



USA CRICKET

ANNUAL REPORT



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CHAIRMAN'S REPORT

On behalf of the USA Cricket Board of Directors, I am pleased to present USA Cricket's Annual Report for 2020. The COVID pandemic meant that it was a year unlike any other and this presented a range of operational, safety and financial challenges that sporting organizations have never faced before.

In spite of those challenges, I am very pleased with the amount of progress that we have been able to make throughout the year. And although we have had less domestic and international cricketing activity that we would have liked, we have taken many significant steps forward in our efforts to lay a platform for the future growth of cricket in this country.

The publication of our Foundational Plan in October is probably the most important piece of work that we were able to complete during the year. It will underpin and direct all of our decision making going forward and sets a clear vision for cricket to become a mainstream sport in the USA and for USA Cricket to become a Full Member of the ICC by 2030.

The first three years of that journey are all about laying a platform for future growth, and we have continued throughout 2020 to put the building blocks in place to enable the full realization of the potential for cricket in America.

Many of those developments are described in this report, but I wanted to highlight the following exciting activities that we were involved in during 2020 and which continue into 2021, each of which have the potential to significantly accelerate our journey:

- We worked together with our colleagues at Cricket West Indies in order to formally express interest in hosting future major ICC events in the next rights cycle (2023-2031), and we are optimistic about the prospect of securing such events when they are allocated later in 2021.
- We have been working closely with the ICC in order to explore the prospect of cricket's inclusion in the 2028 Olympic Games in Los Angeles. That work will continue during 2021 and we are optimistic that alignment is beginning to take place and that we will have a central role to play in moving that aspiration forward.



- We helped our partners at Major League Cricket to secure Grand Prairie stadium in Dallas, which is likely to become the future home of USA Cricket and a High-Performance Centre; and we will continue to provide Major League Cricket with additional support in their efforts to secure similar facilities during 2021 as they develop the much-needed cricketing infrastructure that will help to support a professional domestic T20 tournament.
- In line with our strategic focus areas on women/girls and youth, we secured the hosting rights to two of the ICC's Regional Pathway Events to be held in the summer of 2021.

We look forward to progress on all of these initiatives during 2021, confident that USA Cricket is well placed to effectively support them and capitalize on them as they materialize.

The progress that is outlined in this report wouldn't have been possible without the huge amount of time, effort and leadership shown by each of my fellow directors on our Board..

..as well as our management team led by our Chief Executive, Iain Higgins, and the wide network of partners and volunteers across the USA.

I would like to finish by paying tribute to everyone in the wider American cricket community, who have been a fantastic support to us all through these difficult times.

On behalf of the USA Cricket Board, our sincere thanks go to you all for your ongoing assistance in sustaining the sport across America during one of the toughest times that the sport will ever have to endure. Our league, clubs and academies wouldn't exist without your passion, commitment and love for the game, and we look forward to nurturing and supporting you all in 2021 as cricket starts to return.

I now invite you to read and enjoy the content of our 2020 Annual Report!

PARAAG MARATHE
USA CRICKET CHAIRMAN





CEO'S REPORT

2020 was a year with unprecedented challenges for the world, and the COVID pandemic presented significant challenges for USA Cricket, with very little domestic and international cricket possible on the field-of-play and calendars, budgets and activity plans constantly being postponed and revised.

Travel and other restrictions created barriers to zonal and national team training and competition, whilst social distancing and other measures designed to protect the public's health created barriers for cricket to continue in schools, communities and at a local level generally. All of this needed cautionary and careful scenario planning and management off the field of play, which was extremely frustrating for us all.

But in many ways, freedom from delivering a raft of cricketing outcomes for this period allowed us to spend time focusing on laying the foundations that were much needed, and which will stand us in much better shape as cricket returns in 2021 and we seek to meet the high expectations demanded by a starved cricketing community.

2020 is certainly a year that none of us will ever forget, but I believe USA Cricket emerges from it in a strong position and further down the path towards realizing some of the potential that exists for growth in the United States.

We spent the first three-quarters of 2020 understanding and readjusting to COVID, with the imposition of recruitment freezes, salary cuts for staff and reduced expenditure...

..on player contracts all acknowledging the reduced level of cricketing activity and future financial uncertainty that the sport was facing globally.

During this period we also restructured the governance model of USA Cricket, appointing a brand-new set of Committees and allocating their responsibilities across the evolving Foundational Plan. We were also able to complete various structural, planning and research efforts that were needed so that we were better equipped and in position to be able to operate more effectively as soon as the time came.

