

EXECUTIVE COMMITTEE MEETING

Video Conference
4th June 2020

Minutes

1. Welcome and Opening

1.1 President's opening remarks

The President, Mr Thomas Weikert, welcomed everyone and started the meeting by making a reference to the intense Agenda.

1.2 Roll Call

Thomas Weikert	ITTF President
Khalil Al-Mohannadi	ITTF Deputy President
Petra Sörling	Executive Vice-President - Finance
Bruce Burton	Executive Vice-President
Masahiro Maehara	Executive Vice-President
Alaa Meshref	Executive Vice-President
James Morris	Executive Vice-President
Nestor Tenca	Executive Vice-President
Zoran Primorac	Athletes Commission Chair
Ryu Seungmin	IOC member

In attendance

Steve Dainton	CEO
Raul Calin	Secretary General
Iulia Necula	CEO's Office Projects Director
Claudia Vatheuer	Assistant to the President
Michael Brown	CFO
Matt Pound	Marketing Director
Vicky Eleftheriade	Competition Director
Mounir Bessah	
Polona Cehovin	
Dylan Mah	

Apologies

Shi Zhihao	Executive Vice-President ¹
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2. Minutes of the previous Executive Committee meeting

2.1 Adoption of the Minutes of the previous meeting

The Minutes of the previous Executive Committee meeting were approved and will be signed electronically by the President.

In regard to the comment made by Mrs Sörling during the meeting held on 9th May 2020, in reference to Mr Weikert calling National Associations, Mr Weikert clarified that he only contacted via WhatsApp & Messenger messages or emails the National Associations asking about their situation during the COVID-19 crisis, what in Mr Weikert's point of view is his duty as ITTF President.

¹ Mr Shi attempted to get connected, but the connection failed.

2.2 Business arising from the Minutes

The Secretary General, Mr Raul Calin, reported on the status of the business arising from the previous meetings indicating especially those actions which were not completed.

3. **Adoption of the Agenda**

The agenda was adopted with the remarks of Mrs Sörling and Dr Meshref that there was a lot of documentation to review, and it was received with a short anticipation, making difficult to take appropriate decisions.

The CEO, Mr Steve Dainton, suggested that any points on the Agenda that can't be completed on this meeting can be deferred to the next meeting scheduled in 2 weeks' time.

Mr Calin addressed the concerns raised by Mrs Sörling and Dr Meshref by apologising to the EC, indicating that with the transition to on-line meetings, the management is adapting to the "new normal", and hoped for future EC meetings the materials will be circulated earlier.

The Agenda was confirmed with the following addition:

11.1 ITTF EC Statement against discrimination

4. **COVID-2019 situational report**

The CFO, Mr Michael Brown, updated the EC on the COVID-19 task force work, indicating that the situation was not improving at global scale, as the previous week recorded the highest number of cases registered since the pandemic started.

As per the feedback received, Mr Brown confirmed that the Covid-19 Task Force is now providing updates also to the Continental Federations.

5. **CEO Update**

5.1 WTTC 2020 and 2021 update

Mr Dainton updated the EC on the outcome of the meeting held on Friday 29th May with Mr Weikert, the Deputy President, Mr Al-Mohannadi, the EVP responsible of Competitions, Mr Bruce Burton, Mr Calin and the Competition Director, Mrs Vicky Eleftheriade, with regards to the overall situation of the 2020 and 2021 WTTC.

Given the ongoing COVID-19 situation at global level, Mr Dainton suggested the Hana Bank 2020 World Team Table Tennis Championships should be moved to the first quarter of 2021.

Mr Ryu Seungmin, IOC Member and KTTA President, suggested to extend the potential period until end of April, due to the municipal elections being scheduled on 7th April in Busan.

Mr Al-Mohannadi pointed about the potential clash with the Ramadan dates.

In any case, the 2020 AGM should take place this year, and it was suggested to keep the dates regardless the postponement or not of the WTTC.

Furthermore, Mr Dainton suggested hosting an Extraordinary General Assembly in Busan, on the occasion of the postponed WTTC, and eventually move the 2021 AGM to the fourth quarter of 2021, organizing it thus after the Olympic Games.

