



Election for President of the United States Soccer Federation, Inc. (“Federation”):
An abstract of the Federation Bylaws, Policies and procedures
related to the election at the 2018 Annual. General Meeting.¹

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¹ This document is intended as a summary and a reference guide but does not replace Federation Bylaws and Policies. In the event of conflict between this document and Federation Bylaws/Policies, Federation Bylaws/Policies shall govern.

I. Executive Summary

This abstract combines the sources of authority governing the U.S. Soccer Federation Officer Election process in a single document. It does not, and is not intended to, replace or reinterpret the Bylaws and Policies of U.S. Soccer as made publicly available at www.ussoccer.com.

Officer Elections are to be decided by a secret ballot vote of the National Council at the National Council meeting at the Annual General Meeting (“AGM”). The National Council is comprised of delegates from each National Association, State Association, National Affiliate, Other Affiliate, Indoor Professional League, Disabled Service Organization and Associate of U.S. Soccer as well as current voting Board Members, Life Members, each past President of the Federation, delegate(s) selected by Individual Sustaining Members, each of the Professional Leagues, Athletes and Commissioners of the Youth and Adult Councils. The candidate who receives a majority of total votes cast becomes the President. Majority is defined by the plain language meaning more than 50 percent. Because certain votes are weighted as expressed below, the majority is determined after the weighted votes are cast. In the interest of transparency, the weighting assigned in accordance with the Bylaws is disclosed in the report of the Credentials Committee at the beginning of the National Council meeting during which the vote takes place, and all votes are cast electronically to ensure accurate counts.

A. Minimum Criteria

1. Each officer of the Federation must be a citizen of the United States. (401, §1(a).)
2. The President may not receive compensation from the Federation except for reimbursement of expenses or compensation as a player on a national team. (401, §1(c).)
3. No person who has been convicted of or has pleaded no contest to a felony or crime of moral turpitude (as determined by the Board) may serve as an officer of the Federation. (401, §1(d).)
4. The term of office for President is four (4) years, being elected in every other even-numbered year. (401, §2(a).)
5. Only candidates whose names have been properly submitted at least sixty (60) days before the AGM are eligible as candidates. (401, § 5.)

B. Term Limit

1. No person may be elected to more than three (3) terms as President. No person may serve more than sixteen (16) years in total as an elected officer. A person is not eligible to run for elected office if the person has served more than twelve (12) years as an elected officer. (401, §4.)

C. Responsibilities

1. Preside at all meetings of the National Council and the Board of Directors, and serve as Chairperson of the Board; (402, §1(a).)
2. Subject to approval of the Board, appoint or replace members of committees and task forces, and serve as an ex officio member of those committees and task forces; (402, §1(b).)
3. Submit an annual report on the state of the Federation thirty (30) days prior to the AGM of the National Council; (402, §1(c).)
4. Serve as or designate the official representative of the Federation in FIFA, CONCACAF, and other international organizations; (402, §1(d).) and
5. Appoint, subject to approval of the Board, a member of the Board to serve as Treasurer. (402, §3.)
6. As a director, the President is required to disclose conflict of interests on at least an annual basis. The Risk Audit and Compliance Committee and the Nominating and Governance Committee oversee the process for reviewing these conflicts of interest forms and manage any conflicts of

interest that may arise. (431, §5(a), (c).)

II. How is a person nominated to run for President?

A. Authority rests in Nominating and Governance Committee

1. The Nominating and Governance Committee, consisting of five Board members, shall be responsible for overseeing the process for nominating candidates for elective office and for determining their eligibility to hold office. (431, §5(a).)

B. Process for nomination

1. To become a candidate for President, a person must file for nomination to the Nominating and Governance Committee at least sixty (60) days before the AGM at which the National Council will conduct the election. Each candidate must consent to a background check to be reviewed by the Nominating and Governance Committee. (401, §5.)
2. The Nominating and Governance Committee also requires that candidates for President of the Federation provide at least three (3) declarations of support/nomination by the deadline for filing. Each declaration must come from either: (a) an Organization Member; or (b) an Athlete member of the Board of Directors. No Organization Member may present declarations of support for more than one individual. If a declaration of support is received for more than one candidate from the same Organization Member, all declarations from that Organization Member shall be considered invalid. (Election guidelines.) If a proposed candidate officially declines a nomination or officially withdraws from consideration to be the President, all nominations for the proposed candidate shall be void. (decision of Nominating and Governance Committee.)
3. The filing for nominations and declarations of support shall be submitted to the CEO/Secretary General. (Election guidelines.)
4. Upon receipt of the filing for nomination, the Nominating and Governance Committee shall require the proposed candidates to complete a background check authorization form. The Nominating and Governance Committee will complete the background check within thirty (30) days of receiving the authorization form. (Election guidelines.)
5. Should the candidate submit the authorization form more than six (6) months before the National Council meeting, the Nominating and Governance Committee will repeat the background check within thirty (30) days of the National Council meeting. (Election guidelines.)
6. The Nominating and Governance Committee shall announce the slate of candidates upon review of the background check to confirm compliance with the Federation Bylaws. (Election guidelines.)

