP National Qualifying Tournament</p>	<p>Draw Format:</p> <ul style="list-style-type: none"> • One or more round robins <u>Round Robin</u> • Multiple round robins with playoff • Compass draw • Feed-in Championship • First Match Consolation • Team format • Voluntary Sign-up Consolation • Single Elimination (if approved in advance by USTA NorCal). 	<p>Match Format (no-ad scoring may be used):</p> <ul style="list-style-type: none"> • Best of 3 tiebreak sets; • Best of 3 tiebreak sets with a 10-Point Match Tiebreak played in lieu of the 3rd set. • Best of 3 short sets (with a 5-Point Short Set Tiebreak played at 3-games all) • 8-game pro set with a 7-Point Tiebreak at 8 games all
Open Level 4 Age Group, Adult Open, NTRP, Family		
<p>Event Notes: 5 Day Maximum</p> <p><u>Open Level 4 Tournaments:</u> Age Group Division: *Criteria: Number of players from previous year's tournament. Player Experience Enhancements. Player Evaluations Open Division: - Tournaments with Total Prize Money of \$5,000 or above with Adult Tournament Committee approval at the time the tournament is approved online NTRP Division: - NTRP Gold Cup Series Tournaments</p>	<p>Draw Format:</p> <ul style="list-style-type: none"> • One or more round robins <u>Round Robin</u> • Multiple round robins with playoff • Compass draw • Feed-in Championship • First Match Consolation • Team format • Voluntary Sign-up Consolation • Single Elimination (if approved in advance by USTA NorCal). 	<p>Match Format (no-ad scoring may be used):</p> <ul style="list-style-type: none"> • Best of 3 tiebreak sets; • Best of 3 tiebreak sets with a 10-Point Match Tiebreak played in lieu of the 3rd set. • Best of 3 short sets (with a 5-Point Short Set Tiebreak played at 3-games all) • 8-game pro set with a 7-Point Tiebreak at 8 games all
Open Level 5 Age Group, Adult Open, NTRP, Family		
<p>Event Notes: 5 Day Maximum</p>	<p>Draw Format:</p> <ul style="list-style-type: none"> • One or more round robins <u>Round Robin</u> 	<p>Match Format (no-ad scoring may be used):</p> <ul style="list-style-type: none"> • Best of 3 tiebreak sets;

<p><u>Open Level 5 Tournaments:</u> Age Group Division: - Team Tournaments Open Division: - Tournaments with Total Prize Money of \$2000 - \$4999 at the time the tournament is approved online - Team Tournaments NTRP Division: - Tournaments of the Year - Team Tournaments Family Division: - Team Tournaments</p>	<ul style="list-style-type: none"> • Multiple round robins with playoff • Compass draw • Feed-in Championship • First Match Consolation • Team format • Voluntary Sign-up Consolation • Single Elimination (if approved in advance by USTA NorCal). 	<ul style="list-style-type: none"> • Best of 3 tiebreak sets with a 10-Point Match Tiebreak played in lieu of the 3rd set. • Best of 3 short sets (with a 5-Point Short Set Tiebreak played at 3-games all) • 8-game pro set with a 7-Point Tiebreak at 8 games all
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Open Level 6
Age Group, Adult Open, NTRP, Family

<p><u>Event Notes:</u> 2-3 Day Event</p>	<p><u>Draw Format:</u></p> <ul style="list-style-type: none"> • One or more round robins Round Robin • Multiple round robins with playoff • Compass draw • Feed-in Championship • First Match Consolation • Team format • Voluntary Sign-up Consolation • Single Elimination (if approved in advance by USTA NorCal). 	<p><u>Match Format:</u></p> <ul style="list-style-type: none"> • Best of 3 tiebreak sets with a 10-Point Match Tiebreak played in lieu of the 3rd set. • Best of 3 short sets (with a 5-Point Short Set Tiebreak played at 3-games all) • Best of 3 short sets with a 7-Point Match Tiebreak played in lieu of the 3rd set (a 5-Point Short Set Tiebreak played at 3 games all) • 8-game pro set with a 7-Point Tiebreak at 8 games all • One 6-game set with a 7-Point Tiebreak at 6 games all • One short set with a 5-Point Short Set Tiebreak at 3 games
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Open Level 7 – One Day Tournaments
Age Group, Adult Open, NTRP, Family
Recommended for Players who want to play a one day tournament