Pleasingly, the final quarter of 2020 saw an increased level of operational activity to build on that planning effort and some significant developments were released in the form of the launch of the Foundational Plan, the establishing of Minor League Cricket, and the securing of a cricket specific venue at Grand Prairie, Texas.

There are a number of things we highlight in this Annual Report, but the most important was the launch of our Foundational Plan in September. The five strategic objectives set out within the plan will be the driving force behind all of our major decisions moving forward and, if we can continue to make progress across all of those, we believe will set us on the path towards achieving our vision of making cricket a mainstream sport in the USA whilst achieving Full Member status within the ICC.

A progress report of our achievements during 2020 against each of those strategic objectives can be found below:



2020

A PROGRESS REPORT

Building a platform for American Cricket



BELOW ARE SOME OF OUR ACHIEVEMENTS ACROSS OUR STRATEGIC OBJECTIVES THIS YEAR

Appointed technology partner to develop new membership portal

Enhanced levels of communication with community via digital and mainstream media

Plan to engage softball community underway

Inaugural Minor League Cricket season

Launch of Grand Prairie Stadium, Dallas

2019 Annual Report and inaugural AGM

Record levels of interaction on USAC social media channels

Expressed interest in hosting future ICC Major Events

5
BUILD TRUST IN THE COMMUNITY

1
GROW ENGAGEMENT

Unqualified audit of 2019 Annual Financial Statements

4
DELIVER FINANCIAL STABILITY

2
INCREASE PARTICIPATION

Launched USAC Umpires Pathway & Program

Implemented cost-savings measures to secure strong financial position by end of 2020

Nationwide Entry Level Program being developed

Commenced audit of commercial rights and sales strategy

3
IMPROVE PERFORMANCE OF NATIONAL TEAMS

Research on female and youth participation in the USA

Staged Men's, Women's and Youth Talent IDs and Zonal Trials

Long-term High-Performance Plan near completion

Plan to engage more women and girls being developed

Secured hosting rights to ICC WT20WC and ICC U19 Boys WC Reg Qualifiers in 2021

Established national training groups on Athlete Management System

National and Zonal Selection Panels and coaching staff appointments

BUILDING AN EFFECTIVE SUPPORT ENVIRONMENT

Later sections in this report expand on the progress made on the field to improve the performance of the national teams and to increase participation levels and to engage more people with the sport at all levels. However, it's worth noting that significant strides forward were also made on two of the other strategic objectives (building trust in the community and operating in a sustainable manner), as well as in building the critical support environment.

BUILDING TRUST IN THE COMMUNITY

Following a tender process in 2020, a technology company was appointed to develop a bespoke membership portal. A huge amount of time and effort went into the development of that portal in the latter half of 2020 which we believe, in time, will help to bring together the entire US cricket community.

The portal was finalized at the very end of 2020 and launched in January 2021, and we were delighted that approximately 20,000 individuals have now registered within the system. The 'Introductory' membership package and cost structure for 2021 reflects USA Cricket's desire to be sympathetic to the financial and logistical challenges faced by cricket communities across the country during 2020 as well as the need to be as inclusive as possible at an important time.

We are delighted with this response and look forward to building on the new relationships with Leagues, Clubs and Academies across the country that have developed throughout this process, and to establishing the first membership of the Leagues Committee.

USA Cricket's position as the official governing body and its actions in managing the tender process which resulted in the appointment of Major League Cricket were both independently validated in 2020 with motions to dismiss being awarded in respect of a claim brought by a rival bidder in respect of the tender process, as well as in relation to a claim brought by former USACA directors against the ICC.

With these challenges firmly behind us, and the early success with the membership model, we appear well set to finally bring together the entire cricket community.

We have made significant efforts to publish a large volume of updates, media releases, blogs and communications at regular intervals throughout 2020, in order to ensure that there was regular communications and updates from USA Cricket to the community. We saw record interaction levels on USA Cricket's social media channels with those communications and we were delighted to be acknowledged for our innovation as the Regional Winner of the ICC Development Awards 2020 for the ICC Digital Fan Engagement of the Year.

We look forward to increasing the levels of communication yet further, especially following the Board's acknowledgement at the end of 2020 of the requirement to publish Board minutes on the USA Cricket website, which will be actioned imminently.