C. List of Delegates

1. The Nominating and Governance Committee oversees the creation of the list of registered delegates, which list will be made available to all requesting candidates at the same time, no later than one hundred twenty (120) days prior to the National Council meeting, provided each requesting candidate executes and returns an appropriate release and indemnity agreement in favor of the Federation and agrees to use the delegate list information solely for the purpose of the Federation campaign and for no other purpose. Updated lists of registered delegates shall be provided to the candidates sixty (60) and thirty (30) days prior to the National Council meeting. (Election guidelines.)

D. Campaign Procedures

1. Although candidates are not required to comply with the Federation's Policy governing Conflicts of Interest until elected, in the interest of transparency, the Nominating and Governance Committee will invite the slate of candidates to complete the disclosure of conflicts of interest form that they will be required to complete upon becoming President if elected.

2. The Nominating and Governance Committee requires all candidates to conduct campaigns with dignity and moderation and with respect for any other candidate(s), for the Federation and its members. (Election guidelines.)

III. How is the President elected?

A. Election Requirements

1. The President shall be elected, by secret ballot unless waived by consent, by majority vote of the National Council. The National Council shall be the representative membership body of the Federation and has the authority to elect the President of the Federation. (401, §1(b).)
2. Except as otherwise provided in the Bylaws, all meetings of the Federation shall be conducted in accordance with the latest authorized edition of Robert's Rules of Order. Therefore, the latest authorized edition of Robert's Rules of Order governs the election of the President. (108.)
3. The Board appoints a parliamentarian for each National Council meeting. (303, § 8.)

B. Credentials Committee

1. Authority of the Credentials Committee.
 - (a). The Credentials Committee shall be responsible for: (1) establishing a uniform procedure for submitting and certifying votes; (2) reporting on the eligibility of representatives to the National Council with its recommendations; (3) ensuring that the National Council meeting seating arrangements for delegates and voting procedures are prepared in advance; (4) recording and checking the authenticity of votes cast at the National Council meetings. (Policy 431, § 3).
 - (b). In accordance with Robert's Rules, the Credentials Committee has determined that there is electronic voting at the National Council meeting and follows a process leading up to the National Council meeting designed to ensure proper weighting of, and security of, individual keypads that allows the Credentials Committee to rely on the outcome of the electronic vote in order to certify the result. As an additional safeguard, the Federation has engaged an Independent Accounting and Management Consulting firm (the "**Independent Monitor**") to perform monitoring procedures at the upcoming elections in support of, but not substitution for, the Credentials Committee certification.
2. Membership of the Credentials Committee (appointed by the President and approved by the Board):
 - (a). Bob Kepner (Chairperson)
 - (b). Dimitrios Efstathiou
 - (c). Tony Falcone
 - (d). Siri Mullinix
 - (e). Kathy Zolad

C. Voting Capacity.

1. An individual eligible to vote in more than one capacity listed in Section D below may only vote in one of those capacities, as selected by that individual. (302, §1(b).)
2. No voting by proxy is allowed. (302, §1(c).)

3. An individual may cast all or part of the votes of an Organization Member having more than one vote at a National Council meeting, provided for any National Council meeting, a delegate of an Organization Member may not cast votes that exceed 2 percent of the votes eligible to be cast at a National Council meeting. (302, §1(c)(1)-(2).)
4. The individual serving as a delegate of an Organization Member must be an officer, director, or senior executive of the Organization Member or must be authorized in writing to serve as a delegate by the governing body of the Organization Member. (302, §1(c).)
5. An Organization Member may designate alternates to register for and attend National Council meetings. An alternate may not vote but has the right to speak. (302, §1(e).)
6. Requirements Specific to Athletes.
 - (a). By Federal Law and Federation Bylaw, at least twenty (20) percent of the votes eligible to be cast at a National Council must be Athletes. (302, §3(a).)
 - (b). The Credentials Committee shall make necessary adjustments to ensure that this twenty (20) percent Athlete requirement is satisfied. (302, §3(a).)
 - (c). Athlete delegates to the National Council shall be determined by the Athletes' Council.
 - (1) One individual may cast all or part of the votes for the Athletes at a National Council meeting, but that individual may not cast votes for any other Organization Member or individual at the meeting.
 - (2) The individual may cast the votes as an Athlete delegate as determined by the Athletes' Council.