<p><u>Event Notes:</u> 1 Day Event 2 Match Minimum Maximum number of matches will be determined by the scheduling guidelines in the <i>Friend at Court</i>.</p>	<p><u>Draw Format:</u></p> <ul style="list-style-type: none"> • One or more round robins Round Robin • Multiple round robins with playoff • Compass draw • Feed-in Championship • First Match Consolation • Team format • Voluntary Sign-up Consolation • Single Elimination (if approved in advance by USTA NorCal). 	<p><u>Match Format:</u></p> <ul style="list-style-type: none"> • Best of 3 short sets with a 7-Point Match Tiebreak played in lieu of the 3rd set (a 5-Point Short Set Tiebreak played at 3 games all) • 8-game pro set with a 7-Point Tiebreak at 8 games all • One 6-game set with a 7-Point Tiebreak at 6 games all • One short set with a 5-Point Short Set Tiebreak at 3 games • Timed matches (game format) of 20 minutes or longer
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- 2. Increase in Level 7: One-Day Tournament Maximum Entry Fee.** Approved at a meeting held April 23, 2024, by a vote of 8 in favor, 0 opposed, and 0 abstentions. Craig Pasqua recused himself from voting because he is a tournament director.

RESOLVED: That, effective with tournaments held in 2025, USTA NorCal Adult Tournament Regulation 29.a. be amended as follows to increase the maximum entry fee for singles from \$40 to \$50 (underlined language is proposed addition, stricken-through language is proposed to be deleted).

29. Level 7: One-Day Tournaments.

- a. *Maximum Entry Fee.* The maximum entry fee for a one-day tournament shall be \$30 per player in doubles and ~~\$40~~ \$50 per player in singles.

Rationale: NorCal most recently increased the Level 7 One-Day Tournament maximum entry fee from \$35 to \$40 in January 2024 for tournaments held in 2024. This proposed increase takes effect in 2025. Increasing the fee for singles will organizers offset the increased costs of running a tournament due to inflation.

- 3. Elimination of Multiple Flight Draw Format for Level 7 One-Day Tournaments.** Approved at a meeting held April 23, 2024, by a vote of 9 in favor, 0 opposed, and 0 abstentions.

RESOLVED: That, effective immediately, USTA NorCal Adult Tournament Regulation 20.b. be deleted in its entirety as follows (underlined language is proposed addition, stricken-through language is proposed to be deleted).

29. Maximum Entry Fee for Level 7: One-Day Tournaments. ~~Below are special provisions for one-day singles and/or doubles tournaments. Except as provided below, these tournaments shall comply with all other Adult Tournament Rules and Sanction Rules:~~

- ~~a. *Maximum Entry Fee.* The maximum entry fee for a one-day tournament shall be \$30 per player in doubles and \$40 per player in singles.~~

- ~~b. *Multiple Flights Permitted.* The tournament may hold more than one flight per division. For example, instead of holding one draw in a division with 16 entries, a tournament may hold 2 draws in a division of 8 entries each. Teams should be waterfalled by rank into flights (see example below). If no ranking information is available, teams are drawn to flights by lot.~~

~~Waterfall Example: If 16 players, ranked 1-16 are entered, players 1, 3, 5, 7, 9, 11, 13, and 15 are waterfalled into one flight and players 2, 4, 6, 8, 10, 12, 14, and 16 are waterfalled into the other flight.~~

Rationale: Per the 2024 USTA Adult Tournament and Family Tournament, Ranking & Sanctioning Regulations, the draw format of more than one Round Robin without a playoff is not allowed and there are no ranking point tables for that option. For this reason, Regulation 29.b. needs to be removed from the USTA NorCal Adult Tournament Regulations. Split draws in First Match Loser Consolation and Single Elimination draws are permitted at all levels.

