

EXECUTIVE COMMITTEE MEETING

Pine I meeting room, Grand Hyatt Hotel, Incheon, Korea
Thursday 13th December 2018

Minutes

1. Welcome and Opening

1.1 President's opening remarks

The President, Mr Thomas Weikert, welcomed everyone and thanked the Korea Table Tennis Association (KTTA) for the hospitality, praising the hard work done by the Vice-President of the KTTA and IOC member, Mr Ryu Seungmin.

Mr Weikert also welcomed and congratulated the new Chair of the Athletes Commission (AC), Mr Zoran Primorac.

1.2 Local organizers welcome

The Vice-President of the KTTA, Mr Ryu Seungmin, welcomed everyone, wished all the participants a good time in Incheon and apologized on behalf of the KTTA President, Mr Cho Yang Ho, for missing the event due to health issues. Mr Ryu Seungmin thanked everyone for the opportunity and congratulated the ITTF for the all the achievements accomplished during 2018, among them, the establishment of the ITTF Foundation. He also expressed his gratitude for ITTF's contribution towards the development of the sport in the Korean peninsula, as well as for the strong support towards the Unified Korean team and improvement of the relations between North and South Korea through table tennis.

Mr Ryu Seungmin also congratulated the new Chair of the AC, Mr Zoran Primorac.

1.3 Roll call

Thomas Weikert	President
Khalil Al-Mohannadi	Deputy President
Petra Sörling	Executive Vice-President
Bruce Burton	Executive Vice-President
Masahiro Maehara	Executive Vice-President
Shi Zhihao	Executive Vice-President
Alaa Meshref	Executive Vice-President
James Morris	Executive Vice-President
Nestor Tenca	Executive Vice-President
Zoran Primorac	Athletes Commission Chair

In attendance

Steve Dainton	CEO
Raul Calin	Secretary General
Iulia Necula	Executive Assistant & Athletes Manager
Ryu Seungmin	KTTA Vice-president – only for the Welcome part
Claudia Herweg	Equipment Manager – only for the Equipment part
Michael Brown	CFO – only for the Financial part
Matt Pound	Marketing Director – only for the Marketing part
Vicky Eleftheriade	Competition Director – only for the Competition part
Polona Cehovin	HPD Director – only for the HPD part
Leandro Olvech	Foundation Director – only for the ITTF Foundation part

1.4 Adoption of the agenda

The Agenda was adopted with the following additions:

4.2 Terms of Reference of the Athletes Commission

2. Minutes of the previous Executive Committee meeting

2.1 Adoption of the Minutes of the previous meeting (17th and 18th of August 2018)

The minutes of the previous meetings were approved and signed by the President, Mr Thomas Weikert.

2.2 Business arising from the Minutes

The Secretary General, Mr Raul Calin, informed the group that no other business arose from the previous Minutes not being covered in the current agenda.

3. CEO Update

3.1 Staff update

The CEO, Mr Steve Dainton, updated the EC on the new Staff Chart, stating that it was a very active period in terms recruitment, the fastest growing in the history of ITTF. The CEO informed the EC about the hiring of the following staff:

Equipment

- Ms Claudia Herweg as the new Equipment Manager

Development Department

- Mr Massimo Costantini, as High-Performance Manager
- Ms Katarzyna Kubas, as Continental Development Manager
- Mrs Yelena Druzhkova, as Asia Development Manager
- Mr Carlos Esnard, as Pan America Development Manager

Marketing Department

- Mr Raphael Chen, as Asia Pacific Marketing Manager
- Mr James Francis, as Content Manager

The ITTF Foundation is also expanding with the addition of Ms Karine Teow and will soon be announcing the opening of a small central office in Leipzig, Germany.

The CEO also stated that it will be necessary to redo the hiring process for the position of Technical Officials Manager, explaining that by the end of the previous process, the targeted candidate was no longer available for the job.

The EVP, Mrs Petra Sörling, requested the development of a Human Resources Plan with an informative role for the ITTF Officials, as well as an introductory and onboarding Plan, which will serve as an introduction tool of the new staff to the ITTF and table tennis family.

The CEO informed that Mr Michael Brown, in his capacity of Human Resource responsible, is currently working on the development of an onboarding process and procedures.

The ITTF decided not to renew the contracts of the following staff:

- Mr Didier Leroy
- Mr Dejan Papic

The CEO highlighted that the Competition Department is one of the areas that urgently needs new recruitments.

The EVP, Mr Bruce Burton, stated that with the hire of the new Competition Managers it is necessary to ensure that the ITTF staff is working together as a team in the best interest of the ITTF, and aligned with the Strategic Plan goals.