D. Weighting of Votes

1. **One person, One vote, with no weighting:** (302, § 1(a))
 - (a). each voting member of the Board.
 - (b). each past President of the Federation.
 - (c). each Life Member, *except that the total of all votes cast by Life Members shall not exceed twelve (12). If there are more than twelve (12) Life Members, then each Life Member's vote shall equal the fraction of twelve (12) divided by the number of Life Members at that meeting, rounded off to two (2) decimal places.*
 - (d). delegates from each National Association, National Affiliate, Other Affiliate, Indoor Professional League, Disabled Service Organization and Associate.
 - (e). delegate(s) selected by Individual Sustaining Members.
2. **Weighted Votes.** The following constituencies will have the number of delegates determined by each council (302, §2(a)), and so each delegate's vote shall be weighted according to the number of delegates set by the applicable council and the following formulas:
 - (a). Athletes: 20% (302, §3(a).)
 - (1) To ensure at least twenty (20) percent Athlete representation on the National Council, the votes of the Athlete delegates shall be multiplied by an Athlete

Council multiplier. The multiplier shall be calculated as follows: $((\text{TWV}/.8) - \text{TWV})/\text{AD}$ rounded off to two (2) decimal places. "TWV" means the total weighted vote of all non-Athlete delegates at the National Council. "AD" means the number of Athlete delegates at the National Council meeting. (302, §3(d).)
Adult Council

(b). Equal Voting Strength Among Remaining Councils:

(1) To provide equal voting strength among the Youth, Adult, and Professional Councils, the votes of the delegates from each of those Councils shall be multiplied by a Council multiplier. The Council multiplier shall equal the number of delegates for the Council with the largest number of delegates divided by the number of delegates of the respective Council, rounded off to 2 decimal places. (302, §2(d).)

(c). The number of delegates from each of the Organization Members in the Youth, Adult, and Professional Councils shall be determined by the respective Councils in accordance with 302 §2(a). Each of the respective Councils will be provided with the Federation's certified number of players registered and fess paid, and each Council Commissioner will be asked to certify their agreement so that the Credentials Committee can rely on these reports.

(d). The Commissioners of the Adult Council's Administrative Commission shall be delegates and also entitled to vote in the Adult Council.

(e). The Commissioners of the Youth Council's Administrative Commission shall be delegates and also entitled to vote in the Youth Council.

E. Disputes.

1. Any dispute regarding voting or eligibility to vote shall be decided by the Credentials Committee. A decision of the Credential Committee may be appealed to the Board. (302, §1(d).)

IV. Election Preparation

A. Interim Credentials Committee Report

Based on on-line registrations received prior to the start of the AGM and Council reports certified by Council Chairpersons, the Chairperson of the Credentials Committee oversees the preparation of a draft/interim report.

B. In-Person Registration at AGM.

Registration will be made available in person at the AGM during published times and any delegate who did not register on-line may still do so in person up to the close of registration. For 2018, Registration is scheduled to close on February 9, 2018 at 5 p.m. ET. Any individual delegate who registers prior to this time may vote. Individuals who miss this deadline must appeal to the Credentials Committee.

C. Credentials Committee Meets to Review Final Delegates and Apportion Weighted Votes

Immediately upon the close of registration, the final registration report is transmitted to the Credentials Committee, which meets to determine the final apportionment of weighting and prepare the Credentials Committee report. The Report is presented publicly at the start of the National Council meeting and must be approved by the National Council prior to the vote.

D. Programming of Electronic Keypad and Setup of Election Room

Once the Credentials Committee Report is finalized, the Credentials Committee supervises the electronic keypad vendor and Federation Staff in setting up the voting room. The Independent Monitor will monitor this process. Issues identified by the Credentials Committee, if any, are resolved and, to the extent necessary, a revised Credentials Committee Report is issued.

The meeting room is prepared with seating arrangements supervised by the Credentials Committee and electronic keypads are distributed. The room is then secured and overnight security will monitor the meeting room until the Independent Monitor arrive in the morning. No third parties will be allowed in the room overnight for any reason absent express permission of the Credentials Committee chairperson.

E. Election Day Setup

No one may enter the room until the Independent Monitor and at least one Credentials Committee member arrives. The Federation staff, electronic keypad vendor, Independent Monitor, and Credentials Committee members will arrive for any final set-up and be present during any tech or dress rehearsal.

