



November 23, 2009

## A MESSAGE FROM CHAIRMAN AND PRESIDENT STEPHANIE HIGHTOWER

Chairman/President  
**Stephanie Hightower**

Chief Executive Officer  
**Douglas G. Logan**

I hope all of you are as excited as our Board of Directors and I are for the upcoming 2009 Annual Meeting in Indianapolis. It looks like it will be another eventful Annual Meeting as our Board unveils the organization's new Strategic Plan. That plan is the result of close to a year of working together in a new way, and in a new format.

As Chairman of the Board, I am looking forward to our members having the chance to meet and get to know this outstanding group of people, perhaps for the first time. Among this group, you will find many familiar faces as well as some new personalities. During our meetings by phone and in person in 2009, we developed and continue to develop a working dynamic in which the Board has established an authoritative voice, a progressive vision, and most important, a fiscally, ethically and programmatically sound philosophy that sets the course for USA Track & Field. Below, you will find biographies of every member of the USATF Board, including non-voting members who advise or serve the Board. These bios also can be found at <http://www.usatf.org/about/committees/BoardOfDirectors/>

At the Annual Meeting, we will host two "Coffeees with the Board and CEO" where you can interact directly and personally with the leadership of this organization, including myself, CEO Doug Logan and various Board members. We will conduct these coffees in order to give you a format to express your opinions, ask questions, or even just enjoy some social face-time during what is a very busy meeting schedule. I think you'll find all of us to be ready and willing to have an open discussion on any topic.

The current schedule for these Coffees is below. Be sure and check the Annual Meeting Schedule regularly at <http://www.usatf.org/events/2009/AnnualMeeting/scheduleTime.asp>

### **Coffee with the Board and CEO**

Thursday, December 3, 3-4:30 p.m., Westin Hotel  
Saturday, December 5, 2-3:30 p.m., Westin Hotel

I'd like to wish all members of USATF a Happy Thanksgiving. See you in Indy!

Yours in Sport,

Stephanie Hightower  
Chairman/President

## USATF Board of Directors Biographies



**Stephanie Hightower, Chairman and President, Personnel Committee**

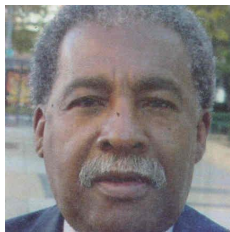
**Member, Competition Committee Member:** Elected President of USA Track & Field in December, 2008, and selected by the Board as its Chairman, Stephanie Hightower currently serves as Vice President for Institutional Advancement for the Columbus (Ohio) College of Art & Design, where she recently completed a \$12 million comprehensive campaign for scholarships and facilities development. A former world-class hurdler, Stephanie has served the sport in countless capacities, beginning with USATF's Athletes Advisory Committee and including as USATF women's track & field chair and as team leader, team manager and chef de mission for Team USA at international competitions. During her athletic career, she was named to the roster of 12 national teams, held several records, including the American and world records in the 60 yard dash and 100m hurdles, and was a member of the 1980 Olympic Team. As a civic leader in her hometown of

Columbus, Ohio, Stephanie served for five consecutive years as President for the Columbus Board of Education, a \$1.3 billion dollar enterprise, currently serves as an Advisory Officer for US Bank and is a member of several education and cultural boards.



**Jack Wickens, Vice Chairman, Business Development Committee Chair, Operations Committee Member:**

Jack Wickens' business career is in the health care industry. He was President of a \$20 billion health care services and insurance company, and he currently serves on the board of publicly traded chronic disease management company (NASDAQ: HWAY). He is also the chair of the board of a major Children's Healthcare charity and is a board officer and former chair for an international Cancer Support organization. A miler and cross country runner for Bucknell University, Jack in 2005 joined the USA Track & Field Foundation board. Today he leads the Foundation's elite athlete programs and grant programs and recently created and launched a career mentoring and job-search assistance program aimed at assisting athletes as they transition out of track and field



**Kenneth Taylor, Treasurer, Budget & Finance Committee Chair, Audit Committee Member:**

Kenneth Taylor is a CPA who serves as Manager of Audits and Quality Assurance for the Washington, D.C., Department of Housing and Community Development. A former executive with the U.S. Department of Housing and Urban Development, Kenneth has officiated track meets at all levels of USATF and has been a member of USATF's Audit Committee. He holds a B.S. in accounting and an MBA from Long Island University.