The CEO, Mr Steve Dainton, explained that with the ITTF growing bigger and bigger, more of the HR procedures will become more professional and Exit interviews will become part of the general process.

The EVP, Mrs Petra Sörling, stated that although traditionally, everything related to the HR process was shared with the EC, given the growing size and professionalization of the organization, the decisions regarding the future hiring's and terminations should be done by the CEO, and he should only present an informative report of the relevant aspects to the EC.

3.1.1 Senior Management Meeting update

The CEO, Mr Steve Dainton, updated the EC on the last Senior Management Meeting held on 13th-15th of November in Singapore. Mr Dainton reported that the process is improving, noting that it is much more efficient and productive to have the Senior Staff report a month in advance and eventually present the outcome to the EC meeting.

3.2 Strategic Plan update

The CEO updated the EC on the Operational Plan implementation, which is going according to the schedule, and with the aim to be ready before the 2019 WTTC in Budapest.

Mr Dainton also informed that, following the guidelines of the Strategic Plan, Mr Michael Brown is coordinating with the Senior Staff ("the Champions") the establishment of the systematic steps of each of the areas.

He also stated that the general feeling is that the Strategic Plan was overall well received, being considered professional and very collaborative in terms of the development. Since Halmstad, many National Associations also showed their interest towards professionalization starting to develop their own Strategic Plan.

The EVP, Mr James Morris, stated that the Strategic Plan is a living and breathing document which should be reviewed periodically. He also wanted to use the opportunity to thank all the "Champions" for the work developed around the Operational Plan.

3.3 Future Events Working Group (FEWG)

The CEO informed that Deloitte was asked to assist in the development of a new WTTC event structure that will ensure the inclusion of the 100% of the ITTF members.

3.4 Boosting Working Group

The Equipment Manager, Mrs Claudia Herweg, updated the EC on the work done in the past weeks and presented the report conducted by the members of the boosting working group. Mrs Herweg informed about the considerations and the final conclusion of the report, of not allowing any after treatment (boosting) of the rubbers.

The Equipment Manager reported that further tests will be conducted in the intention of defining a pilot phase that includes the dismantling the rubbers from the players' Rackets, immediately after the end of a competition.

The Athletes Commission Chair, Mr Zoran Primorac, expressed some of the concerns and possible issues that might arise from the players and events perspective.

The President, Mr Thomas Weikert, asked the AC Chair, Mr Zoran Primorac, to discuss with the Athletes Commission members and with the players and present a report in regard to this topic at the next EC meeting in February.

The EC acknowledged the importance of this matter and recommended the establishment of special rules that allow the dismantling of the rubbers at major events, after the competition ends. Further discussions should be continued under the leadership of the Equipment Department with regularly reports to the EC.

3.5 Future of the Continental Structures / Bodies

The CEO, informed the EC that the fact that the Continental Federations are not officially linked to the ITTF Constitution, creates some disconnections between each other.

The CEO admitted that there were several debates in the last few months on this topic and ensured with the professionalization, as the resources and finances grow, the ITTF has more possibilities to invest and support different regions of the world in terms of development and at competition level.

The correct strategy in the future would be to re-evaluate the organizational system and governance structure and reconsider a more collaborative approach that better connects ITTF with all the major table tennis stakeholders, especially the ITTF members.

3.6 ITTF Regional Offices

The CEO proposed that in the future ITTF should establish more Regional Offices to service the global needs of the sport. To start, the ITTF will look in the near future for some pilot testing in different regions around the world.

The CEO mentioned there were current discussions in setting up such an office in North America, which would soon be followed up with Latin America.

3.7 Information & Technology

The CEO reminded the EC about the difficulties faced during the transition period but now everything seemed to be on track.

The EC members expressed their satisfaction with the fact that most of the issues were solved and the IT system improved a lot in the last months

4. Athlete's Commission

4.1 Athletes Commission Chair Election

The AC Chair, Mr Zoran Primorac, updated the EC on the election and appointment process and confirmed the members of the Athletes Commission.

Mr Primorac also updated the EC on the Athletes Commission' Chair election process.

4.2 Terms of Reference amendment proposal

On behalf of the AC, the AC Chair proposed the amendment of the Athletes Commission' Terms of Reference, in regard to the gender specification of the Deputy Chairs. The proposed text will ensure that both genders are represented within the Chair and Deputy Chairs positions, without needing to have the two Chairs of different genders.

The EC approved unanimously the proposition.

01-EC-20181213

The Executive Committee approved unanimously the amendment proposed to the Athletes Commission Terms of Reference:

ToR section 4.3:

Both genders should be represented among the Chair and the Deputy Chair positions.