V. **Electronic Keypad Voting Procedures**

In accordance with Federation Bylaw 108, the following process (the “**Procedure**”) for Multiple Candidate Elections proceeds in accordance with Robert’s Rules of Order Newly Revised (11th ed. 2011) (hereinafter, “**RONR**”). This process is being offered to the National Council for approval at the start of the February 10, 2018, National Council meeting because Section V.A.3, below, includes a proposed alternate procedure in accordance with RONR. With the exception of Section V.A.3, below, the remaining procedures are codified in RONR and accordingly incorporated into the Federation Bylaws.

A. Voting Process

1. All eligible candidates remain eligible throughout multiple rounds of balloting until one candidate attains a majority. (pp. 430–31, 441.)
2. Candidates whose numbers are low in early rounds of balloting may choose voluntarily to withdraw their candidacy (p. 441.)
3. [In the event of multiple rounds, the National Council [has/will] determine[d] at the start of the 2018 National Council meeting to suspend Robert’s Rules to the extent that, after the third round of voting, and for each successive round, the candidate with the fewest votes will be dropped from the list of candidates provided on screen for succeeding ballots in the expectation that voters will then confine their choice to the remaining candidates. *RONR* p. 441.² (In the event the National Council does not vote with at least a 2/3 vote to approve the procedure in this V.3, then the remaining Procedure below will continue, unaltered, with no candidates being removed from the screen on successive rounds, unless by agreement of the candidate or pursuant to an appropriate motion from the floor, consistent with RONR.)]
4. All electronic keypads shall be calibrated, distributed to eligible voters, and tested in advance of the election portion of the AGM. (pp. 419, 421.) Each eligible candidate is assigned a random number by the electronic keypad vendor in an order determined through random selection (i.e. picking from a hat). The numbers will be sequential and will be communicated on screen during the voting in the order determined by the by the electronic keypad vendor.
5. After the presiding officer has announced the names of the candidates, each candidate, in the random order chosen by the electronic keypad vendor, may give a speech of up to five (5) minutes. At the end of the allotted five (5) minutes, the microphone will be turned off to indicate the candidate’s time has ended. There will be no other speeches for or against candidates.
6. At the end of all candidate speeches, the Chairperson of the Credentials Committee and the representative of the electronic keypad vendor will explain briefly the mechanics of electronic keypad voting for this multi-candidate election. During this time, and until the announcement of the vote on the first round of voting, the name of each candidate and the candidate’s random number

² In such an event, even after being dropped for receiving the lowest vote tally, candidates will remain eligible and maintain their assigned numbers so that any voters wishing to “write in” the candidate by continuing to vote for the candidate may do so.

assigned by the electronic keypad vendor will be projected on screen.

7. The presiding officer will announce that first round of balloting is ready to commence and will read the list of candidates and their assigned numbers in the order assigned by the electronic keypad vendor and posted on screen. The presiding officer will say that National Council members who wish to abstain from voting should refrain from voting and not press any number on their electronic keypad vendor. The presiding officer will then start the voting process. After it appears that all who have desired to vote have done so, the Chairperson of the Credentials Committee shall announce that voting will close in five (5) seconds, and then announce, after five (5) seconds has passed, that voting has ended.
8. The results of the first balloting will be reviewed by the Chairperson of the Credentials Committee and the Independent Monitor, certified by the Chairperson of the Credentials Committee, and displayed on screen. The display will list each candidate, in order, the total number of weighted votes, and the percentage of the vote received by each candidate.
9. After votes are tabulated and announced for the first round of balloting, if no candidate has received a majority of the weighted vote of eligible votes cast in that round of balloting, the presiding officer will announce a ten (10) minute “caucus” session to allow the candidates and National Council delegates to confer with their colleagues prior to the next ballot.³
10. At the close of the ten (10) minute “caucus” session, the presiding officer will announce that the next round of balloting will commence and the process from Sections V.7-8, above will be repeated, and to the extent necessary, the caucus session from Section V.9.
11. The process from Sections V.7-8, above, with the “caucus” session period provided in Section V 9 above, will be repeated until a candidate receives a majority of the weighted votes cast.

B. Announcement of President

The winner will be announced on-screen. The President takes office at the conclusion of the National Council meeting. This means that the President presiding at the beginning of the National Council meeting gavel out the National Council meeting.

³ If a motion is made from the floor to drop the candidate with the least number of votes in accordance with V.A.3 and n. 2, for each successive round, the individual with the least number of votes will not be listed on screen in subsequent rounds, however, voters will be entitled to “write in” the candidate by continuing to vote electronically for that candidate using the candidate’s previously disclosed unique number.