**Darlene Hickman, Secretary (non-voting):**

Darlene Hickman has been involved in nearly every aspect of USATF in many years of service. She has been a coach for her local youth and adult clubs and is a Master Level Official who serves as one of the head clerks for USATF's Youth Championships. She was appointed as the first IAAF Woman Race Walk Judge from the U.S., has served on several Team USA youth and women's international teams and has been the secretary of the National Officials Committee. She was the Board Chair for the first Women's Olympic Marathon Trials, in 1984, and previously served as secretary of the USATF Board of Directors. Darlene was selected by members of the new Board to serve as its secretary. As she is not a formal member of the board, Darlene serves in a non-voting capacity.



**Willie Banks, Operations Committee Member, Competition Committee Member:** Willie Banks is the President and Chief Executive Officer of HSJ Incorporated, a sports consulting corporation with offices in the U.S. and Japan. He formerly served as Vice President of the The Athletics Congress and chairman of the Athletes Advisory Committee and is past President of the USATF Alumni Association. Willie is an inductee into the National Track & Field Hall of Fame and recipient of the Jesse Owens Award. He is a former world record holder in the triple jump who represented the U.S. in 18 international competitions and was a member of three Olympic Teams. Willie presently competes in Master's and Senior Events.



**Jeff Darman, Budget & Finance Committee Member, Personnel Committee Member:** The president of Darman and Associates, a sports marketing firm, Jeff is director of the ACLI Capital Challenge road race in Washington, D.C. He has served in a variety of positions with public, nonprofit and private organizations and is a member of the Road Runners Club of America (RRCA) Hall of Fame. He is a past winner of USATF's President's Award and the National Distance Running Hall of Fame's Fred Lebow award for lifetime contributions to the sport. He is a former RRCA president and coordinates the annual Road Race Management Race Directors' meeting and trade show. Active in his community, Jeff has served as a councilman in Kennett Square, Pa., for more than 9 years.



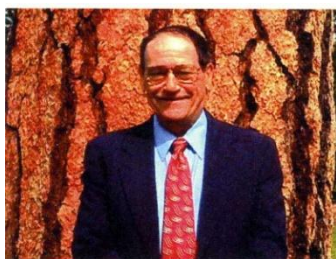
**Dr. Evie Dennis, Personnel Committee Chair, Audit Committee Member:** A former superintendent of the Denver Public Schools and a National Track & Field Hall of Famer, Dr. Evie Dennis has served USATF in numerous capacities over the past four decades. In June 1980, she convened the constitutional convention for became The Athletics Congress (later USATF), and served as TAC's acting president. She was chef de mission for the United States Olympic Committee delegation at the 1988 Olympic Games, and has been involved in U.S. team processing for every Olympic Team since 1976. Dr. Dennis has also served as a USATF delegate to the International Association of Athletics Federations, and as past Chair of USATF's Diversity and Leadership Committee.



**Philip Dunn, Audit Committee Member, Operations Committee Member:** One of America's top race walkers for more than a decade, Philip Dunn is a three-time Olympian (2000, '04, '08) and four-time national champion at the 50 km race walk. He won the 2008 Olympic Trials and the bronze medal at the 1999 Pan Am Games at the distance. A specialist at 50 km, Philip also has been ranked as high as third nationally at 20 km. A member of 24 national teams, he has been a meet director for several USATF national race walk championships and is a USATF Level 1 coach. He received a B.A. in English from Carleton College where he ran NCAA Div. III track and cross country. He also enjoys trail running.



**Aretha Hill Thurmond, Personnel Committee Member, Competition Committee Member:** A three-time Olympian, Aretha Hill Thurmond has been one of the most consistent women's discus throwers in the last 10 years. She was the Olympic Trials champion in the event in 2004 and '08 and is a four-time national champion overall. She won the 2003 Pan Am Games gold medal and was second at the 2006 IAAF World Cup. In 1998, she threw a then-collegiate record while competing for the University of Washington, and in 2004 she owned all 10 of the top throws by an American woman that year. One of the Team USA athletes most highly respected by her peers, Aretha was selected as women's Team Captain at the 2008 Olympic Games in Beijing and the 2005 World Championships in Helsinki.



**Kim Haines, Audit Committee Chair, Operations Committee Member:**

Kim Haines is a retired teacher, principal, athletic director, coach and military veteran with masters degrees from Northern Montana State and the University of Northern Iowa and an Administrative Credential from Washington State. During his decades-long involvement with USATF, Kim has been past president of the Montana Association, Youth Committee chair and member of numerous committees. Currently a Master certified track official, he organized and accompanied the USATF youth teams to their first international

competitions and is a past member of the Board of Directors. He is a member of the Northern Montana State University Hall of Fame and the Montana Coaches Hall of Fame and is a past recipient of the Frank Sevigne Award and a USATF Presidents Award.