In regard to the Houston 2021 WTTC, Mr Dainton reported that the LOC has expressed their concern that the event may not go ahead in Houston at the initially proposed dates.

Mr Primorac suggested trying to ensure organizing the World Individual Championships in 2021, either connected with the Team event or separately and Mr Ryu showed his readiness to study the feasibility.

Mr Burton indicated there were many reasons why the Team and Individual Championships were split since Osaka 2001, and Mr Dainton also showed his concern about a massive event in Busan.

A decision regarding a further postponement of Busan 2020 WTTTC to be taken during the Next EC meeting.

20200604-EC-01

The Executive Committee decided to continue the plans to host its AGM virtually on 28th September 2020 in case the 2020 WTTTC will be postponed to 2021.

ACTION 20200604#01	In charge: ITTF Management	Deadline: 2020-06-23
The ITTF staff to work together with the 2020 WTTTC LOC on further contingency plans to host the WTTTC in the first quarter of 2021.		

ACTION 20200604#02	In charge: ITTF Management	Deadline: 2020-06-23
To explore opportunities to host the World Individual Championships 2021 WTTTC in the fourth quarter of the year.		

ACTION 20200604#03	In charge: ITTF Management	Deadline: 2020-06-23
To explore the possibility of a combined Team and Individual WTTTC in Busan.		

5.2 WTT update

The EC noted the progress report presented by the Marketing Director, Mr Matt Pound.

WTT Webinar

A first ever WTT webinar was hosted on Thursday 28th May with over 200 participants. It was a big success and Mr Pound thanked Mrs Sörling for the suggestion to organize it. A Q&A document will be published to clarify all those questions that were not answered during the webinar.

ACTION 2020604#04	In charge: WTT	Deadline: 2020-06-23
To publish and distribute a WTT Q&A document to the ITTF Family.		

Proposed agreement with IMG

The EC noted the update report on the negotiations with IMG, which are very close to fruition. Being the world's largest sport marketing company, this deal represents a great opportunity for future of WTT and its image, what will help table tennis development worldwide.

The deal will involve partnership in different areas of the business such as TV production, media rights, betting and gaming, sponsorship, securing hosting cities, etc., and one of the main benefits is that still WTT will remain in full control the rights.

Mr Pound thanked the other members of the Selection Panel (Mr Weikert, Mr Al-Mohannadi, Mrs Sörling and Mr Dainton) for their support during the process.

Mr Pound indicated all relevant documents will be placed in a dedicated secure platform (ShareFile ®) where EC members having signed the Non-Disclosure Agreement (NDA) may review them.

On a question of Dr Meshref, a clarification and review of the process taken by the selection panel was made by Mr Dainton:

- Open tender process, organized with the support of Deloitte and Withers, ensuring legality transparency
- Meetings during the WTTC in Budapest
- Short-list of five companies (IMG, InFront, MediaPro, Dentsu and QG) and second round of negotiations
- Initial selection of QG as Equity Partner in Chengdu (EC#04-2019)
- Further negotiation with the remaining four companies
- Selection of IMG as preferred partner to work with as Global Partner

Mr Pound added for further clarification that QG became a part of WTT, as an equity stake partner, to help develop and exploit the Chinese market as the main benefit, while IMG will be joining WTT as a global partner, bringing their expertise to help table tennis become a global sport by maximising the potential and develop many different markets across the world.

Mr Pound also indicated on a question of Dr Meshref that IMG will not have a seat on WTT Board not being purchasing any equity.

On a question of EVP Mr Masahiro Maehara on the duration of the agreement, Mr Pound indicated this being four + four + four years (4+4+4), conditioned by certain criteria of achievements.

Mr Weikert indicated that once all EC members have access to the ShareFile ® platform and they can review the documents, the Selection Panel will formally proceed to finalise the agreement with IMG.

Mr Bruton thanked for the different updates received during the process and highlighted the importance of being able to establish partnerships with both QG and IMG.

Mr Weikert was also very positive about the strategic partnership between WTT and IMG, and Mr Al-Mohannadi also reflected on the process made so far and the importance of the achievements.

