



**August 9, 2010**

**OPEN LETTER TO THE BOWLER'S IN CALIFORNIA:**

Recently, the California USBC Association (CUSBC) has made some staffing changes involving people who have had a long-term relationship with our tournaments in California. These changes were not made lightly, were discussed fully and planned at our Budget & Finance Committee meetings in May, June and again at our Board meeting in June at the Convention.

In 2006, when the CUSBC was formed, the Transition Committee agreed that we would continue all of the current Tournament Directors in their positions with a set salary for a period of two years. This was done to ensure a continuity of operations for that two-year period for all of our major tournaments.

Over the intervening years, since our 2006 tournaments, a significant drop in tournament participation has been experienced. The chart below reflects some significant statistics regarding tournament participation and Tournament Director compensation:

	<u>Open</u>	<u>Women's</u>	<u>Youth</u>	<u>Pepsi</u>
<b>2006-07 Budget:</b>				
Participants	5,000	3,600	2,200	4,000
Salary	\$38,000	\$34,000	\$28,000	\$20,000
Salary per Bowler	\$7.60	\$9.44	\$12.73	\$5.00
<b>2009-10 Actual:</b>				
Participants	3,308	2,392	1,092	3,531
Salary	\$38,000	\$34,000	\$28,000	\$20,000
Salary per Bowler	\$11.49	\$14.21	\$25.64	\$5.66

We have contributed a significant amount of money from our scholarship account reserves and our general fund to correct the inequities reflected in the above chart. We have also been called to task over those same issues and had to defend our position in the last few years.

Clearly, some action was required. The Tournament and Budget and Finance Committees took on the job starting in 2008. We analyzed our tournament operations and reduced the number of weeks the tournaments operated and attempted to contain costs by staffing our tournaments more efficiently. We decided in that year, that we would continue our Tournament Directors compensation unchanged, even with the expectation of continuing losses, in the hopes of having tournament participation increase in 2009-10. We also attempted to schedule our tournaments differently to utilize our time and staff in a different manner, a plan which was not well received by the Centers.

Unfortunately, what became apparent this year was that the continued drop in participation could only be effectively offset by a reduction in salaries of the Directors. The new salaries would be substantially reduced and would not be fair compensation for the job of any one Tournament Director, if all were retained.



The Budget and Finance Committee {excerpted} finally settled on the following set of recommendations, which are reflected in the budget for 2010-11:

- 1.) The total amount for Tournament Directors will be compensated based upon \$10.00 per participant budgeted, except for the Pepsi tournament.
- 2.) The tournaments will, until the results of the survey have been compiled, be operated in as sequential a manner as possible.
- 3.) The number of weekends available for tournament operations will be set at the minimum number of weekends to service the budgeted number of teams.
  - a.) The Advance Entry form will be prepared with additional weekends, but reservations are to be limited to the budgeted number of teams, until evidence indicates a greater than anticipated number of teams will enter the tournament.
- 4.) The organization will have only two tournament directors.
- 5.) All offices for tournament directors will be closed effective July 31, 2010, and all equipment, except for one laptop the remaining tournament director's, will be forwarded to the San Rafael office.
  - a.) All telephone lines, except one voice line will be disconnected.
  - b.) All copy machines, postage machines, computers, equipment and records will be forwarded to the San Rafael office, for use or liquidation. This will result in savings for rent, utilities, telephone and equipment rental costs.
- 6.) The total amount of compensation for the Tournament Director's will be split between the Tournament Director's and one additional person who will work out of the San Rafael office, processing entries for all tournaments. The salary of the processing person will be split with the General Fund.
- 7.) All entries and processing will be done from the office in San Rafael, with information being sent to the Tournament Director electronically.

This proposal was discussed fully and in great detail at our Board meeting in June and was subsequently approved by the Board of Directors. We understand that the changes made have a negative impact on some individuals and we regret that, but we also realize that in the current economy many companies have had to make unpleasant decisions in order to survive.

Thank you for taking the time to read this letter and for your understanding of the changes made on July 31, 2010.

Larry Peppers  
Association Manager