**Robert Hersh, Audit Committee Member, Competition Committee**

**Member:** One of the most recognizable names, and voices, in international track and field, Bob in 2007 was elected as one of four Vice Presidents of the IAAF and was also appointed as Chairman of the IAAF Competition Commission. A retired attorney who has been the English-speaking announcer at the Olympic Games and World Championships, Bob served as a member of the IAAF Technical Committee from 1984 until 1999, when he was elected to the Council. He has been on the board of USATF and its predecessor organization, TAC, in various capacities since its

formation in 1980. He also volunteered his services as General Counsel of USATF from 1989 to 1997.



**Steve Holman, Budget & Finance Committee Member, Business Development**

**Committee Member:** Steve Holman was a member of the 1992 US Olympic Team and won two national championships in the 1500 meters/mile during his competitive career. Steve now is a Principal for Annuity and Insurance Services at Vanguard. He received a B.A. in English from Georgetown University and an MBA in finance from The Wharton School at the University of Pennsylvania.



**Deena Kastor, Budget & Finance Committee Member, Business Development Committee Member:**

One of only two American women ever to medal in the Olympic marathon, Deena Kastor was the 2004 Olympic Games bronze medalist at the distance. The American record holder in the marathon, she was the 2003 Jesse Owens Award winner as the nation's top female track & field athlete and is a past winner of the Visa Humanitarian Athlete of the Year award. Deena is a three-time Olympian, two-time World Cross Country Championships silver medalist, a five-time USA 10,000m

champion and the former American record holder in that event, a six-time USA 15 km champion and seven-time national cross country champion. She also has won the Chicago and London marathons.



**Elizabeth Phillips, Budget & Finance Committee Member, Personnel Committee**

**Member:** Elizabeth Phillips is President of Custom Event Marketing, Inc. (CEM), which has served clients such as Avon, Coca Cola, Xerox and Philips Electronics. CEM served as program managers for Avon Running Global Women's Circuit, a series of 53 events in 13 countries including walks and runs for women, training seminars and a one-day fitness expo. Elizabeth served as a referee for the first Women's Olympic Marathon at the 1984 Olympic Games, and she has served USATF as member of its board of directors and as Chair of Women's Long Distance Running. She was a board member of

the Road Runners Club of America and the New York Road Runners Club as well as president of the Metropolitan Athletics Congress. She has competed in 13 marathons and numerous other races.



**Steven Miller, Competition Committee Chair, Business Development**

**Committee Member:** Steven Miller is Chief Executive Officer of Agassi Graf Holdings and Andre Agassi Foundation for Education. He is also the Executive Chairman of the Board for Power Plate International, and previously served as President and CEO of the Professional Bowlers Association, Director of Global Sports Marketing (and in other capacities) for Nike, adjunct professor at the University of Oregon Warsaw School of Sports Marketing, and Director of Athletics for Kansas State University. He has more than two decades' experience as a high school and collegiate track and cross country coach, is a five-time NCAA Coach of the Year and is a member of the U.S. Track & Field and Cross Country Coaches Association Hall of Fame.



**Max Siegel, Operations Committee Chair:** Max L. Siegel is the CEO of The 909 Group LLC, a sports, entertainment and lifestyle marketing firm. He also practices law with Baker & Daniels out of Indianapolis, where he leads the firm's sports and entertainment industry team that has handled clients such as the Seattle Mariners, USA Gymnastics, USA Swimming and NCAA. A leading NASCAR consultant, Max is the former President of Global Operations for Dale Earnhardt Inc. A former executive with the Sony BMG/ Zomba Label Group, he is an accomplished entertainment executive, attorney, author, conference organizer and television and film producer. He often is sought out by the press for his entertainment and sports

expertise, appearing in the *Wall Street Journal*, *USA Today*, *The New York Times*, *Crain's New York Business*, ESPN, CNBC, *Black Enterprise* and *Billboard Magazine*, among others. He is a cum laude graduate of the University of Notre Dame School of Law.



**Larry James, Counsel to the Board (Advisory, non-voting):** A respected litigator in Columbus, Ohio, as well as an advisor to local and national leaders, Larry James has been on the business, legal, civic, and political scene for the last thirty years. Larry currently serves as General Counsel to the National Fraternal Order of Police, General Counsel to the Ohio FAIR Plan in addition to his role at USATF. He also serves as Chair of the Ohio State Highway Patrol Superintendent Advisory Panel. His past experience includes multiple roles in civic service. He is the President of the Board of Trustees for the King Arts Complex, President of the Lincoln Theatre Association and co-founder of the African-American Leadership Academy. He has served as a Board Member for the Columbus Museum of Art and the Greater Columbus Convention and Visitors Bureau.