- 4. Player Selection Criteria & Procedures for USTA Women's Intersectional Team Tournament.**

Approved at a meeting held April 23, 2024, by a vote of 7 in favor, none opposed, and 0 abstentions. Leslie Airola-Murveit & Mariko Fritz-Krockow recused themselves from the vote as they are players who may apply to play on one of these teams.

RESOLVED: That, effective with the selection for players into the 2025 Women's Intersectional Team Tournament, the following player selection criteria and procedures are hereby approved:

Women's Intersectional Team Tournament Player Selection Criteria & Procedures

An application page will be established on the NorCal website so all NorCal players have the opportunity to apply. The application deadline shall be June 15.

Selection of Overall Team Captain: From among those eligible players who submitted a timely application, an Overall Team Captain is selected by the Adult Tournament Committee and approved by the President of USTA NorCal.

Selection of Age Group Team Captains: From among those eligible players who submitted a timely application, the Overall Team Captain shall appoint the Age Group Team Captains for each of the teams that will be formed to compete in the USTA Women's Intersectional Team Tournament.

Selection of Players for Teams by Intersectionals Player Selection Committee.

- **Intersectionals Player Selection Committee:** The Intersectionals Player Selection Committee will be comprised of the Chair and Staff Liaison of the Adult Tournament Committee, and the Age Group Team Captains.
- **Selection Procedure:** From among those eligible players who submitted a timely application, players will be selected for teams by the Intersectionals Player Selection Committee. Once selections have been made, players will be notified by email regarding the status of their selection. The Committee will finalize team selection within one month after the application period ends.

Eligibility for Selection:

- **Play Requirement:** Players must play at least one (1) USTA-sanctioned Tournament held in the USTA NorCal Section (regardless of Level, Division, or whether the tournament was sanctioned by the USTA or USTA NorCal) within the 12 months immediately preceding the application deadline in order to be eligible for selection. This does not apply to players awarded wild cards when teams not full (see Wild Cards below).
- **Residency Requirement:** Applicants must be residents of USTA NorCal.
- **USTA Membership Requirement:** Applicants must be USTA members.

Selection Criteria: Selection Criteria is based on the "all factors method", which includes the following:

- Head-to-head records
 - Indirect wins and losses
 - Rankings
 - Ratings (NTRP, WTN)
 - Any additional information available over a 12-month period (including sportsmanship)
- Notwithstanding this criteria, wild cards may be awarded, subject to the policy below.

Late Entries: Eligible late entries can be selected but will only be selected in the order received after all other eligible timely entries have been selected. Late entries that are not selected will be placed on an alternate list in the order received and will be placed below alternates that registered on time and met the selection criteria.

Wild Cards. The Intersectionals Player Selection Committee may award one wild card per age division. A timely application is recommended, but not required. To receive a wild card, a player must meet all of the eligibility requirements, *except that* in the event that there are not enough eligible players to field a team from the players that applied by the deadline, players that have not met the Play Requirement will have until September 16 to meet this requirement to be eligible for a wild card.

Player Code of Conduct:

1. Good sportsmanship is expected.
2. Players must make themselves available for all matches (except due to injury).

Other Policies:

- All players shall be guaranteed to play at least 1 match.
- Players and captains need to play at least one (1) match during the event in order to receive the stipend.

Rationale: Having specific player selection criteria and application process will give the event more visibility and transparency. It will also clarify for players what they may expect as well as what is expected of them when representing NorCal.