In addition, the fun, engaging #TrainAtHome campaign focused on the best of the Team USA players & support staff bringing simple, effective cricket skills-based drills to the homes of fans to encourage them to keep active whilst staying safe during lockdown. And we developed return to play and train COVID guidelines to help spread best practice within the cricket community to assist them all with a safe return to the sport if and when they were able to do so in 2020.

One of the consistent talking points during 2020 has been to explain the scope of the USA Cricket / Major League Cricket partnership, and why it should be welcomed by the entire cricket community and anybody with a genuine interest in growing the game within this country.



The partnership has already resulted in the delivery of the Minor League Exhibition Matches in 2020, and the announcement of a new world class cricketing venue in Grand Prairie, Texas, which will be repurposed under the guidance of internationally renowned design firm HKS and will open in 2022.

In addition, we were pleased to announce the exciting news of The Knight Riders Group agreeing to a major investment in American cricket through its partnership with Major League Cricket, as well as the full slate of founding investors in Major League Cricket which is an all-star roster of leading business executives and successful entrepreneurs who have been involved with some of the world's most well-respected companies.

One of the reasons why there is such optimism around the ability of USA Cricket to drive positive growth in the sport at this time is because of the quality and support of the various partners that are being assembled and the depth of support from the ICC and the international cricketing community.

These developments by and within Major League Cricket serve to underline that the optimism is well placed.

However, we remain extremely conscious of the need to do a better job of communicating the full scope of the deal that has been struck with Major League Cricket.

To that end, for most of 2020 we have been negotiating the details of a long-form partnership agreement which builds on the terms that were agreed at the conclusion of the tender process in 2019. Given the challenges faced in this country and the complexity of the deal, it has taken a long time to reach its conclusion, but we are looking forward to presenting the scope and benefits of the USA Cricket / Major League partnership agreement in great detail at the upcoming AGM and on our website thereafter.



OPERATING IN A SUSTAINABLE MANNER

Financially, I'm pleased to report that USA Cricket closed 2020 in a more solid financial position than it had at the end of 2019. Despite our lofty ambitions, we have placed great importance on ensuring that USA Cricket operates in a financially responsible manner, and, various steps were taken in 2020 to freeze recruitment and cut costs in order to ensure that we could preserve cash within the business whilst the future cricketing calendar, commitments and revenue remained uncertain.

During 2020 we received an unqualified audit of our 2019 Annual Financial Statements and published them along with our 2019 Tax Return; we spent many hours reforecasting against alternative cricketing calendars, and, we commenced an audit of all assets so that we can start to consider how to effectively commercially exploit all of the available assets in order to reduce our over-reliance on two key revenue streams – from the ICC and Major League Cricket. I look forward to being able to announce a raft of commercial deals that build on the work that has been done in that space during 2021.

There is no doubt that the ongoing issues the COVID pandemic is causing around the cricketing world will make the coming months and years somewhat uncertain on the international cricket front. However, the reopening of much of society here in America gives us an opportunity to focus on the development of our domestic pathway and training structures for men, women and youth, with lots to look forward to as we develop our zonal coaching hubs and facility partners, as well as the first full season of Minor League Cricket and the establishment of a new domestic structure for women.

I believe that through responsible decision making by the Board, we have managed to ride the storm of the pandemic as best we could, and I would like to pay a special thanks to the wider American cricket community who have been magnificent in their support of the direction we are taking the sport in and the patience that they have displayed in the face of the most frustrating of years.

I look forward to seeing you all at a cricket ground this summer.

IAIN HIGGINS
USA CRICKET CEO





BUILDING OUR TEAM

25

Volunteer
Youth
Coordinators

6

Volunteer
Umpire
Coordinators

6

Zonal
Selection
Panels

CRICKET

- Men's Head Coach
- Men's Youth Coach
- Women's Youth Coach
- Men's and Women's
National Team
Selectors

STAFF

- Cricket Operations
Director
- Development Manager
- Finance Manager

GOVERNANCE

- Governance review
- Terms of Reference Manual
- 10 formal + 8 informal
Board Meetings
- New Committee Structure
- 26 Committee Meetings

FRAMEWORK

- Guidelines for return to
train/play
- Covid-19 legal waiver &
indemnity
- Regulations for Approval of
Domestic Cricket
- Anti-Doping Code
- National Tournament
Manual



FOUNDATIONAL PLAN 2020 - 2023

In October, the first ever strategic plan for USA Cricket was launched in the shape of the USA Cricket Foundational Plan 2020 – 2023, with the focus on building a platform to support the future growth and success of American cricket.

