

## IMMAF Board Conference Call Minutes

Date: 4<sup>th</sup> September 2015.

Time: 2.00pm GMT/ 3.00pm CET

Roll call: Bertrand Amoussou (BA), George Sallfeldt (GS) Vice President, Kerrith Brown (KB) President, August Wallen (AW), Stewart Brain (SB), Raymond Phillips (RP), Tom Madsen (TM), Wissam Abinader (WA), Frank Babcock (FB).

Executive staff: Densign White (DW) CEO.

### Agenda

<b>1. Apologies</b>	WA, BA, SB having trouble connecting from Australia.	
<b>2. Welcome</b>	KB welcomes board	
<b>3. Declaration of interest</b>	GS did not know what declaration of interest was. KB explained it is about any conflict of interest. DW explains includes spouses and relatives with interest	None declared
<b>4. Itemised business (to be tabled at AOB)</b>	(GS) Norway and Cameroon (RP) Remind DW that we need to have the minutes/protocol from the GA and filed with authorities in Sweden.	General Assembly minutes sent to Carin Tylene (Additive)
<b>5. Risk register</b>	(DW) informs board that the risk register is being kept but has not been visited since last December 2014. The number one risk is IMMAF over reliance on one sponsor UFC. Current funding expires in Feb 2016. There is no guarantee funding will continue or if it does at the current level. (GS) thought that another high risk is of serious injury or	Action CEO

	<p>death of an athlete. We need to be prepared with statements for the press from President and CEO, have a plan and documents in place and procedure that is well thought through. (DW) replied that we are being proactive and medical provision is huge in terms of numbers and cost. (KB) we need to have eventuality in place. Traffic light system ready for the next meeting. (GS) asked everyone to send their thoughts on risk. (TM) we need insurance for the board. (GS) with UFC this was looked into but did not pan out. (DW) could start to look at that again. (KB) is looking into this and asks board to allow him to look into that. (DW) mentioned Perkins Slade as a potential insurer and will follow up. (TM) insurance is something really of interest to the national federations as well.</p>	
<p><b>6. Approval of previous minutes 5<sup>th</sup> August 2015</b></p>	<p>(KB) asked for minutes to be approved. (RP) and (FB) proposed and seconded respectively.</p>	<p>Approved</p>
<p><b>7. Matters arising/Actions from previous meeting</b></p>	<p>DW anti doping issue. Michele Veroken had sent a template letter to be sent to athlete with positive test and his/her federation. Letters sent no reply as yet. Nyra Phillips letter asking why NSAC and Marc Ratner had not been informed. She was advised that a process is being followed in accordance with our anti doping policy and Michele Verroken advise. In fact Marc Ratner had been informed of positive test whilst (DW) was in San Diego and Garry Cook also in the half-year report. (DW) said</p>	<p>Action CEO</p>

	that he would probably now inform Bob Bennett NSAC. We had now received a report from Nyra Phillips for the world championships already sent out to the BoD.	
<b>8. Correspondence</b>	<p>Letter from Sweden complaining about cost of the European championships and the Vegas world championships.</p> <p>Letter in about a promotion in the US that UMMAF have started working with which has caused some concern in the press and at UFC. (FB) invited (RB) to explain the situation with Xplode Fight Series. UMMAF invited to sanction their events. Accused of sub standard medical teams and poor match making. Keep fighters safe. (DW) asked if Ryan could feedback to Isobel UMMAF involvement.</p> <p>(GS) acknowledged the need to keep cost down in relation to Swedish complaint and push back from US also. Going forward and planning for the next event to try and avoid using places like the LinQ casino hotel, no good food and training facilities etc. (AW) fighters have to buy their own equipment. He had suggested sharing equipment. (DW) would look at all the options not sure about practicality of that and hygiene issues. (AW) used kickboxing event that does share equipment with far higher participant numbers. (RP) informs of similar experience where clothing is kept only gloves and shin guards are handed back. (GS) Asked that we give a guarantee that the equipment can be reused and bake the cost into the whole</p>	Action CEO