The EC was very positive in relation to the IMG partnership and gave WTT the endorsement to continue the great work.

ACTION 20200604#05	In charge: WTT	Deadline: 2020-06-23
To share the IMG proposed agreement in the data room together with the rest of WTT tender documents already shared.		

Involvement of Member Associations

The EC noted the report from Mr Pound on feedback received about more aim for involvement of the stakeholders.

In this sense, Mr Pound suggested the establishment a WTT Council, seating under the WTT Board and the ITTF EC with the inclusion of the different stakeholders from the table tennis family (Players, Event Organizers, Legends. ITTF Executive Committee, etc.).

Mr Pound proposed the WTT Council should be led by someone with an image of influence like the CTTA President, Mr Liu Guoliang, who could help WTT's image moving forward.

The EC was very positive in relation to establishment of the WTT Council and the appointment of Mr Liu Guoliang as Chairman and gave WTT the endorsement to continue the work and to suggest terms of reference for such Council.

ACTION 20200604#06	In charge: WTT	Deadline: 2020-07-10
To share with the ITTF EC the proposed WTT Council Terms of Reference.		

WTT bids for 2021

Mr Pound was positive about the number of expressions of interest received from the different member associations and cities across world. The EC also noted that due to the COVID-19 situation, some Member Associations, and cities, are dealing with challenges, including financial difficulties, and they may not be ready to host events in 2021.

Mr Pound added that WTT will be flexible around the bids due to the situation, and in line with the priorities established by the WTT, will try to find solutions and help the NAs to organise as a good number of events, ensuring the best possible calendar for table tennis to grow.

Mr Dainton shared his satisfaction for the number of questions and the interest shown by the EC members on the process, reflecting on the fact that he never experienced such situation over the past 10 years, what made him being very positive about the degree of commitment of the ITTF EC with the development of the ITTF business.

5.3 Continental Meetings update

This point was deferred to the next EC meeting.

5.4 Human Resources update

The EC noted the adjustments made on HR expenses in order to save approximately 1,5 million USD, as agreed in previous EC meetings. Mr Brown mentioned that the initial measures do not include all the various government supports as most of them need a longer time to be verified or confirmed. Mr Dainton added this being the most difficult task during his time as CEO but praised the positive attitude of the staff.

Mr Brown indicated that the amount of reduction scales and varies, from a minimum of 25% reduction and with over half of the staff working on 50% or less, and was applied across ITTF, WTT and the ITTF Foundation.

Mr Primorac asked the EC if it would be possible to receive information regarding the staff salaries.

Mrs Sörling gave the examples of other organisations and companies where in conformity with the common practice, the EC or Board sets only the salary of the CEO, and it's the CEO's responsibility to work on the salaries of the rest of the staff. Mrs Sörling added that based on

her experience in HR management, for the particular case of the ITTF, there are two staff in charge of HR, President and EVP of Finances, and she would see it as a pure question of trust from the EC colleagues.

However, noting the insistence of Mr Primorac to know the salaries, she would not oppose, provided an NDA is signed. Mrs Sörling asked for comments of other EC members, and Mr Weikert indicated he was in agreement with Mrs Sörling.

ACTION 20200604#07	In charge: Legal Counsel	Deadline: 2020-06-23
To prepare NDA regarding the confidentiality around HR Salaries.		

ACTION 20200604#08	In charge: Chief Financial Officer	Deadline: 2020-06-23
To share the salaries of the ITTF Staff to those EC members that request it, after they sign the NDA.		

6. Athletes update

This point has been deferred to the next EC meeting.

7. Operations program

7.1 Finances

Mr Brown informed that the ITTF Audit Report for 2019 was just received and will be distributed to all EC members.

In reference to 2020, due to the complexity of the year, with many events being cancelled or postponed, it was still needed some time in order to have clarity over the end of the year calendar before being able to produce some forecasts.

Mr Sörling echoed Mr Brown words, indicating that the alternative scenarios proposed already were an important job to help understanding the situation.