The USA Cricket Foundational Plan articulates a long-term vision for cricket to be established as a leading sport in the United States and USA Cricket to become a Full Member of the ICC by 2030, and outlines the priority actions to be taken and initiatives to be launched through until the end of 2023.

“The launch of this Foundational Plan is the culmination of a lengthy but important piece of work, which now sets the roadmap for the development of the sport in the United States over the next few years”
said USA Cricket Chairman Paraag Marathe upon the launch in October 2020.

“On behalf of the entire Board of Directors, we are extremely proud to present this plan to the entire cricket community across the country and we look forward to working with them to deliver on its commitments.”

The focus for the Foundational Plan is about ‘Building a platform for American cricket’, identifying the need for progress to be made against five key strategic objectives: growing engagement; increasing participation levels; improving the performance of the US national teams; operating sustainably; and building trust across the local cricket community.

A one-page synopsis of the Plan can be seen here, to view in full visit www.usacricket.org.



FOUNDATIONAL PLAN 2020-2023

Building a platform for American cricket



2030 VISION

WITHIN THE USA...

CRICKET IS ESTABLISHED AS A LEADING SPORT IN THE USA

AND ON THE GLOBAL STAGE...

USA CRICKET IS ESTABLISHED AS A FULL MEMBER OF THE ICC

WE WILL ACHIEVE THIS VISION IF WE MAKE PROGRESS IN OUR 5 STRATEGIC OBJECTIVES

STRATEGIC FOCUS AREAS

WE WILL FOCUS OUR TIME, ENERGY AND RESOURCES ON THE FOLLOWING:

EXISTING FANS AND PLAYERS

YOUTH AND LONG-TERM DEVELOPMENT

TWENTY20 CRICKET

WOMEN AND GIRLS

OUR OBJECTIVES

1

GROW ENGAGEMENT



2

INCREASE PARTICIPATION



3

IMPROVE PERFORMANCE OF NATIONAL TEAMS



4

DELIVER FINANCIAL STABILITY



5

BUILD TRUST IN THE COMMUNITY



ALL OF WHICH IS SUPPORTED BY OUR WORK ACROSS THE FOLLOWING AREAS

OUR ACTIVITY AREAS



OUR VALUES

WE WILL ACT WITH COURAGE

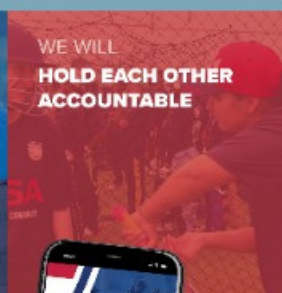
WE WILL BE INCLUSIVE

WE WILL WORK TOGETHER AS A TEAM

WE WILL ENGAGE WITH THE COMMUNITY

WE WILL ACT WITH INTEGRITY

WE WILL HOLD EACH OTHER ACCOUNTABLE





IMPROVING THE PERFORMANCE OF NATIONAL TEAMS

The High-Performance side of the cricket department saw a year split in two, with the only international action being played prior to the full effects of the COVID pandemic taking hold, and then with all international and domestic cricket halted from early March onwards.

USA Senior Men's team were the only representative team to play any international cricket in 2020. A well-organized preparation camp in Mumbai came before the tour of Kathmandu for USA's third round of the ICC Cricket World Cup League 2 tri-series with hosts Nepal and the other opponent, Oman.

Despite coming into the series on top of the table, USA returned winless from Nepal with two close defeats in the opening two matches followed by two heavy defeats. Team USA struggled in the spinning conditions to leave with zero points from Nepal and were overtaken by Oman in the overall table.

USA Men's fourth tri-series of CWC League 2 was due on home soil in April but became one of the first international events to fall victim to the COVID-19 outbreak. The six ODIs were scheduled for Fort Lauderdale with USA, Scotland and the United Arab Emirates scheduled to take part. However, due to the rapidly developing health emergency, the ICC took the decision to postpone the series.

With play on the pitch not possible for the foreseeable future, the focus shifted to developing the structures, staffing and pathways for the High-Performance Program for Men's, Women's and Youth cricket.

In March, USA Cricket appointed a new panel of National Selectors for the USA Men's National Team and a new Men's Head Coach. Following an exhaustive search that uncovered a number of outstanding coaching candidates, the preferred candidate, former first class Ranji Trophy and IPL player and coach, J Arun Kumar, was appointed.