The composition of the Athletes Commission for the period 2018-2022 will be:

Chair: Zoran Primorac (CRO)

Deputy Chairs: Dana Cechova (CZE) and Galia Dvorak (ESP)

IOC Member: Ryu Seungmin (KOR)

Members: Sarah Hanffou (CMR), Matthew Hetherington (NZL), Trevor Hirth (AUS), Alena Kanova (SVK), El-Sayed Lashin (EGY), Marcos Madrid (MEX), Jasna Rather (USA), Jean-Michel Saive (BEL) and Wang Liqin (CHN).

4.3 Athletes Commission

The AC Chair, Mr Zoran Primorac, informed the EC about the Letter of Complaint sent on behalf of the players/participants at the 2018 Men's World Cup in Paris, regarding the poor conditions and services at the event.

Mr Zoran Primorac specified that for future events, it is extremely important to have a professional person present at the on-site inspection to check all the specific areas from the players' perspective and ensure a correct implementation of the Event Directives by the Local Organizers.

It was agreed that the CEO should reply to the AC Chair, who will then forward to the Athletes.

Mr Steve Dainton also explained that, for the ITTF, one of the major issues is that Events are allocated to and hosted by the National Association, which are not always professional event organizers in the sport/business industry.

The EVP, Mrs Petra Sörling, stated that inspections are very important, and the non-fulfilling of the events directives should have financial repercussions on the ITTF financial contribution to the Local Organizers.

5. Operations Program

5.1 Finances

The ITTF CFO, Mr Michael Brown, updated the EC on the finances as at 30th of November. The CFO reported an expected positive overall outcome compared to the last year.

Mr Brown also presented the proposed budget for the following year mentioning that 2019 is an important year to be investing in professional staff and adding more value to all the ITTF's products.

When asked by the AC Chair, Mr Zoran Primorac, about the increase of the prize money, the CFO stated an approximate 10-15% increase (20% -25% if including T2) in the total prize money from 2018 to 2019.

The CEO, Mr Steve Dainton, noted that from the Marketing perspective there is an internal systematic learning process regarding the contracts, the products, their profitability and market variability. In the past all contracts were managed externally and ITTF only had an overall view over the products as a bulk rather than individual products, without any possibility to analyse any tendency. Mr Dainton stated that with the help of a systematic process, more frequent and detailed reports will be available periodically, which will enable ITTF to make informed decisions on which changes are necessary to increase profitability of the events.

5.1.1 Closure of Bank Account

The CFO, Mr Michael Brown, explained that due to the funds being received for the ITTF Museum being placed into a Term Deposit, the operational need for such an account was no longer necessary.

The EC decided therefore to close such Bank Account.

The EC decided also to close an obsolete bank account within the Asia-Pacific Office, due to no activity.

02-EC-20181213

The Executive Committee decided to close the Bank Account correspondent to the Museum Account in Lausanne, as the operational need for such an account was no longer necessary.

03-EC-20181213

The Executive Committee decided to close an obsolete Bank Account in Singapore correspondent to the Asia-Pacific Office due to no activity.

5.2 AGM

5.2.1 Governance Working Group

The Executive Committee decided to establish a Governance working group with the mandate to continue the work of revision started in 2018 with the ITTF Constitution, and to perform structural changes which will help in improving the evolution of the organization in a more efficient and effective manner. The composition of the Working Group will be decided during the next EC meeting.

04-EC-20181213

The Executive Committee decided to establish a Governance working group with the mandate to continue the work of revision started in 2018 with the ITTF Constitution, and to perform structural changes which will help in improving the evolution of the organization in a more efficient and effective manner.

5.2.2 Merit Award

The Secretary General, Mr Raul Calin, updated the EC on the work being done by the Nominations Committee on the revision of the Merit Award criteria.

Mr Calin reported that the new system will be more rational, avoiding duplications on the concepts, and taking in to consideration both quantitative and qualitative pathways to obtain a Merit Award.

The Secretary General informed that once finalized by the Nominations Committee, the new tables will be circulated for EC approval. Once approved, the Secretariat will make a call for Merit Award proposal for 2019.

5.3 BoD

5.3.1 Application for Personal Honorary Membership (Mr. Yao Zhenxu CHN)

The CEO, Mr Steve Dainton, informed that the Chinese Table tennis Association (CTTA) requested to review the application system and speed up the process. Mr Dainton stated that although Mr. Yao Zhenxu is a great servant for ITTF and Table Tennis, according to the regulations, the normal process requires a BoD approval before being presented to the AGM. Unfortunately, due to the chronological order of the two meetings, the official Personal Honorary membership can only be awarded during the 2020 AGM.

5.4 ITTF Headquarters

The CEO, Mr Steve Dainton, reminded everyone about the decision taken during the last EC meeting regarding the ITTF property in Lausanne and updated the members on the discussions with the Real Estate Agency and the local swiss government.