2025 USTA NorCal Junior Tournament Calendar

EXHIBIT A-1

National (Deadlines)	Level 3	Level 4	Level 5	Level 6	Special Events	High School	
WK	SAT	SUN	MON	TUES	WED	THURS	FRI
51	Dec 14	Dec 15	Dec 16	Dec 17	Dec 18	Dec 19	Dec 20 Christmas
52	Dec 21	Dec 22	Dec 23	Dec 24	Dec 25	Dec 26	Dec 27
1	Dec 28 USTA Winter Nationals	Dec 29	Dec 30	Dec 31	Jan 1 New Years	Jan 2	Jan 3
2	Jan 4	Jan 5	Jan 6	Jan 7	Jan 8	Jan 9	Jan 10
3	Jan 11 L4 Closed Excellence SG	Jan 12	Jan 13	Jan 14	Jan 15	Jan 16 February L2 DL	Jan 17
4	Jan 18 L4 Closed Excellence SG	Jan 19	Jan 20 MLK Holiday	Jan 21	Jan 22	Jan 23	Jan 24
5	Jan 25 NorCal Jr Player Party (Date TBD)	Jan 26	Jan 27	Jan 28	Jan 29	Jan 30 Brewer Cup DL	Jan 31
6	Feb 1 3 L5 Open Championship SG x 3	Feb 2	Feb 3	Feb 4	Feb 5	Feb 6	Feb 7
7	Feb 8 USTA National L2 Tournament 1 L5 Open Super Series L6 Ratings Round Robin ACT	Feb 9	Feb 10	Feb 11	Feb 12	Feb 13	Feb 14
8	Feb 15 1 L5 Open Cham SG/DB (32 Draw)	Feb 16	Feb 17 President's Day	Feb 18 From Week 4	Feb 19	Feb 20 March L3 DL	Feb 21
9	Feb 22 L3 Closed Mixed DB Sectionals	Feb 23	Feb 24	Feb 25	Feb 26	Feb 27 Ntl Spring DL	Feb 28
10	Mar 1 USTA Brewer Team Cup	Mar 2	Mar 3	Mar 4	Mar 5	Mar 6	Mar 7 Boys HS Classic
11	Mar 8 Boys HS Classic 1 L5 Closed Super Series L6 Ratings Round Robin SAT	Mar 9 Team NorCal 18U	Mar 10	Mar 11	Mar 12	Mar 13	Mar 14
12	Mar 15 L4 Closed Excellence DB USTA National L3 Tournament	Mar 16	Mar 17	Mar 18	Mar 19	Mar 20 April L3 DL	Mar 21
13	Mar 22 DB L5 Open Championship - Doubles USTA National Spring Championships - Easter Bowl	Mar 23	Mar 24	Mar 25	Mar 26	Mar 27	Mar 28