	thing.	
<b>9. Presidents Opening Remarks</b>	<p>(KB) asked to jump to CEO report at this point.</p> <p>(KB) Expressed disappointments that so many Directors are excusing themselves from the meeting and we need a greater level of commitment.</p> <p>a) Russia- Good communication with Russia. (KB) visited Rostov-on-Don for cultural event including MMA event with children. (KB) sent video to (GS) and asked for legal perspective on that. Roberto is doing due diligence as part of the membership process.</p> <p>b) Youth development- Met minister of sport and culture and a huge investment is being made into youth and sport in the region. Meeting with Fight For Peace and in Northern Ireland developments recognized by government.</p> <p>c) David Allen (non-executive role). Left UFC on good terms and there is a push to get him to work for IMMAF in a non-executive role which is the recommendation of (KB). Would be a great acquisition. (GS) agrees it's a great move for us. Especially if UFC are going to cover his salary. (KB) explained that UFC are going to pay for DA to work on a 2 days a week basis. UFC want us to be self-sufficient.</p>	

	<p>(KB) in Bahrain currently. They are not interested in Asia open for next year but keen on world championships 2017. KB emphasises that we need to get funds in through hosting rights fees and Bahrain is a main target. (DW) we need dates for courses in Bahrain and they need to sign paperwork for world's footage. Film footage from the GA.</p> <p>d) Conference calls and Board meetings</p> <p>e) Bahrain</p> <p>f) India (UFC issue)- UFC fighters being assigned after leaving the federation under a cloud. (KB) it's not our business to tell UFC what to do in terms of whom they recruit.</p>	Action KB
<p><b>10. CEO report (DW):</b></p>	<ul style="list-style-type: none"> <li>. a) <b>UFC half-year report</b> – Lou Lauria and Isobel and CEO had a conference call. Meeting with Garry Cook and it would be good to send in half-year report. Sent in on 11<sup>th</sup> August 2015. Financials were not ready at that time but would be sent after this conference call. No questions on the report.</li> <li>. b) <b>IMMAF World Ranking System</b>- launch of the world ranking system now up on the IMMAF website. Individuals and team ranked lots of positive feedback. Reason for it was to have a mechanism for seeding top athletes. Will encourage teams to participate</li> </ul>	