It was clarified that although EC members agreed in March not to receive their year travel allocation for 2020 (3,000 USD for regular members and 6,000 for Deputy President and President), those EC members that would like to receive the 1,000 USD for general expenses could do so. It was agreed to let to the discretion of each EC member to claim or not.

7.2 Governance Review

Given the importance of the topic, the EC decided to defer this point to a specific Governance Session to be held on Saturday, 13th June.

7.3 Anti-Doping regulations 2021

Based on the template of the rules for International Federations provided by WADA, Mr Calin reported on the work done together with ITA and GAISF, on the ITTF Anti-Doping Regulations 2021, indicating that the draft of the document has been submitted to WADA for comments.

The EC noted the draft of the document and decided to confirm the amounts proposed for the different types of violations of the Anti-Doping Regulations, as per the recommendation of ITA.

20200604-EC-02

The Executive Committee decided to approve the proposed amounts for the different types of violations of the Anti-Doping Regulations, as per the recommendation of ITA.

7.4 Appointment of Medical Officer for Tokyo 2020 Olympic Games

The EVP, Mr Maehara Masahiro, proposed Prof. Miran Kondric as Medical Officer for Tokyo 2020 Olympic Games. Mr Calin confirmed that the IOC Medical Director is comfortable with this proposal.

20200604-EC-03

The Executive Committee decided to appoint Prof. Miran Kondric as Medical Officer for Tokyo 2020 Olympic Games.

7.5 Propositions and Resolutions for 2020 AGM/BOD

The EC noted the procedure suggested and confirmed that Propositions & Resolutions presented by the ITTF EC to the AGM/BoD should be validated by the EC prior to the deadline.

The EC members will receive the propositions and resolutions to be considered with a few days of anticipation to the 23rd of June meeting.

ACTION 20200604#09	In charge: Secretary General	Deadline: 2020-06-20
To share with all the EC members all the Propositions & Resolutions to be presented by the EC to the AGM and BoD.		

7.6 CAS appeal of Mr Sharara

Mr Weikert indicated that during the last settlement meeting it became apparent that the possibility of reaching a settlement is minimal due to the surprising change in the position of Mr Sharara.

The EC agreed to maintain the mandate given to Mr Rigozzi to try to reach a settlement, as per the instructions and conditions proposed by the ITTF.

20200604-EC-04

The Executive Committee decided to give the mandate to the ITTF lawyer, Mr Antonio Rigozzi, to continue the attempts to find a settlement as per the instructions and conditions set by the ITTF.

7.7 Potential breach of the suspension of Mr Sharara

Regardless the result of the settlement, Mr Rigozzi strongly recommended the EC to consider further disciplinary actions against Mr Sharara for his potential breach of the suspension by continue acting as President of Table Tennis Canada.

The EC agreed to instruct the Legal Counsel, Mr Dylan Mah, to carefully study the legal arguments of this potential breach and provide guidance.

ACTION 20200604#10	In charge: Legal Counsel	Deadline: 2020-06-20
To carefully study the legal arguments of a potential breach of the suspension by Mr Sharara and provide a recommendation to the EC.		

8. Competition Program

8.1 Calendar August-December

The EC noted the report of the Competition Director, Mrs Vicky Eleftheriade, about the situation of the calendar for 2020 and the possible scenarios.

As a preferred option, the EC was advised to suggest to the LOCs of the current WT events that the ITTF will not go ahead with the events in the current format of open entries for events in 2020 with high number of participants.

In one hand, international travel restrictions, on the other hand, potential quarantines on arrival or return, and the uncertainty on the potential evolution of the pandemic, makes difficult taking final decisions.

Mr Primorac shared the view of the athletes and also the practical case of the local organizers of the Croatian Open, as an example, and the hope to host events, at least of a regional level.

The EC noting the different reports and comments received from the different stakeholders, agreed to:

- Propose finding alternatives for the Czech Open, originally planned for August
- Investigating options for regionally based or invitational events as alternative to full open international tournaments, if it is not easy to organize them
- Discuss with the organizers of Junior Circuit events, with the aim to cancel them for the rest of the year
- Try to organize the World Junior Championships
- Discuss with the organizers of Para TT events, with the aim to cancel them for the rest of the year

ACTION 20200604#11	In charge: Competitions	Deadline: 2020-06-23
To work together with the EVP Responsible for Competitions on an answer to the ITTF WT Czech Open LOC.		