2025 USTA NorCal Junior Tournament Calendar

EXHIBIT A-1

National (Deadlines)	Level 3	Level 4	Level 5	Level 6	Special Events	High School	
WK	SAT	SUN	MON	TUES	WED	THURS	FRI
14	Mar 29 USTA Ntl Spring - Easter Bowl Team NorCal 14U (Date TBD)	Mar 30	Mar 31	Apr 1	Apr 2	Apr 3	Apr 4
15	Apr 5 L4 Open Super Series L5 Open Super Series ACT	Apr 6	Apr 7	Apr 8	Apr 9	Apr 10 May L3 DL	Apr 11
16	Apr 12 USTA National L3 Tournament	Apr 13	Apr 14	Apr 15	Apr 16	Apr 17	Apr 18 Maze Cup Opt #1
17	Apr 19 Maze Cup Option #1 L3 Closed Mixed DB Sectionals	Apr 20	Apr 21	Apr 22	Apr 23	Apr 24 May L2 DL	Apr 25
18	Apr 26 L5 Open Dominant Duo 18/16 USTA Section Camp 11-12 Yr Olds	Apr 27	Apr 28	Apr 29 Boys' CIF Team POs	Apr 30	May 1 Boys' CIF Team POs	May 2
19	May 3 USTA National L3 Tournament L5 Closed Super Series L6 Ratings Round Robin SAT	May 4	May 5	May 6 Boys' CIF Team POs	May 7	May 8	May 9 Boys' CIF Area Indiv Maze Cup Opt #2
20	May 10 Maze Cup Option #2 L4 Open Excellence Doubles Boys' CIF Area Indiv Mother's Day	May 11	May 12	May 13 Boys' CIF Team POs	May 14	May 15	May 16 Boys' CIF § Indiv
21	May 17 Boys' CIF § Indiv USTA National L2 Tournament L5 Open Champ - SG Only x 2	May 18	May 19	May 20	May 21	May 22	May 23 Boys' CIF Team Regional Playoffs
22	May 24 B CIF Team Reg PO L4 Closed Excellence SG & DB	May 25	May 26 Memorial Day	May 27	May 28	May 29	May 30 Maze Cup Opt #3
23	May 31 Maze Cup Option #3 L5 Open Dominant Duo 14/12	Jun 1	Jun 2	Jun 3	Jun 4	Jun 5 June L2 DL	Jun 6
24	Jun 7 L3 Closed Sectionals - SG & DB SAT	Jun 8	Jun 9	Jun 10	Jun 11	Jun 12 National Clays DL	Jun 13
From Week 25-31, Up to 2 L5 Doubles Tournaments (16 team Compass Draws) May be Sanctioned Mid-Week							
25	Jun 14 L3 Closed Sectionals - SG & DB ACT Father's Day	Jun 15	Jun 16	Jun 17	Jun 18 Juneteenth	Jun 19	Jun 20
26	Jun 21 L4 Open Excellence Doubles	Jun 22	Jun 23	Jun 24	Jun 25 Team NorCal	Jun 26	Jun 27

2025 USTA NorCal Junior Tournament Calendar

EXHIBIT A-1

National (Deadlines)	Level 3	Level 4	Level 5	Level 6	Special Events	High School	
WK	SAT	SUN	MON	TUES	WED	THURS	FRI
27	Jun 28	Jun 29	Jun 30	Jul 1	Jul 2	Jul 3	Jul 4
*	L5 Open Team Tournament USTA National L2 Tournament						Independence Day
28	Jul 5	Jul 6	Jul 7	Jul 8	Jul 9	Jul 10	Jul 11
	USTA National Clay Court Championships						
1	L5 Open Super Series L6 Ratings Round Robin					National Hards DL	Zonals DL
29	Jul 12	Jul 13	Jul 14	Jul 15	Jul 16	Jul 17	Jul 18
	ACT		L5 Open Champ DB Only				
30	Jul 19	Jul 20	Jul 21	Jul 22	Jul 23	Jul 24	Jul 25
1	L5 Open Cham SG/DB (32 Draw)						
31	Jul 26	Jul 27	Jul 28	Jul 29	Jul 30	Jul 31	Aug 1
*	L5 Open Team Tournament USTA Battle of the Sections		L5 Open Champ DB Only			National DBs DL	L4 Team <i>B18/16 Hard Begins</i>
From Week 25-31, Up to 2 L5 Doubles Tournaments (16 team Compass Draws) May be Sanctioned Mid-Week							
32	Aug 2	Aug 3	Aug 4	Aug 5	Aug 6	Aug 7	Aug 8
	USTA National Hard Court Championships						
	Level 4 Intersectional Team		MOST SCHOOLS BEGIN THIS WEEK				
33	Aug 9	Aug 10	Aug 11	Aug 12	Aug 13	Aug 14	Aug 15
	USTA Ntl Hard Courts						
3	L5 Open Champ - SG Only x 3						
34	Aug 16	Aug 17	Aug 18	Aug 19	Aug 20	Aug 21	Aug 22
	L4 Open Excellence Doubles					September L3 DL	USTA Ntl DB
35	Aug 23	Aug 24	Aug 25	Aug 26	Aug 27	Aug 28	Aug 29
	USTA National Doubles						
2	L5 Open Champ - SG Only x 2 Gen Gap Tournament - Tentative SAT (Estim.)						
36	Aug 30	Aug 31	Sep 1	Sep 2	Sep 3	Sep 4	Sep 5
	L4 Closed Mixed Dominant Duo		Labor Day				Girls HS Classic EST
37	Sep 6	Sep 7	Sep 8	Sep 9	Sep 10	Sep 11	Sep 12
	Girls HS Classic Est						
	L4 Open Super Series						
1	L5 Open Super Series ACT (Estim.)						
38	Sep 13	Sep 14	Sep 15	Sep 16	Sep 17	Sep 18	Sep 19
	USTA National L3 Tournament					October L2 DL	Pacific Cup (2)
3	L5 Open Champ - SG Only x 3						
39	Sep 20	Sep 21	Sep 22	Sep 23	Sep 24	Sep 25	Sep 26
	Pacific Cup (L2)						
	L3 Closed Doubles Sectionals						

