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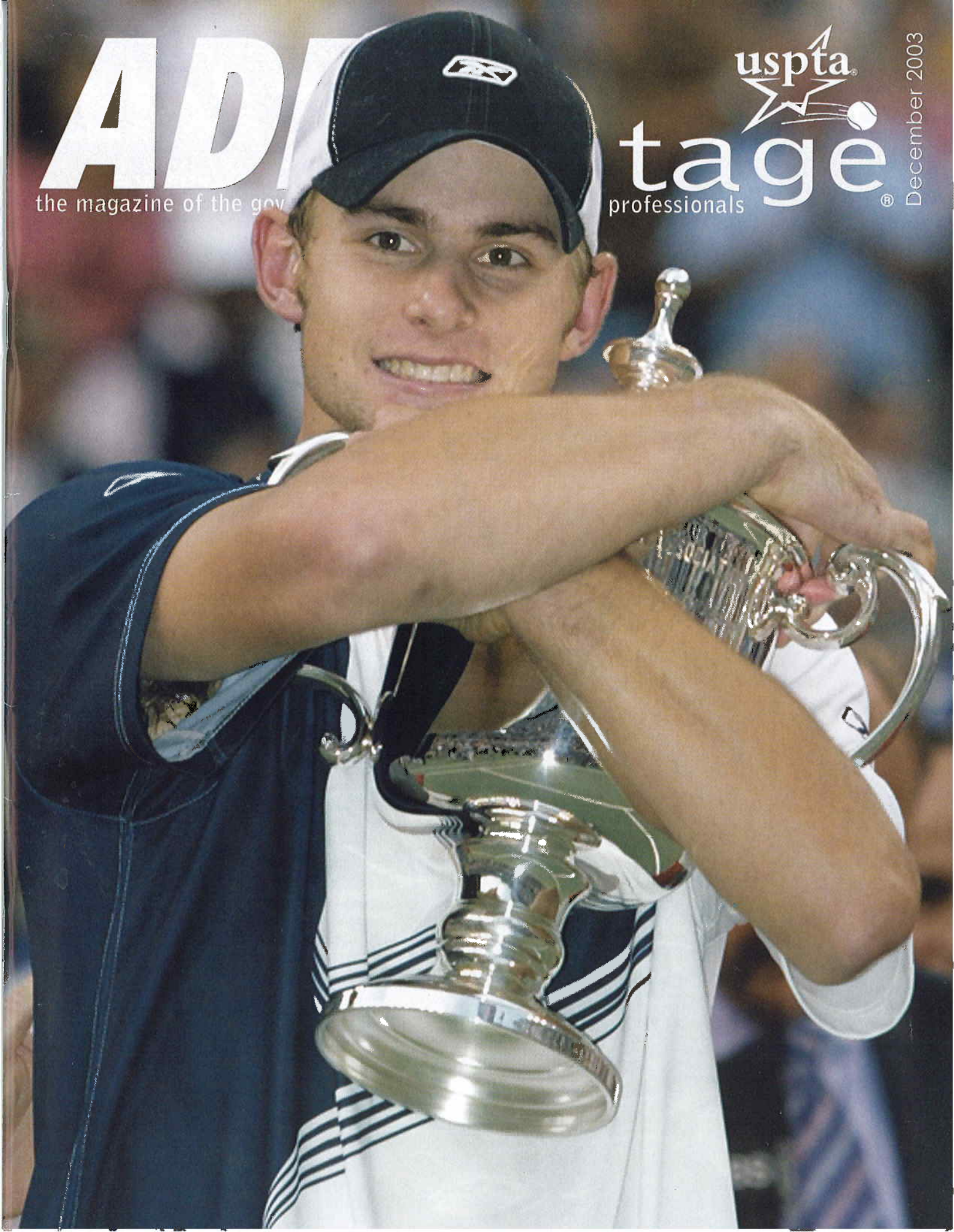
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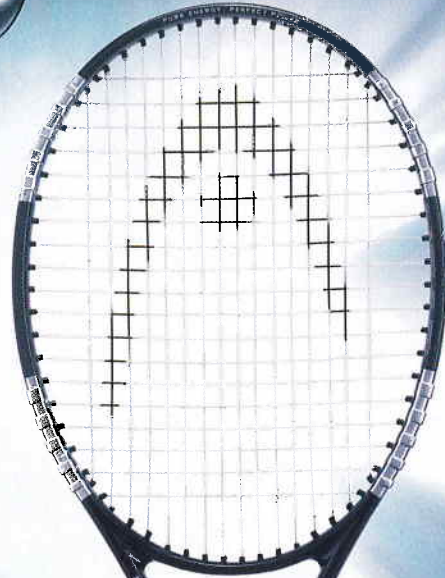
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On the cover ... Andy Roddick, 2003 U.S. Open men's champion. Photo by Cynthia Lum.

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Esq.

Employment Discrimination

Did you know that, as a tennis professional, you are legally protected from employment discrimination regarding age, sex or race? If you are an older pro who has been terminated from your position, and a younger person is hired in your place, you might have legal recourse. The same applies if, as a woman pro, you are getting paid less than your male counterpart for the same duties. And the same applies if you are a pro from a racial minority, and a white pro with fewer qualifications is hired or promoted instead of you. The best part is that you do not necessarily need the expense of a lawyer to enforce your rights. Either go to your local federal EEOC (Equal Employment Opportunity Commission) office, or State Human Rights office, and they will, if they think your case has merit, help you bring a claim on your own.

by Paul Waldman
USPTA General Counsel

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CEO's message

Historic week for USPTA as World Headquarters, Houston take center stage

When your Association first purchased its own building in 1990, we wanted a place to host events and activities that would benefit our members and their image within our industry.