	<p>in our events.(GS) when you click on the ranking it all goes into one thing and no pictures. (DW) spotted this too and not happy with the way it was presented on the website. (TM) men and women not split. (GS) comment on the technical points, which encourages people to knockout by giving extra points and we need to be careful with that. (AW) Thai boxing taken away giving extra points for knock down or knock out. When we add stuff like that it could back fire. (RP) kickboxing gives no extra points for the knockdown anymore. (GS) suggests finding some other system that does not promote injury or harm.</p> <p><b>c) CRM report</b> – Information management system. (DW) had meetings with Fightbook (Denmark), Fightmatch (US) and My Next Match (UK). (DW) had sent out to BoD presentations from all three companies plus his evaluation. The thing that separates MNM from the others is the level of security of the system compared to the others. (FB) would need a day to absorb all the information. (AW) I think we need to be better prepared to make such a big decision. (GS) when it comes to sending out information the night before is too late and going forward directors will need a couple of days to read the information. (GS) said</p>	<p>Action CEO</p> <p>Action CEO</p>
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	<p>that he would go with MNM having read the info but we should give until Monday for the board to come back with their decision. But for the future if we said 4 days in advance of the meeting to receive information from the CEO. (AW) it would help to highlight emails that are important. (AW) had to leave the meeting at this point. (TM) asked if there is cost. (DW) relied that there is no cost to IMMAF and the system is free to our members.</p> <p><b>d) European championship update-</b> Included in half-year report to UFC. (DW) completed a recce on the facility in Walsall with (AP) and Gosha who is taking care of accommodation. Directors will be put in a separate hotel from athletes and coaches. Registration had begun for the Europeans. Funding is big issue only sponsor is 50k from UFC. We are actively looking for sponsors. (DW) has found a water sponsor and potential meeting with Toshiba.</p> <p>(TM) has to leave the meeting.</p> <p>(GS) asked if meeting is still quorate if (TM) leaves. (TM) agrees to stay until (GS) has finished with finance. Meeting agreed to jump down to finance on the agenda to allow (TM) to leave.</p>	
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	<ul style="list-style-type: none"> <li>. e) <b>WADA matters</b> – already covered at item 7.</li>   <li>. f) <b>EGM (Statutes changes)- (DW)</b>  commented that the current statutes are not fit for purpose and we need to make a decision on EGM so that we can notify members in time.  (DW) to fire out an email to board members for their decision. (DW) clarified that the changes are the same as those agreed for Vegas.</li>   <li>. g) <b>IMMAF referee course Prague</b> – Going ahead already 20 participants. US course planned with RB. Had meeting with MG and he is ready to go. Bahrain has requested courses for refs and judges etc. and they have a sponsor for it too.</li>   <li>. <b>h) Membership update</b> - new countries expressed interest: Netherlands, Mexico, and Spain. We are already at 47 members and by December we should be at 50. IMMAF now the size of the European Judo Union after only 4yrs. (RP) contact with other African countries update: Kenya is the newest to approach.</li>   <li>. <b>l) Communication update</b> – in the half-year report. Support recruited (Jorden) to help Isobel so she can concentrate on communications side of the job with twitter, YouTube and</li> </ul>	
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<p><b>11. Commercial update (TM)</b></p> <p><b>12. World championship Review/Nyra Phillips report</b></p>	<p>new website and with UFC PR department, putting together proposals for Bahrain and for my forthcoming trip to Japan, sponsor deck, communication with UFC (Marquel) regards sponsorship from Qore24</p> <p>. j) <b>IMMAF Progression scheme</b> – Needs to be nailed. Meeting happening soon between AW and BA. We need movement because it’s been a nine-month discussion and no decision made.</p> <p>(TM) No report; had left meeting.</p> <p>No Discussion. Report already emailed out to BoD members for information.</p>	<p>Action BoD</p> <p>Action TM</p>
<p><b>13. Financial Report General</b></p>	<p>(GS) - Needs approval /mandate to negotiate with CEO on his compensation. Agreed by BOD.</p>	<p>Action GS</p>

	<p>(GS) asked for mandate to bring a proposal to the board for compensation of the Board for the work they do for the federation. (GS) suggest a per diem and remuneration for the president and he will take on the task but it will be a board decision. (GS) will look at other federations to benchmark the level. (DW) offered the example of IJF \$150 per diem. Unanimously agreed by the board.</p>	Action GS
	<p>14. <b>AOB-</b> (RB) next year's world championships question. Cutting cost but need to know specifically about talks of holding event in UFC Expo. If it is in the expo does that eliminate the need for a promoter or are we going to utilize a separate venue. (KB) asked if (RB) could provide a report with a variety of options either in the expo or another venue. Keep dialogue with Alistair. (GS) we need to separate strategic board matters and operational matters. The CEO should make an executive decision and this does not need to involve the whole board.</p> <p>Norway: reschedule a meeting with them they need our support and to get (DW) and (KB) on a phone call with them because they face a ban.</p> <p>Cameroon rep has a programme for schools and asked (RP) to follow up. (RP) spoke to Guy and assured him that they will support his work and is waiting for information from</p>	<p>Action RB</p> <p>Action GS</p> <p>Action RP</p>

<p>15. Confirmation of next meeting Date</p>	<p>Nigel Burgess on UK progression scheme. (DW) asked (RP) to keep him informed because Lou at UFC asking us what we are doing for Cameroon. (RP) looking for (DW), Alistair and Marc Goddard to come out to do recce for Africa open and also for referee course. Looking for date this year for that visit. (RP) requested letter for visa to enter the UK. (DW) confirmed this will be done.</p> <p>The next date was confirmed as 7<sup>th</sup> October 2015 and 18<sup>th</sup> November 2015 in Birmingham.</p>	
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