

**State:** Arkansas **Filing Company:** Federal Insurance Company  
**TOI/Sub-TOI:** H03G Group Health - Accidental Death & Dismemberment/H03G.000 Health - Accidental Death & Dismemberment  
**Product Name:** Association Filing - Professional Skaters Association  
**Project Name/Number:** Association Filing-Professional Skaters Association/12-AP-3-F

### Filing at a Glance

Company: Federal Insurance Company  
Product Name: Association Filing - Professional Skaters Association  
State: Arkansas  
TOI: H03G Group Health - Accidental Death & Dismemberment  
Sub-TOI: H03G.000 Health - Accidental Death & Dismemberment  
Filing Type: Form  
Date Submitted: 09/14/2012  
SERFF Tr Num: CHUB-128478769  
SERFF Status: Closed-Approved-Closed  
State Tr Num:  
State Status: Approved-Closed  
Co Tr Num: 12-AP-3-F  
  
Implementation: On Approval  
Date Requested:  
Author(s): Diana Cardone, Kathleen Casey, Cindy Langston, Rhonda Freedman, Lynn Lambertsen, Louise Mueller, Deborah Carman  
Reviewer(s): Rosalind Minor (primary)  
Disposition Date: 09/21/2012  
Disposition Status: Approved-Closed  
Implementation Date:  
  
State Filing Description:

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## General Information

Project Name: Association Filing-Professional Skaters Association	Status of Filing in Domicile:
Project Number: 12-AP-3-F	Date Approved in Domicile:
Requested Filing Mode: Other	Domicile Status Comments: This filing is being submitted in the Domiciliary State of Indiana with this filing.
Explanation for Combination/Other: Approval of Association	Market Type: Group
Submission Type: New Submission	Group Market Size: Small and Large
Group Market Type: Association	Overall Rate Impact:
Filing Status Changed: 09/21/2012	
State Status Changed: 09/21/2012	Deemer Date:
Created By: Diana Cardone	Submitted By: Deborah Carman
Corresponding Filing Tracking Number:	

### Filing Description:

We are filing the group, Professional Skaters Association, on a single-case basis for use with previously approved forms. The Association Accident Policy, form number CCA 5000, was approved in your state under revised filing CHUB-125017413 and State # 34213 on December 6, 2006 and our original filing # 04-AP-2-F on 5/10/04; therefore no forms are attached to this filing.

Your approval of this program will be greatly appreciated.

## Company and Contact

### Filing Contact Information

Fran Muldoon, Manager - CPI State Filings fmuldoon@chubb.com  
 Dept.  
 202 Hall's Mill Rd. 908-572-2875 [Phone]  
 P.O. Box 1600 908-572-4034 [FAX]  
 Whitehouse Station, NJ 08889-9977

### Filing Company Information

Federal Insurance Company	CoCode: 20281	State of Domicile: Indiana
202 Hall's Mill Road	Group Code: 38	Company Type:
P.O. Box 1650	Group Name:	State ID Number:
Whitehouse Station, NJ 08889-1650	FEIN Number: 13-1963496	
(908) 572-4422 ext. [Phone]		

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### Filing Fees

Fee Required? Yes  
 Fee Amount: \$50.00  
 Retaliatory? Yes  
 Fee Explanation: Discretionary group filing \$50.00 Arkansas Fee.  
 Per Company: No

Company	Amount	Date Processed	Transaction #
Federal Insurance Company	\$50.00	09/14/2012	62707250

SERFF Tracking #:

CHUB-128478769

State Tracking #:

Company Tracking #:

12-AP-3-F

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## Correspondence Summary

### Dispositions

Status	Created By	Created On	Date Submitted
Approved-Closed	Rosalind Minor	09/21/2012	09/21/2012

### Objection Letters and Response Letters

#### Objection Letters

Status	Created By	Created On	Date Submitted
Pending Industry Response	Rosalind Minor	09/18/2012	09/18/2012

#### Response Letters

Responded By	Created On	Date Submitted
Deborah Carman	09/20/2012	09/21/2012

**State:** Arkansas **Filing Company:** Federal Insurance Company  
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## Disposition

Disposition Date: 09/21/2012

Implementation Date:

Status: Approved-Closed

Comment:

Rate data does NOT apply to filing.