Mr Dainton insisted that it was a good idea to sell the property and invest the obtained amount on the new Home of Table Tennis and International training centres which will help achieve the objectives of the ITTF.

The CEO presented to the EC the draft of the Headquarters Bidding document meant to be sent out in the following weeks.

5.4.1 Digitalisation of archives

The Secretary General, Mr Raul Calin, updated the EC on the project of digitalization of ITTF archives, and the conversations being held with LA84 Foundation in this regard. Mr Calin highlighted the necessity of accomplishing this project in order to preserve the ITTF historical archives.

5.5 Office Updates

The CEO, Mr Steve Dainton, updated the EC on the New Singapore Office, announcing that the office opening will be celebrated on 3rd of January 2019.

Mr Dainton also informed that the Secretary General, Mr Raul Calin, will be moving to Singapore in early 2019.

5.6 Membership Recognition issues

The Secretary General, Mr Raul Calin, updated the EC on the situation of Kuwait. The process is moving forward and an official IOC letter containing more detailed updates is expected to be received in the following days.

5.7 Membership Fees

The CFO, Mr Michael Brown, updated the EC on the membership fee situation. He mentioned that the process is unclear, as in the last 10 years, ITTF never invoiced individual affiliation fees to its members, instead it has been managed generally as a deduction from payments in relation to the Development Agreement with each of the continents.

Mr Brown informed that several issues were brought into his attention and asked the EC to consider if it is suitable for ITTF to manage the membership fees directly with the ITTF members or continue processing it through the continental bodies.

The membership fees topic was deferred to the newly formed governance working group for further action.

5.8 Ethics Commission

The EC agreed to give the mandate to Mr Thomas Weikert and Mr Michael Brown to work on a proposition regarding the composition of the Ethics Commission which will be presented as such to the 2019 BoD in Budapest.

The ITTF President, Mr Thomas Weikert, updated the EC on the process being followed in the harassment case open. The ITTF Secretary General was asked to contact the Respondent to follow-up the case based on the report of the two harassment officers.

Given the weakness of the existing rules, the EC agreed that a Code of Conduct should be adopted by the ITTF in the near future.

5.9 Good Governance and compliance. Report and next steps

The ITTF President, Mr Thomas Weikert, updated the EC on the legal report and a partial forensic audit regarding the questionable activities conducted by Mr Adham Sharara in his position as ITTF President and Honorary President.

The EC gave the mandate to Mr Thomas Weikert, Mr Bruce Burton, Mr Steve Dainton and Mr Michael Brown to seek further Legal and Forensic assessment, and to evaluate the case concerning any further actions. A conclusion of the report will be presented by the group during the next EC meeting.

5.10 ITA renewal

The EC agreed to proceed with the renewal of the agreement with the International Testing Agency (ITA) for managing the anti-doping matters in the following 2 years. The ITTF President, Thomas Weikert, thanked the Secretary General, for the satisfactory conclusion of the agreement with the ITTF.

05-EC-20181213

The Executive Committee agreed to renew the agreement with the International Testing Agency (ITA) for two years (2019-2020).

5.11 IF Forum

The ITTF CEO, Mr Steve Dainton, updated the EC on the discussions held during the IF Forum in relations to how IF should operate as governing bodies in the current Business environment and current market.

The ITTF would look to invite the ASOIF Executive Director, Mr Andrew Ryan, to the 2019 AGM in Budapest.

5.12 APSO General Assembly brief report

The Secretary General, Mr Raul Calin, informed the EC about the Association of Para Sport Organisations (APSO) General Assembly held on 7th November, highlighting the attendance of the International Paralympic Committee (IPC) President and CEO.

5.13 ANOC Meeting

The ITTF President updated the EC on the Association of National Olympic Committees (ANOC) meeting and informed about the reports presented and gave a brief update about the situation regarding the ANOC Presidential elections, which were postponed.

5.13.1 Agreement with World Taekwondo

The ITTF President reported that a Memorandum of Understanding with the World Taekwondo was signed.

He also informed that a side meeting was held with the IOC President, Mr Thomas Bach.

6. Competition Program

6.1 Olympic Games Update

The Secretary General, Mr Raul Calin, informed that a meeting between Mr Masahiro Maerhara, Mrs Sachiko Yokota, Mr Steve Dainton and himself was scheduled later that day with the intention of finalizing details concerning the time schedule, colour scheme and VIP space. A more detailed update regarding Tokyo 2020 to be provided during the OPC meeting scheduled on the following day.

