



MINUTES – MEETING OF THE USA CRICKET BOARD OF DIRECTORS

By Conference call – December 18, 2022

Attendance

USA Cricket Board Directors

Atul Rai, Interim Chair, Club Director (AR)

Venu Pisike, Individual Director (VP), Nadia Gruny, Player Director (NG), Srini Salver, Player Director (SS), Sushil Nadkarni, League Director (SN), Kuljit Nijjar, Individual Director (KN)

USA Cricket Staff

Dhruvkumar Barot, Minute Taker (DB)

1. Women's U19 Team Chief Selector and Head Coach Matter of Concern

AR briefed the board on the ongoing matter where he was part of the meeting on request by the chief of the selection committee. There was disagreement between the coach and the chief selector regarding player selection. However, the selections committee selected the players, and the coach expressed their disappointment and wanted to resign before the U19 World Cup in January 2023. There was an exchange of communication between the coach and the chief selector that had a fallout. SN further clarified that the coach and chief of the cricket committee addressed the issue with the chief selector, in response chief selector expressed that he felt threatened and may impose litigation on it, further, to resolve the issue a sub-committee was formed, and worked out for with a resolved, Cricket committee requested chief selector and coach to submit an apology letter on the incident. The cricket committee is to submit transcripts of the conversation with the chief selector and coach. Subjected to this matter there were emails received from the parents of the players who asked for clarification on the non-selection of their child as they believed there was an error in the process. SS further added that this issue has been ongoing for some time now and there were accusations made by the coach about the selector's integrity and how the organization was held for conditions. KN further sought clarification about the issues if this was only between the Head Coach and the chief selector. And did the selectors feel threatened by the coach? Does any of the players feel threatened by the coach? As KN further clarified, the email from the chief selector was also unacceptable that was sent to the board. SS further clarified that the issue was brought to the BOD by the chief selector as the staff deemed the behavior unacceptable, as the organization's reputation is at stake. KN asked if the head coach acknowledged his mistake? SN confirmed it was acknowledged, and it was agreed that everyone has issues with the matter, and everyone acknowledged it. VP further added his comments to confirm that the investigating committee found issues from both parties and hence, both sought an apology, further suggesting that the board should give equally higher attention to women's cricket to avoid arising issues as such in the future. SN added that this was a learning curve for the organization and that to avoid such issues, a set process must be put in place. NG added that the issues should be put to rest and the board should focus on reassembling the selection committee as they lost some members and the positions have not been filled, once this is addressed issues such incidents can be preventable, and she is disappointed with the selections decisions made by the current committee. Further, she is confident in the current players and coach's abilities to work together as a team for the upcoming event, and not having a coach of his caliber around the team for the series will only cause greater damage to the team's performance. SN to provide transcripts of working committee conversations with the head



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coach and chief selector with the members of the board for the records. Vincent Adams will share meeting notes, redraft the summary's incident report with the parties involved, and later an apology letter to be expected from the individuals.

2. Termination – Cricket Operations Director

VP asked why eliminating the cricket operations director's employment was justified. Post-employment formalities have been fulfilled? AR advised VP to email the CEO to get clarification without further delay till the next meeting. KN & NG asked if the BOD's have read the cricket operations director's employment contract? AR checked with the CEO, but he is still waiting for the staff contract to be provided, VP to check with the CEO. AR expressed his dissatisfaction with the job performance of the cricket operations director, and he was told by the CEO reason was termination was financial constraints within the organization.

3. Chief Selector – Email to BOD & Response to the parents

KN has concerns regarding the email threat as swayed by him from the Chief of the selection committee, as the language was inappropriate, and the board should discuss it to prevent such threats in the future. SS clarified that it was not a threat to the organization rather it was an action to provocation the matter with the head coach that resulted in email communication to the BOD. VP further added the message was just misinterpreted with the poor choice of language used to communicate with the board, and that this should be part of the apology letter that the chief selector is requested to provide.

SN raised concerns from the parents regarding the selection process and the cricket committee agreed that as the parents sought clarity from the directors of the board and not the cricket committee these should be responded to by the Chair. AR disagreed and requested the cricket committee to take up the matter and respond appropriately, as NG mentioned that the board is not aware of the selection process, nor they are involved in the selection hence the response wouldn't be appropriately addressed.

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