ACTION 20200604#12	In charge: Competitions	Deadline: 2020-06-23
Investigating the possibility of hosting alternative, regionally based and invitational events and present a concrete proposal during the next meeting.		

ACTION 20200604#13	In charge: Competitions	Deadline: 2020-06-23
To contact organizers of Junior Circuit events in 2020 with the aim to cancel them, ensuring a proper reasoning message is conveyed.		

ACTION 20200604#14	In charge: Competitions	Deadline: 2020-06-23
To contact organizers of Para TT events in 2020 with the aim to cancel them, ensuring a proper reasoning message is conveyed.		

On a question regarding allocating World Ranking points to regional events, it was agreed that it should be carefully considered.

With respect to the World Cups, Mrs Eleftheriade informed that the current plan was to maintain the events scheduled as per the initial dates. The ITTF is in contact with both LOC's, receiving frequent updates on the local situation.

In the case of cancellation of those continental events linked to World Title events, Mrs Eleftheriade informed that the current approach was to recommend the use of the WR as a qualification method.

8.2 Tokyo 2020 Olympic Games Qualification System

Mr Calin gave a brief update on the thorough consultation process and the work done together with the ITTF Athletes Commission, including the collection of two rounds of results from a survey to athletes.

In relation to the Mixed Doubles events, Mr Calin informed that the pending event will be re-scheduled in 2020 or alternatively in 2021, and this event will give the final quota (originally planned for the World Tour Japan Open). If the event will not happen finally, the remaining quota, will be allocated to the WR list of the month following the date the event was planned, ensuring this way, the most similar system to the original, as requested by the athletes.

As discussed by the Competition Department and WTT, there will be a guarantee that every NOC can register one pair in the 2021 WTT Events and the table of points used for Olympic Qualification Ranking purposes will match the currently existing tables.

As for the Singles qualification, only between 4 and 7 quotas from the 86 Men and same for Women are still pending on qualification by world ranking, as the majority of athletes are already qualified by teams or continental qualifications or will qualify through the continental events and world qualifications scheduled for next year.

The proposal is, similarly to Mixed Doubles, to establish a correlation between the 2021 structure of events and points allocated for the Olympic Qualification Ranking with those events of 2020.

The Executive Committee noted the proposed system and once confirmed by the IOC, it will be formally announced.

20200604-EC-05

The Executive Committee ratified the adjustments made on the qualification system for Tokyo 2020 Olympic Games, pending on the ratification of the IOC.

8.3 Tokyo 2020 Paralympic Games Qualification System

Mr Calin gave a brief update on the process and the work done together with the IPC. A working group composed by two Para Athletes representatives, the ITTF Para TT Committee Chair, key staff and volunteers of the Para TT Committee on the adjustments to the Tokyo 2020 Paralympic Qualification system.

Mr Calin indicated there was full agreement on the suggested adjustments, just pending on the formal adoption by the ITTF EC.

The Executive Committee noted the proposed qualification system adjustments for the Tokyo 2020 Paralympic Games, which is already pre-approved by the IPC.

20200604-EC-06

The Executive Committee ratified the adjustments made on the qualification system for Tokyo 2020 Paralympic Games, which are already pre-approved by the IPC.

8.4 Dakar 2022 Youth Olympic Games update

The EC noted the report presented by Mrs Eleftheriade on the work done together with the HPD team on the proposal for the qualification system for Dakar 2022 YOG, which uses the ITTF World Ranking as the primary element for qualification, while ensuring universality.

Given the short time available to study the documents, Mrs Sörling felt uncomfortable to take such decision on the meeting and suggested to defer the decision until being able to analyse properly.

Dr Meshref suggested this change would eventually affect the relationship with the continental federations, especially with the new junior events structure from 2021, and wondered if players and associations will be able to afford to participate to a sufficient number of international junior events and reach WR position that will enable them to qualify to the YOG.