6.2 World Championships update

6.2.1 2019 WTTC Budapest update

The ITTF Competition Director, Mrs Vicky Eleftheriade, reported about the on-site inspection conducted on 20-22 of August 2018, in Budapest, for the World Table Tennis Championships (WTTC), which included various discussions with the Local organizers including visits of the venue and hotels. Mrs Eleftheriade confirmed that everything is going according to the plan and that key staff are in permanent contact with the local organizers.

The Competition Director announced that the prospectus was ready to publish, and the opening of the preliminary entries was scheduled for the following days.

Mrs Eleftheriade also informed that the 2019 World Tour Hungarian Open to be held in January in Budapest will be used as an event to test some operations, despite not being in the same venue, and build working relations with the operational staff. The event will be followed by an on-site inspection and a full report will be presented during the next EC Meeting in February.

The CEO, Mr Steve Dainton, informed about the issues regarding the precedent set on high hospitality rates. Despite the negotiation, unfortunately in the current system the Local Organizers use hospitality as an economic driver.

6.2.2 WTTC Bidding process

The ITTF Competition Director, Mrs. Vicky Eleftheriade, updated the EC on the bidding process for 2021 and 2022 WTTC informing about the current phase which will end on 31st December as well as the future steps foreseen for the next phases.

6.2.3 Bid Committee formation

The ITTF Competition Director, Mrs. Vicky Eleftheriade, informed the EC about the necessity of forming a Selection panel which will be responsible for the evaluation process and to present a report after the inspections to the EC.

06-EC-20181213

The Executive Committee decided to establish a Bid Committee responsible for the evaluation process of the World Championships bids, composed by:

- EVP responsible of WTTC, Mr Khalil Al-Mohannadi
- EVP responsible of Competitions, Mr Bruce Burton
- CEO, Mr Steve Dainton
- Competition Director, Mrs Vicky Eleftheriade

6.3 World Tour Update

The Competition Director, Mrs Vicky Eleftheriade, provided an update on the 2019 ITTF World Tour situation, mentioning an increase of ~10% of the value of the prize money. The proposed terms were sent to the Local Organizers and the feedback received so far has been positive.

Mrs Eleftheriade reported on the 2020 World Tour bidding process, and the bids received at time of the deadline, mentioning that a more detailed summary will be sent to the EC members following the discussions with the potential hosts.

The Competition Director also stated she is aiming to finalize the 2020 WT Calendar and opening the bids for 2019 and 2020 World Tour Grand Finals (WTGF) and Start Awards in January 2019.

The CEO, Mr Steve Dainton, congratulated Mrs Vicky Eleftheriade for the hard work done in the last months and for improving the planning process as now it's for the first time to confirm the events more than one year in advance. He also noted that from now on, the aim is to do it even earlier.

6.4 Challenge Update

The ITTF Competition Director, Mrs Vicky Eleftheriade, provided an update to the EC on the ITTF Challenge Series reporting that the number of events doubled in 2019 in comparison to 2018. She also added a note about the inclusion of Challenge Plus as a new tier.

Mrs Eleftheriade informed that from 2019 Sportsmaster will also be the title sponsor for Challenge series.

Mrs Eleftheriade announced that the bids for 2020 Challenge Series are estimated to be released in January 2019.

6.5 World Cups Update

The ITTF Competition Director, Mrs. Vicky Eleftheriade, updated the EC on the Uncle Pop 2018 ITTF Women's World Cup held in Chengdu and Liebherr 2018 ITTF Men World Cup held in Paris.

Mrs Eleftheriade reported a series of complaints received from different stakeholders regarding transportation, meals, services and playing conditions at the Liebherr 2018 ITTF Men World Cup held in Paris, stressing about the need to improve the events and follow up on services.

She informed that an online survey will be opened for players and coaches in order to collect feedback from each of the events with the purpose of taking further actions.

The Competition Director announced that the

- 2019 WWC will be held on 18 – 20 of October in Chengdu.
- 2019 MWC will be held on 25 - 27 of October in Chengdu.
- 2019 Team World Cup will be held on 6 – 10 of November in Tokyo and will serve as a test event for the Olympic Games in Tokyo 2020.

Discussions between the different members were held regarding the event allocation of the 2020 MWC and WWC. The EVP, Mrs Petra Sörling, suggested that the correct procedure should be done through an open bid process.

It was decided that a bidding process will be opened in the following weeks in order to select the hosts for the 2020 WWC and MWC.

6.6. YOG Report

The Secretary General, Mr Raul Calin, noted that a brief Youth Olympic Games (YOG) Report will be provided during the OPC meeting scheduled on the following day.

6.7 Junior Program Update

6.7.1 WJTTC Update

The ITTF Competition Director, Mrs. Vicky Eleftheriade, updated the EC on the 2018 World Junior Table Tennis Championships (WJTTC) held in Bendigo, Australia, stating that it was considered one of the best WJTTC, based on the feedback received from different stakeholders.