Schedule	Schedule Item	Schedule Item Status	Public Access
Supporting Document	Flesch Certification	Approved-Closed	Yes
Supporting Document	Application	Approved-Closed	Yes
Supporting Document	Arkansas Association Questionnaire	Approved-Closed	Yes
Supporting Document	Members Benefits Brochure	Approved-Closed	Yes
Supporting Document	Professional Skaters Association Arkansas Members	Approved-Closed	Yes
Supporting Document	Professional Skaters Association Financial Statement	Approved-Closed	Yes
Supporting Document	Professional Skaters Association By-Laws	Approved-Closed	Yes
Supporting Document	Professional Skaters Association Articles of Incorporation	Approved-Closed	Yes

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## Objection Letter

Objection Letter Status	Pending Industry Response
Objection Letter Date	09/18/2012
Submitted Date	09/18/2012
Respond By Date	

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Dear Fran Muldoon,

**Introduction:**

*This will acknowledge receipt of the captioned filing.*

**Objection 1**

*- Professional Skaters Association By-Laws (Supporting Document)*

*Comments:*

*It is requested that you provide us with a copy of the Articles of Incorporation as outlined under ACA 23-86-106(2)(A)(i). Also, does the association have at least 100 members?*

**Conclusion:**

*A.C.A. 23-79-109(1)-(5) sets forth the procedure by which filings may be deemed approved upon the expiration of certain time periods with no affirmative action by the commissioner. If the commissioner determines that additional information is needed to make a decision regarding approval, such request for information will be made to the company. The filing will not be considered complete until said additional information is received. The time periods set forth in this statute will not begin to run until the filing is complete.*

*Please feel free to contact me if you have questions.*

*Sincerely,*

*Rosalind Minor*

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## Response Letter

Response Letter Status	Submitted to State
Response Letter Date	09/20/2012
Submitted Date	09/21/2012

Dear Rosalind Minor,

### Introduction:

In response to your objection on 9/18/12, I have attached a copy of the Articles of Incorporation. Also, the Association does have over 100 members. Please let me know if you need any further information.

### Response 1

#### Comments:

In response to your objection on 9/18/12, I have attached a copy of the Articles of Incorporation. Also, the Association does have over 100 members. Please let me know if you need any further information.

### Related Objection 1

Applies To:

- Professional Skaters Association By-Laws (Supporting Document)

Comments:

It is requested that you provide us with a copy of the Articles of Incorporation as outlined under ACA 23-86-106(2)(A)(i). Also, does the association have at least 100 members?

### Changed Items:

#### Supporting Document Schedule Item Changes

Satisfied -Name: Professional Skaters Association Articles of Incorporation

Comment: Please see the attached Professional Skaters Association Articles of Incorporation.

No Form Schedule items changed.

No Rate/Rule Schedule items changed.

### Conclusion:

Sincerely,

Deborah Carman

**State:** Arkansas **Filing Company:** Federal Insurance Company  
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## Supporting Document Schedules

		<b>Item Status:</b>	<b>Status Date:</b>
Bypassed - Item:	Flesch Certification	Approved-Closed	09/21/2012
Bypass Reason:	N./A We are requesting approval of a discretionary group (Professional Skaters Association) The forms which will be used for this group have been previously approved under revised filing CHUB-125017413 and State # 34213 on December 6, 2006 and our original filing # 04-AP-2-F on 5/10/04.		
Comments:			

		<b>Item Status:</b>	<b>Status Date:</b>
Satisfied - Item:	Application	Approved-Closed	09/21/2012
Comments:	The application form number which was previously approved under our original filing # 04-AP-2-F and approved on 5/10/04 CCA1005 (Ed. 3/04)		

		<b>Item Status:</b>	<b>Status Date:</b>
Satisfied - Item:	Arkansas Association Questionnaire	Approved-Closed	09/21/2012
Comments:	Please see attached Arkanasa Association Questionnaire		
Attachment(s):	Arkansas Association Questionnaire - Pro Skaters Assoc 8-12.pdf		

		<b>Item Status:</b>	<b>Status Date:</b>
Satisfied - Item:	Members Benefits Brochure	Approved-Closed	09/21/2012
Comments:	Please see attached Member Benefits Brochure		
Attachment(s):	Membership Benefits Brochure.pdf		

		<b>Item Status:</b>	<b>Status Date:</b>
Satisfied - Item:	Professional Skaters Association Arkansas Members	Approved-Closed	09/21/2012
Comments:	Please see attached list of Professional Skaters Association Arkansas Members		
Attachment(s):			

**State:** Arkansas **Filing Company:** Federal Insurance Company  
**TOI/Sub-TOI:** H03G Group Health - Accidental Death & Dismemberment/H03G.000 Health - Accidental Death & Dismemberment  
**Product Name:** Association Filing - Professional Skaters Association  
**Project Name/Number:** Association Filing-Professional Skaters Association/12-AP-3-F

Professional Skaters Association Arkansas Members.pdf

		Item Status:	Status Date:
Satisfied - Item:	Professional Skaters Association Financial Statement	Approved-Closed	09/21/2012
Comments:			
Attachment(s):			
2011 Audited Financial Statements.pdf			

		Item Status:	Status Date:
Satisfied - Item:	Professional Skaters Association By-Laws	Approved-Closed	09/21/2012
Comments:	Please see attached By-Laws		
Attachment(s):			
Professional Skaters Association By-Laws Amended 5-17-09.pdf			

		Item Status:	Status Date:
Satisfied - Item:	Professional Skaters Association Articles of Incorporation	Approved-Closed	09/21/2012
Comments:	Please see the attached Professional Skaters Association Articles of Incorporation.		
Attachment(s):			
Professional Skaters Association Articles of Incorporation.pdf			