Further key appointments soon followed as a new panel of National Selectors for the USA Women's National Cricket Team was announced. It is the first time that USA Cricket has had a dedicated Women's Selection Panel, completely separate and distinct from the Men's Selection Panel, signifying the increasing importance being placed on the development of the Women's game.

During the second quarter of the year, our Men's and Women's National players all began remote sessions together in training groups with all players established on the new Athlete Management System, and players committing to participate in a remotely driven training program.

The second half of the year began to present some optimism for a return to some domestic cricketing activity under controlled conditions, with a series of Minor League Cricket Franchise Exhibition Matches giving playing opportunities to those where local regulations permitted matches to be played.

- On the pitch, in September the Minor League Cricket Franchise Exhibition Matches saw the very best amateur cricketers across the United States, as well as 36 First-Class and international players, produce competitive and highly entertaining cricket without the full travel required for a full season of Minor League Cricket.
- This ambitious project broke new ground for American cricket – 51 matches were played across 17 different venues, with 15,593 runs scored and 657 wickets taken. Of the more than 2,400 players who registered for the first MiLC Draft in August, 364 players were selected to make up 18 squads.
- Testament to the competitive nature was the closeness of a number of matches. In total, there were 14 final over finishes, 2 final ball finishes and 2 tied matches going to Super Overs. 9 x 100s and 4 x 5 wicket hauls highlighted the general standard of cricket.
- A key objective of Minor League Cricket is to provide young talent an opportunity to develop and showcase their talent, 90 players aged 21 were selected with 71 of those players playing an average of 3 matches, including a host of breakout performances that suggest the future is very bright.

Then, as soon as it was safe to do so, the Talent Identification events for women and girls resumed, with events being staged in the States of North Carolina, Texas, California and Washington where they had previously been postponed.

Progress in the creation of a nationwide cricketing structure was furthered with the naming of a new Men's Youth Selection Panel, as well as the creation of six new Zonal Selection Panels. This was followed by the staging of separate Men's and Men's Youth Zonal Trials which saw more than 600 participants over 22 days at 11 venues.

Two new critical coaching roles were made in October, with Kevin Darlington named as the Men's Youth Coach taking on the primary responsibility for coaching the USA Cricket Men's Under 19 team and other junior teams. Asif Mujtaba was also appointed as the Women's Youth Coach and will take on similar responsibilities with the Women's Under 19 team, for which USA Cricket plans to schedule its first ever international match in 2021.

In November, with COVID-19 beginning to surge across the country again, a difficult and extremely frustrating decision was made to cancel all of the previously postponed National Championships for 2020, with the aim to play them as early as possible in 2021. As part of USA Cricket's continuing efforts to lay the foundation for a robust domestic cricket structure, the Cricket Committee also approved two new regulatory documents, the USA Cricket Regulations for the Approval of Domestic Cricket, and the USA Cricket Anti-Doping Code, both important to the effective conduct of the game within the United States.

Further good news rounded out a challenging but productive year with the USA securing hosting rights to the ICC Women's T20 World Cup Regional Qualifier and the ICC Under 19 Men's World Cup Regional Qualifier in 2021, and the selectors closed out the year contemplating the selection of zonal and training groups for men, women and youth.



INCREASING PARTICIPATION

The inability to play any cricket for the majority of the year meant that efforts to increase participation levels for the most part also focused on planning and putting in place the right structures to support the implementation of the various plans when finalized.

To that end, a huge step forward was taken in May with the naming of 24 Volunteer Youth Coordinators who will help to drive the next phase of growth and development in youth cricket across the United States. The 24 Volunteer Youth Coordinators are spread across 23 cities in 15 states that cover all of the six zones of USA Cricket, and they will play an important role in working to help encourage more boys and girls to play cricket in their respective schools and communities through localized programs and initiatives.

Their role will be focused on encouraging more schools and communities to engage with USA Cricket's Entry Level Program, as well as working with the existing leagues, clubs and academies to increase the amount of opportunities for young cricketers within their zones.