Mrs Eleftheriade informed about the issues and complaints received in regard to the event seeding.

Mrs Eleftheriade announced that the following editions of the WJTTC will be held in:

- 2019 in Bangkok, Thailand
- 2020 in Guimaraes, Portugal.

6.7.2 WCC Update

The ITTF Competition Director, Mrs. Vicky Eleftheriade, updated the EC on the World Cadet Challenge (WCC) held in Japan, stated that the general feedback was positive.

Mrs Eleftheriade announced that the 2019 WCC will be held in Poland, stating that in the future the concept of the event needs to be evaluated and probably restructured.

6.8 Multi-Sport Games Update

The EVP, Mr Bruce Burton, informed the EC about the opportunity given by the Organizing Committee of the Birmingham 2022 Commonwealth Games, to submit a proposal for para table tennis to be on the program for the Games. We were one of the seven sports invited to present their proposal for the potential inclusion in the Para Program. Mr Burton stated that the general feeling was very encouraging and positive, and noted that the outcome should be known by March 2019.

The Secretary General, Mr Raul Calin, updated the EC on the PanAm Games schedule to be held from 26 July-11 August in Lima, informing that everything is going according to the plan ensuring that there is permanent contact and a smooth communication between the assigned Competitions Managers and the Organizing Committee.

6.9 World Veteran Tour (WVT)

The Executive Assistant and Athletes Manager, Ms Iulia Necula, updated the EC on the WVT bidding process and reported that there was a very positive response, with a total of 16 expressions of interest.

Ms Necula stated that the WVT directives were ready for distribution and discussions will be held with the potential hosts regarding the final bid.

6.10 World Veteran Championships (WVC)

The ITTF President, Mr Thomas Weikert, updated the EC on the discussions held with the Swaythling Club regarding the World Veteran Championships (WVC) transition, announcing that the next meeting between the ITTF and the Swaythling Club International (SCI) will be held on 25th January 2019 in Düsseldorf.

He also informed that Mr Jordi Serra, is working on the draft of the agreement to be signed by SCI during the 2019 WTTC in Budapest. At the same time, Mr Serra is also working on the integration of the WVC and WVT directives in the ITTF Handbook.

6.11 World Ranking

The Executive Assistant and Athletes Manager, Ms Iulia Necula, updated the EC on the WR revision recommended by the WR working group. The general feeling was that given the short notice, the modifications will only affect the individual WR, the team WR will use the same system as in 2018.

07-EC-20181213

The EC agreed with the WR working group recommendation regarding the modifications of the individual WR.

6.12 T2 Diamond

The EC was briefly updated regarding the development of new WR point allocation system for the T2 Diamond events.

The EC agreed with the WR point allocation system for the T2 Diamond events proposed by the WR working group, with the condition of establishing a fair qualification system that gives an equal chance of participation to all players.

08-EC-20181213

The Executive Committee agreed with the World Ranking point allocation system for the T2 Diamond Events proposed by the World Ranking Working Group.

7. Marketing and Promotion

7.1 Marketing & Media strategy update

7.1.1 2021 Tender Process

The ITTF Marketing Director, Mr Matt Pound, updated the EC on the new ITTF Marketing strategy oriented towards maximizing revenue and stated that the 2021 tender process is the main focus and the biggest project in the following 9 months. The success of the tender process would help increase the commercial value and help achieve all the objectives of the strategic plan. The Marketing Director noted there is a constant communication with sports marketing agencies and ongoing discussions with potential investors sensing big opportunity to capitalize revenue.

Mr Pound reported about the result of the tender process in order to find the Commercial Agent that will partner with ITTF for the final 2021 Commercial Rights Tender, informing that 7 professional offers were received from some of the biggest companies in the world. He stated that the decision to choose Deloitte was not only because of the experience and commitment shown in the last years, but also due to the competitive price and the confidence of the brand as a professional in the market.

Mr Pound informed that a Workshop was held in Singapore between the ITTF Senior Staff together with the Legal Advisors from Withers Khattarwong and representatives from Deloitte, to discuss the details about the tender process, especially the business model options and the structure of the rights packages.

7.1.2 World Table Tennis

The Marketing Director, Mr Matt Pound, presented an executive summary done by the Legal advisors and updated the timelines of the process. Based on the outcome of the report, the advisors strongly recommended the establishment of a 3rd party commercial vehicle that would be focusing on the commercialization of the rights, under the name World Table Tennis. The Report showed a series of examples of how other successful IF's approached the different sports and markets by bringing on board strategic partners.

