



**MINUTES**  
**USA BOXING BOARD OF DIRECTORS**  
**CONFERENCE CALL**  
**July 22, 2009**  
**3:00PM MST**

**I. Roll Call**

Board Members Present: Jim Beasley, Robert Blaha, Angel Bovee, Kevin Franklin, Tom Virgets, Frank Filiberto, John Brown, Boyd Melson

Staff Present: Mike Martino, Interim Executive Director; Cathy Newell, Executive Assistant

**II. Quorum Established**

**III. Chairman's Opening Remarks:**

**IV. Meeting with Foundation/USOC/AIBA:**

A. AIBA will support USAB in holding USOC accountable for making every effort to work with USAB to keep it as the NGB.

B. Foundation: Virgets and B. Smith chose first week of August for meeting. Attendees: Virgets, Martino, Joe Higgins. Foundation committed to helping, but will only do so with the USOC helping out as well. Location: Chicago or NYC. USOC attendees Rachel Isaacs, Mike English, Gary Johanson, possibly Stephanie Streeter.

C. USOC: Virgets spoke with USOC regarding what would happen if they did not support USAB. Major implications not to do so. Prepared to meet with Foundation/USAB in first week of August. They will entertain some changes in the governance.

**V. Frank Filiberto:**

A. Cross/Filiberto Nationals Incident: Beasley reported on discoveries by the BOD Ethics Committee assigned to review/investigate. Cross request for expulsion/relieving him of position on BOD. Formal reprimand recommended by Committee, and formal written apology from Filiberto to BOD, and notice that further misconduct will be grounds for

dismissal. Franklin spoke about relationship between Rachel Isaacs and Jessica Cross, and that it had no bearing on the Committee recommendation.

1. **MOTION: Accept Ethics Committee recommendation (Beasley/Blaha):**

Unanimously passed. Filiberto spoke about incident to defend himself. Agrees with formal reprimand, disagrees with the written apology to Cross, but will give written apology to the BOD. Blaha explained that Jessica is no longer an employee, and is not the BOD's responsibility to reprimand a non-employee. It is the Ethics Committee/BOD's responsibility to deal with the BOD member, and that is all.

**VI. Frank Filiberto Going External to the BOD and going public to membership:**

- A. Brown: Agrees with Filiberto's issues with governance, the direction in which it moves, as well as the BOD allowing the CEO to bankrupt the organization. Disagrees with behavior in which it was handled. Disagrees with removal of Filiberto.
- B. Blaha: Questions the motive behind Filiberto's behavior. Behavior is not good business, counterproductive, and not representative of a BOD member.
- C. Franklin: Agrees that communication was lacking to membership, but disagrees with behavior of Filiberto (not all BOD members were included on emails/communications, partial truths were given, and confidential information was shared with membership). Recommends that Filiberto resign if he wants to work against the BOD.
- D. Virgets: Recommending peaceful approach to USOC, not the route that Filiberto is choosing. No demands should be made to the USOC. The new USOC group is not against giving back voting rights, but they want to know that the people running the organization are going to be professional, not cause embarrassment to the organization and USOC. Virgets expressed culpability to USOC on situation USAB is in, and the new group has listened. USOC will support legitimate proposal to them that will be justified on principals on better governance. BOD has to have rules/regulations/guidelines under which to operate, and a member should not start their own rebellion against that. Going

forward, the BOD must have these rules and guidelines that keep it professional and working as one group/voice.

E. Filiberto: Not in approval with BOD going forward without the BOD showing support for a change in membership rights.

F. Virgets will be giving a proposal to the USOC so that they can ask for membership voting rights.

**VII. Changes for USOC consideration:** Committee Chairmen will be voted on by the LBCs, but Committees themselves will be placed by the BOD. The Committees will answer to the BOD, however, there will need to be separations due to necessity to work with ED. Committee Chairs will not have a vote because they are not putting money into the organization. Those with financial investments into the organization will be voting members of the organization.

**VIII. MOTION WITHDRAWN:** (Filiberto): RESTORE MEMBERSHIP VOTES. Motion being presented to the USOC, so Filiberto will withdraw motion. Filiberto agrees to stand down until the BOD proposal is agreed upon and presented to the USOC. If membership rights are not restored after USOC meeting, Filiberto will resign.

**IX. Virgets will send out governance changes for input, and communicate on upcoming meetings, including another BOD meeting.**

**X.** Adjourned 4:53pm MST

Respectfully submitted,

Cathy Newell  
Executive Assistant