Although we've held many events and hosted numerous tennis VIPs at our offices, the flurry of activities that took place last month in Houston and at USPTA's headquarters truly represented our ultimate plans for our official home. A short description of the activities and guests follows:

First USPTA Competitive Player Development Conference, Nov. 8-11

This first-of-its-kind USPTA event drew the world's foremost authorities on player development, who made both on-court and classroom presentations to a capacity crowd. Speakers included Rick Macci and Nick Bollettieri, both of whom have coached many world-ranked players; Luis Mediero, president and CEO of international coaches group RPT, headquartered in Spain; John Yandell, director of the Advanced Research Project; Eliot Teltscher, a 10-time ATP titlist and USA Tennis High Performance director of operations; David T. Porter, Ed.D., USPTA president and men's and women's head tennis coach at Brigham Young University – Hawaii; Doug Spreen, ATP sports medicine trainer since 1995; and Dr. Martin Baroch, founder of the Czech Professional Tennis Association.

The conference covered the modern game of tennis, including the changes that have taken place, techniques to teach the modern game and applications for applying these techniques to future developments in the game. The event brought together the who's who of world championship teachers and gave USPTA the opportunity to showcase its classrooms and courts.

Based on the event's success and the enthusiasm of both course participants and lecturers, we plan to hold additional Competitive Player Development Conferences in various locations, including placing it on the agenda as a special educational track at the USPTA World Conference on Tennis.

The event also proved that player development education is something USPTA members want and

need. After witnessing the whole event, I realize that competitive player development education can be beneficial to any and all teaching professionals – from the professional competitor ranks to beginner players. It's clear we can all be more effective coaches if we study our game at its highest level.

Masters Cup Houston, Nov. 8-16

The USPTA Competitive Player Development Conference took place amid the backdrop of the year-ending Masters Cup at Westside Tennis Club in Houston. People who attended the conference also received tickets to one night at the matches, which pitted the world's top eight men against each other for a season-ending trophy and a total tournament purse of more than \$3.5 million.

The sold-out crowds were treated to a spectacular display of tennis and hospitality thanks to the ATP and Jim and Linda McIngvale, owners of Westside Tennis Club. The McIngvales have been huge promoters of sports in Houston and more recently have boosted the city's interest in tennis. Not only did they host the recent Masters Cup, but they've also hosted the last U.S. Men's Clay Court Championships and a Davis Cup match between Spain and the United States. With a new 8,000-seat stadium and tremendous amounts of advertising for the events, the pair has reignited a passion for tennis in Houston. I know the tennis industry, the city and tennis fans are most grateful for their commitment to the sport.

USPTA Board of Directors and industry meetings, Nov. 14-16

USPTA board members traveled to Houston for various important meetings, including a regular board meeting. During the meeting, the board discussed several exciting programs that will benefit all USPTA members. Other meetings included:

- *ATP meeting*

The USPTA board and its senior staff met with representatives of ATP during the Masters Cup. The groups discussed cooperative projects for organizing and marketing programs that will benefit USPTA members while allowing ATP to

continued next page



Tim Heckler

from previous page

get its message to the grassroots with the assistance of USPTA's database marketing and tennis-teacher network. It's our hope that we can create a working relationship similar to the playing and teaching pros of the PGA.

- *Joint meeting between the USPTA and USTA boards of directors*

Probably the most historic event of the week was the joint meeting between the USPTA and USTA boards of directors at USPTA's headquarters. This first for the two groups allowed everyone to discuss the common interests we have for promoting our sport and the ways we can work together to reach many common goals.

Alan Schwartz, USTA's president, first suggested such a gathering earlier this

year, and we're grateful for his help in organizing the meeting in Houston. USPTA Immediate Past President Joe Thompson and President Dave Porter also were very instrumental in making the event a reality.

The meeting included the USTA board, members of its senior staff, and the USPTA board and several of its senior staff members. The groups discussed functions of board members and staff to assist in opening broader lines of communication between the organizations. The USTA also announced its top priorities:

1. *Community tennis*
2. *U.S. Open*
3. *High performance tennis*
4. *Multicultural participation*

Since many of USPTA's goals correspond to these priorities, we agreed to work

together to enhance the quality of each common priority and program. Our renewed relationship is based on confidence in the USTA board, led by Schwartz, and several new USTA senior staff members who understand, and, in many cases, have already established great relationships with USPTA professionals in the grassroots. These staff members include: USTA Executive Director Lee Hamilton, who as a former Texas Tennis Association president enjoyed a great relationship with USPTA professionals in our Texas Division; Kurt Kamperman, now head of USTA Community Tennis and a past national USPTA president; and Paul Roetert, a USPTA member and managing director of USTA's high performance program. We

also look forward to working with Arlen Kantarian, chief executive of professional tennis for USTA.

This historic meeting was the culmination of a very successful week for USPTA. We were able to achieve our major goal of communicating our hopes for a cohesive industry, and hope to hold similar meetings at least once a year.

It will be hard to top the busy November USPTA experienced at its World Headquarters, but you can bet we'll be trying. We hope you'll be watching for the next educational event that might fit into your schedule, and we'd like to welcome anyone who is traveling in or around Houston to stop by the office for a tour. Stay tuned for more action from USPTA. ☺

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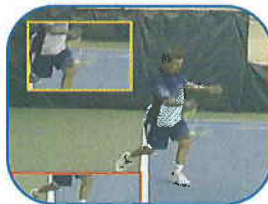
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