Mr Pound highlighted that the creation of a 3rd party vehicles is a common business practice among the sport entities. He noted that the new proposed structure implying a long-term open partnership with a sports marketing agency, would be an essential key point for increasing the commercial value of the products and prize money and have more professional events. The Marketing Director stated that unfortunately, in the current situation, where ITTF is restricted by the existing contracts and deals there is limited possibility to grow financially or professionally.

In his opinion independent of the chosen approach and type of partnership, it is important for ITTF to have complete ownership and control on the process, making sure nothing and no one can damage the ITTF brand.

Mr Zoran Primorac advised that all this information needs to be communicated well and making sure everyone understands the constrains of the current situation.

The EC agreed that the Marketing Director should continue the tender process and present a more detailed report regarding the advance of the Project at the Future EC meeting in February.

09-EC-20181213

The Executive Committee decided to go ahead with the establishment of a 3rd party commercial vehicle.

7.2 Sponsorship update

The ITTF Marketing Director, Mr Matt Pound, updated the EC on the Sponsorship situation, announcing the renewal of the agreement with the long-time partnership Liebherr as well as explaining about the importance of building the relationship and ensure that table tennis is still a core part of their business.

He stated that it is very difficult to sell the products in the current format and informed that the selling team is working very hard and having discussions with different companies and hopefully more concrete deals can be presented during the next EC meeting.

7.3 Star Awards

ITTF President, Mr Thomas Weikert, praised the amazing work done by the Creative Director, Mr Joachim Davy, and his team, and congratulated them for the spectacular 2018 Star Awards event as well as the overall performance.

The Creative Director, Mr Joachim Davy, was happy to meet the EC members for the first time and he hoped that everyone enjoyed the 2018 Star Awards. Mr Davy noted that the Star Awards is the biggest event of the year and the only one fully controlled by ITTF Marketing. He stated that the media team is growing and that they are trying to raise the level every year in terms of production and quality.

The Marketing Director, Mr Matt Pound, reported that the interest for the Star Awards is growing every year achieving over 1 million viewers in 2018.

8. High Performance and Development

8.1 Continental Agreements

The HPD Director, Mrs Polona Cehovin, updated the EC on the Continental Development Programs and presented the 2018 Report including the revision of the continental agreements and a detailed Funding overview.

Mrs Cehovin stated that the new proposal is more in line with the objectives of the strategic plan and designed to incentivize the continents and national associations, aiming at improving the global level and drive towards high performance. She also believed that the proposed formula used for funds distribution follows good governance principles and is more objective making sure that all continents benefit of such a change.

The HPD Director stressed about the serious continental problems encountered along the way mainly with a political background.

Mrs Cehovin reminded about the facts and the history of the initial continental agreements and highlighted the importance of readjusting the terms of the Agreements for the 2 following years.

She reported that the proposed Agreement refers to an extra fund up to USD 345,000 \$ and will define a more detailed allocation process and include yearly reports, more in line with the good governance.

She also informed that ongoing discussions were being held with the leadership of all continents and requested the advice of the EC in case there are continents that will refuse to sign.

The ITTF President, Mr Thomas Weikert, stated that in the case of the continents that will not sign the new agreements, the current contracts will remain in effect and the additional money will need to be reinvested in special projects which will be decided when the time comes.

8.2. ITTF High Performance

The HPD Director was happy to announce that the High-Performance Manager, Mr Massimo Costantini was also awarded the Star Coach of the year during the 2018 Star Awards celebrated on the previous night.

Mrs Cehovin then presented the new High-Performance activity plan, designed by Mr Costantini, including projects and programs as part of the Athletes development pathway and highlighted the maximization of the cross benefits of such an ambitious plan.

She also stated that the 2019 programs are very ambitious, with over 109 days of training present in all continents and linking all activities to key events

8.3. ITTF Centres of Excellence

The HPD Director, Mrs Polona Cehovin, updated the EC on the ITTF Centres of Excellence Bidding Process and informed that the Bidding document is currently under development. She also reported that an initial phase of expression of interest will be open in January.

The HPD Director stated that a further update regarding the Bidding process will be presented during the next EC meeting in February.

Mrs Cehovin also presented an estimated Provisional Budget and mentioned that a more detailed plan regarding the logistics, structural and financial aspects will need to be discussed during the next EC meeting. She also stated that a more detailed plan regarding the Regional development Centres will be put in place at a later stage.

8.4. Education

The HPD Director, Mrs Polona Cehovin, presented a proposed matrix of the ITTF educational platform aiming to educate all the different stakeholders.

Finally, Mrs Cehovin presented the organizational chart of the HPD Department, mentioning that due to the new additions, a lot of time was spent on training and education of the new team staff and a lot of effort was put in the development of the Strategic and Operational plan.

