



**Board of Directors | Special Meeting | February 24, 2025  
Meeting Minutes**

**Location:** Remote

**Present:** Mike Choi (Chair), Tayler Harris (Vice Chair), Meredith Alwine, Andy Coggins, Mario Dispenza, Elizabeth Grossman, Adam Kleinfeld, John McGovern, Sara Soto, Joe Triolo, Sean Waxman.

**Absent:** Morgan McCullough

**Guest:** Stephen Hess (outside counsel)

**Staff Present:** Matt Sicchio (CEO), JP Nicoletta (COO)

1. **Call to Order.** MC called the meeting to order at 4:03pm MT and determined that a quorum exists.
2. **Declarations of Conflicts of Interest.**
  - a. Meredith Alwine: Potential conflict noted on grievance item regarding David Ester case.
  - b. Mike Choi: none on agenda
  - c. Andy Coggins: none on agenda
  - d. Mario Dispenza: none on agenda
  - e. Elizebth Grossman: none on agenda
  - f. Adam Kleinfeld: none on agenda
  - g. Tayler Harris: none on agenda
  - h. John McGovern: none on agenda
  - i. Sara Soto: none on agenda
  - j. Joe Triolo: none on agenda
  - k. Sean Waxman: none on agenda

Following discussion, MA disclosure was vetted and her participation cleared.

3. **Agenda Review.** MS reviewed the agenda. Welcomed Stephen Hess to address the first agenda item.
4. **Grievance Matters.** Stephen Hess presented a summary of considerations for the Board in deciding whether to hear or decline a request for appeal from a Judicial Committee decision; and the Board's options for next steps should it decide to hear an appeal. Mr. Hess covered general process considerations and specific elements related to the request for appeal specifically before the Board right now (David Ester matter).

After a period of discussion and Q&A, MC motion "I move to exercise the Board's discretion, under Section 8.p. of the USA Weightlifting Grievance Policy, to hear David Ester's appeal of a Judicial Committee decision as requested by Mr. Ester's attorney in a formal request submitted to the USA

Weightlifting Board of Directors on January 24, 2025.” Motion seconded by SS. Motion carried. The case records and appeal brief will be shared with the Board for review and discussion at a future Board meeting.

MS updated additional grievance items from additional cases. USAW does not currently have a policy directing how long different sanction types should remain published on USAW’s sanctioned member page. MS noted that the headquarters team has a goal to produce such a policy by the end of the year, informed by industry best practices. MS provided a process status update (where in our grievance procedures the cases stand) on multiple cases involving a specific USAW member who has reached out to members of the Board; MS also noted that USAW has communicated status to that member.

5. **Board Liaisons to USAW Committees.** MC motion to approve internal Board document outlining appointments for Board Liaisons to USAW committees. TH seconded. Motion carried. USAW Committee page to be updated to reflect the assignments.
6. **Executive Session:** MC motion to move to executive session. AC seconded. Upon vote the Board entered Executive Session at 5:22pm MT. The topic of the Trump Executive Order on Transgender Inclusion was discussed. Upon motion, duly made and seconded, the Board moved to exit Executive Session at 5:41pm MT.
7. **Inclusion Policy:** MC motion “to revise the language in section 7.(c).i. of the USA Weightlifting Athlete Gender Inclusion, Competitive Equity, and Eligibility policy to add an option to fulfill the requirement of a third blood test within 90 days or after the date of application.” Seconded by EG. Motion carried.
8. **Special Meeting Scheduling:** MC opened discussion to schedule a Special Meeting of the BOD. The BOD agreed to Wednesday, March 12<sup>th</sup> at 4:30pm MT.
9. **Adjournment.** The meeting was adjourned at 6:05pm MT.