The EVP, Mr Nestor Tenca, referred to the continental quotas used for Buenos Aires 2018 YOG suggesting maintaining the same numbers per continent.

Mr Primorac concurred with Dr Meshref and Mr Tenca to keep the same parameters.

Ms Eleftheriade indicated a request for extension will be made to the IOC, and then this point can be further discussed, with the goal to take a decision at the next EC meeting.

8.5 World Ranking 2021

Mrs Eleftheriade gave a brief update on the process and the work done so far together with the WR Manager and the WTT Event Strategy Director, outlining the complexity of the project given by the uncertainties and challenges caused by the Covid-19 crisis.

Once the situation in regard to the World Championships is confirmed, and with the Tokyo 2020 Olympic and Paralympic Games postponement in mind, Mrs Eleftheriade proposed the following steps:

- The ITTF/WTT Staff to finalise the proposals and simulations
- WR group to review proposals
- A final proposal to be submitted to the EC
- Publication of the WR principles to the ITTF Family once the EC approves
- An update on WR will be shared via e-mail

ACTION 20200604#15	In charge: Competition Director	Deadline: 2020-06-23
To share an update on the WR.		

ACTION 20200604#16	In charge: Competition Director	Deadline: 2020-07-15
To work on proposals and simulations of the 2021 WR.		

9. High Performance and Development

9.1 Anti-Doping Education plan

This point was deferred to the next EC meeting.

9.2 The future of HPD

This point was deferred to the next EC meeting.

10. ITTF Foundation

10.1 TT United COVID-19 fund

Mr Dainton updated the EC on the discussions held during the ITTF Foundation meeting on 2nd June in relation to the creation of a TT United fund, to provide financial support for National Associations, Players and ITTF Foundation projects affected by the COVID-19 crisis.

It was proposed the allocation of a total of 250,000 USD as follows:

- 110,000 USD from ITTF
- 110,000 USD from WTT
- 30,000 USD from ITTF Foundation

Mr Dainton announced that the TT United Campaign will be launched in the following weeks.

Mr Primorac congratulated everyone for the initiative and wanted to have more information about who will be in charge of the distribution of the funds and what will be the distribution criteria.

Mrs Sörling pointed not being aware of this fund before the EC meeting, and as the EVP of Finances, particularly in a critical period where many cuts are being made, was not pleased of receiving the news in this way. Mrs Sörling added not being against, as indeed, it was her suggestion in an earlier EC meeting, but was more about not having prior information.

Mr Dainton and Mr Weikert apologised for the omission, which was an oversight due to the amount of work and the intent to do something positive.

For the fund's distribution, the following group was proposed:

- ITTF EVP of Finances: Mrs Petra Sörling
- ITTF Athletes Commission: Mr Zoran Primorac
- ITTF administration: Mr Raul Calin
- WTT – Mr Zoran Primorac
- ITTF Foundation – Mr Leandro Olvech

With the confirmation that Mr Brown, as CFO, was aware of the project and gave his confirmation, Mrs Sörling was comfortable with the decision.

Mr Burton suggested that the fact the meeting only happened on 2nd on June only 48 hours prior to the EC meeting, was probably the reason of the oversight.

The Executive Committee through the ITTF Foundation, together with World Table Tennis (WTT), decided to approve the TT United Fund to provide financial support for National Associations, players and foundation projects affected by the COVID-19 crisis.

20200604-EC-07

The Executive Committee through the ITTF Foundation, and together with World Table Tennis (WTT), decided to approve the TT United fund to provide financial support for National Associations, Players and Foundation projects affected by the COVID-19 crisis.

11. Any other business

11.1 ITTF EC Statement against Discrimination

In light of recent global events, the ITTF underlined its zero-tolerance policy against any form of discrimination.

20200604-EC-08

The Executive Committee agreed to make a public statement underlining ITTF's zero-tolerance against any form of discrimination.

12. Adjournment

Without further points on the agenda, the Executive Committee Meeting was adjourned at 15h20 CEST.

Thomas Weikert
ITTF President

Date

Raul Calin
ITTF Secretary General

Date