2025 USTA NorCal Junior Tournament Calendar

EXHIBIT A-1

National (Deadlines)	Level 3	Level 4	Level 5	Level 6	Special Events	High School	
WK	SAT	SUN	MON	TUES	WED	THURS	FRI
40	Sep 27 L3 Closed Singles Sectionals	Sep 28	Sep 29	Sep 30	Oct 1	Oct 2	Oct 3
41	Oct 4 L3 Closed Singles Sectionals SAT (Estim.)	Oct 5	Oct 6	Oct 7	Oct 8	Oct 9	Oct 10
42	Oct 11 USTA National L2 Tourn. 3 L5 Open Champ - SG Only x 3	Oct 12	Oct 13 Columbus Day	Oct 14	Oct 15	Oct 16	Oct 17
43	Oct 18 DB L5 Open Championship - DB Only	Oct 19	Oct 20	Oct 21	Oct 22	Oct 23	Oct 24
44	Oct 25 Team NorCal ACT (Estim.)	Oct 26 Herb Cup	Oct 27	Oct 28 Girls' CIF Team POs	Oct 29	Oct 30 Girls' CIF Team POs Ntl Indoors DL	Oct 31
45	Nov 1 L4 Closed Excellence SG & DB USTA NorCal Section Connection SAT (Estim.)	Nov 2	Nov 3	Nov 4 Girls' CIF Team POs	Nov 5	Nov 6	Nov 7 Girls' CIF Area Indiv
46	Nov 8 Girls' CIF Area Indiv L4 Closed Excellence SG & DB	Nov 9	Nov 10	Nov 11 Veterans Day	Nov 12 Girls' CIF Team POs	Nov 13	Nov 14 Girls' CIF § Indiv
47	Nov 15 Girls' CIF § Indiv 2 L5 Open Champ - SG Only x2 USTA Section Camp 11-12 Yr Olds	Nov 16	Nov 17	Nov 18 Girls' CIF Section Prelims	Nov 19	Nov 20	Nov 21 Girls' CIF Team Reg. & State POs
48	Nov 22 Girls' CIF Team Reg. & State POs	Nov 23	Nov 24	Nov 25	Nov 26	Nov 27 Thanksgiving Ntl Winters DL	Nov 28 UST Ntl Indoors
49	Nov 29 Girls' CIF Team Reg. & State POs USTA National Indoor Championships	Nov 30	Dec 1	Dec 2	Dec 3	Dec 4	Dec 5
50	Dec 6 L4 Open Super Series 1 L5 Open Super Series SAT/ACT (Estim.)	Dec 7	Dec 8	Dec 9	Dec 10	Dec 11	Dec 12
51	Dec 13 DB L5 Closed Championship - DB Only Team NorCal	Dec 14	Dec 15	Dec 16	Dec 17	Dec 18	Dec 19
52	Dec 20	Dec 21	Dec 22	Dec 23	Dec 24	Dec 25	Dec 26
53	Dec 27	Dec 28 USTA Ntl Winter Championships	Dec 29	Dec 30	Dec 31	Jan 1 New Years	Jan 2 (ends Jan 3)