This announcement was then followed by a various pieces of audit and planning work on the scale and type of cricket being played across the United States, and the creation of some planning groups to help put together plans to engage with and support various parts of the cricketing pathway;

- Research and report on female participation presented to Women and Girls Committee
- Research and report on youth cricket presented to Development Committee
- League survey to gather information about structures, playing numbers across the USA.
- Creation of Youth Tournaments Planning Group, to consider and propose an appropriate structure for domestic junior cricket
- Creation of Softball Planning Group, to consider how best to engage with the large softball cricket community that exists in the USA

In June, with many in the community hoping for a return to cricket. USA Cricket published its Guidelines for Returning to Train and Play which were intended to assist by highlighting the cricket specific risks associated with COVID-19 and providing a framework of information and guidelines to those who are seeking the safe resumption of training and playing.

USA Cricket recognizes that, in order to grow participation in the sport at all levels, it is important to also create a proper program, pathway and opportunities for existing and aspiring umpires and coaches. Following a review of the existing landscape, the USA Cricket Board made the decision to take full ownership for supporting umpires across the USA. This led towards the launch of the new program in October 2020.

USA Cricket's first-ever Umpiring Program and Pathway, outlining an overarching framework for the development of umpires within the USA was subsequently complimented by the appointment of six Zonal Coordinators to assist in its delivery and implementation.

Another key area of focus for the year was the creation of a new Entry Level Program. With a few notable exceptions, the lack of entry level junior cricket programs within schools and after-school/community programs is one of the biggest challenges faced by USA Cricket in achieving its vision for cricket to become a leading sport in the country.

To that end, towards the end of 2020, the USA Cricket Board endorsed a recommendation from its Development Committee to appoint Alacria to work with USA Cricket to design and deliver the National Entry Level Program for cricket that will be created for young boys & girls across the United States from the ages of 5-12 as their first introduction to the sport of cricket.

Alacria will work closely with USA Cricket to design and deliver the National Entry Level Program for Cricket that will be created for young boys & girls across the United States from the ages of 5-12 as their first introduction to the sport of cricket.

Alongside the development of the customized curriculum and offering for the National Entry Level Program, Alacria are also providing advice and support on the most effective way to market and commercialize the entire program, so that it can be scaled effectively without any significant cost burden.

The program will seek to introduce cricket to young Americans as widely as possible, in a sustainable manner that will have a genuine long-term impact for American cricket. Much of the design work was completed in 2020, with extensive consultation with the American cricket community and other key stakeholders including PE teachers, educational experts and leaders in American sports participation. Subject to COVID restrictions, it is anticipated that the first pilot schemes will be launched in selected states in the second half of 2021.



Board Committees

BOARD OF DIRECTORS:

PARAAG MARATHE (CHAIR); AJITH BHASKAR; AVI GAJE;
SURAJ VISWANATHAN; VENU PISIKE; SUSHIL NADKARNI; SRINI SALVER;
NADIA GRUNY; ROHAN SAJDEH; CATHERINE CARLSON.

CRICKET COMMITTEE

SUSHIL NADKARNI (CHAIR), NADIA GRUNY, SRINI SALVER, VINCE ADAMS, JEFF CROWE.

DEVELOPMENT COMMITTEE:

VENU PISIKE (CHAIR), AJITH BHASKAR, ERICA RENDLER, SRINI SALVER, JATIN PATEL, BRIAN WALTERS, BASSETT THOMSON.

FAN ENGAGEMENT COMMITTEE:

PARAAG MARATHE (CHAIR), ROHAN SAJDEH, NADIA GRUNY, MICHAEL HOLDING, TODD MYERS.

FINANCE & COMMERCIAL AFFAIRS COMMITTEE:

CATHERINE CARLSON (CHAIR), ABHIMANYU RAJP, SHAHID AHMED, RAM VARADARAJAN.

WOMEN & GIRLS COMMITTEE:

NADIA GRUNY (CHAIR), CATHERINE CARLSON, SHAM CHOTOO, JOHN AARON, PRIYA SINGH.

ACE RELATIONS COMMITTEE:

SURAJ VISWANATHAN (CHAIR), AJITH BHASKAR, SUSHIL NADKARNI, NADIA GRUNY.

AUDIT COMMITTEE:

PARAAG MARATHE (CHAIR), SURAJ VISWANATHAN, SUSHIL NADKARNI, SRINI SALVER.

MEMBERSHIP WORKING GROUP:

AJITH BHASKAR (CHAIR), SURAJ VISWANATHAN, CATHERINE CARLSON, AVI GAJE, ANAHITA ARORA, SRINI SALVER, DONNA BOWES, SHIRAZ NAJAM

2020

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