9. **ITTF Foundation**

The ITTF Foundation Director, Mr Leandro Olvech, informed that the ITTF Foundation, was present through presentations, conferences, projects and WTTD events in 97 countries in 2018.

Mr Olvech informed that the number of Staff increased to 3 full time staff and two part time staff and announced that a new official office will be open in January in Leipzig, Germany.

The ITTF Foundation Director, Mr Leandro Olvech, updated the EC on the ITTF Foundation core programs and projects that engage the worldwide table tennis community, such as:

- Cooperation with the refugee camps
- TT Dream Building Fund
- TT4ALL
- NeTTworking
- Ping Pong Diplomacy
- TT Legacy: Buenos Aires – Tokyo Bridge Project
- TT4 Health
- TT Get inspired
- The WTTD

9.1 Unified Korea

The ITTF Foundation Director, Mr. Leandro Olvech, informed the EC about the ongoing discussions held with the two countries and presented the event participation plan which will be confirmed depending on the continuity of the Unified Korea project.

The CEO, Mr Steve Dainton, explained the context in which ITTF should be moving forward depending on the IOC confirmation of a long-term plan. In the meantime, the ITTF Foundation will continue to support the participation at events of the Unified Korea mixed double pair.

9.2 Health through Table Tennis

The ITTF Foundation Director, Mr Leandro Olvech, updated the EC on the establishment and support towards the first ever ITTF Parkinson's World Table Tennis Championships, set to take place between 11th-13th of October 2019 in Pleasantville, New York. The new project will form part of the 6th Pillar of the ITTF Foundation that promotes health through table tennis, with this first event aimed at raising awareness of Parkinson's Disease and improving the lives of those diagnosed with it.

The AC Chair, Mr Zoran Primorac, on behalf of the Athletes' Commission, requested financial support for the Hungarian player Ms Alexa Szvitacs, who has recently suffered permanent injuries due to a rare illness.

The ITTF President, Mr Thomas Weikert, informed that due to the fact that the ITTF Foundation is not officially registered, there is no existing regulations regarding eligibility and fund allocation for this type of emergency cases. Given the urgency of this case, an exception to be done but for the future, the ITTF Foundation budget should include a % forecast reserved for this kind of support.

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The EC approved the grant of the financial support of a total amount of USD \$ 5000 to Ms Alexa Svitacs from Hungary.

10. ITTF 100 years commemoration update

The ITTF CEO, Mr Steve Dainton, reminded about the ITTF 100 years commemoration and the intention of preparing a huge celebration for 2026. Mr Dainton stated the continental representatives will be informed in the following day during the DCC.

The announcement of the establishment of ITTF 100 commemoration working group will be done during the 2019 AGM in Budapest.

11. Any other business

11.1 Pan American Confederation

The EVP, Mr Nestor Tenca, updated the EC on the history leading up to the current situation regarding the formation of the Pan Am Confederation. He stated that the discussions between NATTU and LATTU regarding joint activities started in 2015 and that after completing 2017 competition activities successfully, in 2018 steps were made in order to create the Pan American Confederation, an historical aim from many countries in the Americas which is also requested by Pan Am Sport Confederation. Unfortunately, so far, the negotiations have not been successful.

Mr Tenca stressed the fact that table tennis is one of the very few sports not having a Pan Am Confederation, and this puts Table Tennis in a weak position towards Pan Am Sports.

The draft detailed report and an executive summary of from Deloitte, the consultant company hired as suggested by the CEO, were shared with the EC Members. The EC, on recommendation of the President, decided to take more time to study carefully the documents regarding the formation of the Pan Am Confederation.

It was agreed that future steps will be decided at a later stage, during the next EC meeting in February. It was also agreed that the ITTF President, Mr Thomas Weikert, will lead this project to look for a suitable resolution between NATTU and LATTU in the best interest of table tennis.

11.2 Future World Tour

The ITTF Deputy President, Mr Khalil Al-Mohannadi stressed about the necessity to schedule a meeting between the current World Tour Event Organizers concerning the Future ITTF events. The details of such meeting will be communicated in the next EC meeting in February.

11.3 OPC Meeting

The AC Chair, Mr Zoran Primorac, proposed to invite one of the two Para Table Tennis Athletes Commission member, Mr Trevor Hirth, to attend the OPC meeting the following day, in order to participate in the discussions regarding the Paralympic Games.

The EC agreed to invite exceptionally Mr Trevor Hirth.

12. Next EC meeting

It will be held on 17th – 18th of February 2019 in Bangkok, Thailand.

13. Adjournment

Without further subjects, the meeting was adjourned on 13th of December at 17:30.

Thomas Weikert
ITTF President

Date

Raul Calin
ITTF Secretary General

Date