Arkansas Association Questionnaire

1. **Name and address of the group.** Professional Skaters Association, 3006 Allegro Park SW, Rochester, MN 55902
2. **Is this group incorporated? If so, give state of incorporation.** Minnesota
3. **Is there a current office in Arkansas?** No
4. **Does the Arkansas part of the organization have any officers, committees, or chapters? If so, give details.**  
No
5. **Are annual dues charged? If so, specify amount.** Dues are based on membership level: Full Membership - \$125 new and \$120 renewal; Associated Membership - \$75 new and \$70 renewal; Family Membership - \$180 new and \$170 renewal; Intern Membership - \$80 new and renewal; Basic Membership - \$25 new and renewal; Patron Membership - \$30 new and renewal; Patron Family Membership - \$45 new and renewal.
6. **What are the specific activities of the organization?** The PSA is the official figure skating coach's education, training and accreditation program for the U.S. Figure Skating and the Ice Skating Institute. The PSA organizes over 30 educational seminars each year and offers exams for accreditation for members who desire to be board certified in one of four levels.
7. **What benefits are provided to the members in addition to insurance?** Education, ethics and safety are the main focus of the organization. The main benefits are educational. In addition to education, the PSA Members also receive the PS Magazine and are eligible for scholarships.

**PLEASE ATTACH BROCHURES ON THE BENEFITS.** Attached

8. **What qualifies an individual for membership?**
  - A. Full Membership refers to all ice skaters 18 years & older, who teach more than 5 hours per week and are interested in the general advancement of the profession and to Program Directors who are employed by a rink or club to direct skating programs. This membership also applies to Skate Technicians who are at least 18 years of age and who are presently employed for remuneration as a skate repairer, sharpener or person fitting skates either as a proprietor or with a business selling, repairing, sharpening or fitting skates (defined as boots as well as boots and blades) and is so engaged in such work at least 20 hours per week. Full membership is required take Oral Rating exams or Sports Science exams. Only full members hold voting privileges.
  - B. Associate Membership refers to an ice show skater, a coach not currently teaching who has been a member of the PSA for the previous 5 consecutive years (application

for transfer must be made in writing), a part-time coach who is teaching 5 hours a week or less, or a coach whose main occupation is not figure skating but whose expertise is in off-ice training in fields such as dance, conditioning, biomechanics or sports physiology. This membership also applies to retired and inactive pros who have been active members for the past 10 consecutive years. Associate members qualify to take the Basic Accreditation (written) exam.

- C. Family Membership refers to a "family" in the traditional sense (husband-wife, parent-child, etc.). Also requires that the family resides at one address. Family memberships hold the same qualifications as a Full membership.
- D. Intern Membership refers to a supervised coach between the ages of 16 and 18. Intern members qualify to take the Basic Accreditation (written) exam. Intern membership in the PSA shall be open to persons of good moral character between the ages of 16 and 18 and subject to the following:

Liability insurance shall be applied for on behalf of the Intern member to be co-signed by a parent or guardian and said insurance shall be in force as part of the membership qualifications.

The Intern member shall regularly confer during their Intern Membership with a member in good standing of the PSA who is a senior rated coach or higher.

No Intern member shall instruct in any skating activity beyond the level of the skating test (USFSA/ISI) passed by the Intern member.

During the first 12 month period as an Intern member, or prior to age 18, whichever occurs first, the Intern member shall attend at least one seminar/workshop sponsored by the PSA. Membership shall become inactive if the Intern member does not attend.

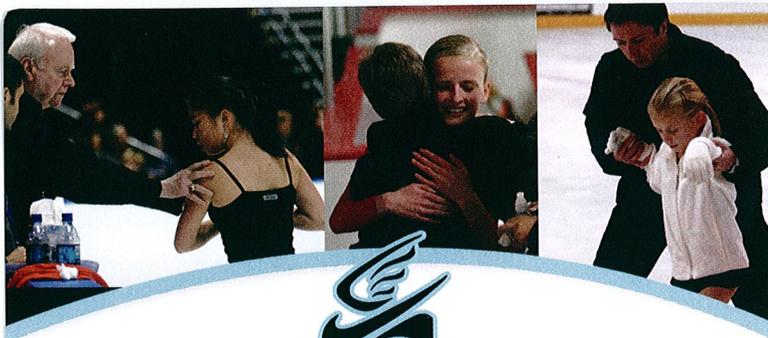
During the month the Intern member reaches the age of 18, the Intern member must convert his or her membership to an associate or full coaching membership.

- E. Basic Membership refers to an instructor, 16 years or older who teaches group classes for a recognized US Basic Skills or ISI WeSkate program and does not teach private or semi-private lessons. Basic members are not eligible for ratings; to vote; or to purchase liability insurance.
- F. Patron Membership refers to non-professionals who are at least 18 years of age or businesses who wish to support the Association and its activities.
- G. Patron Membership Family Refers to a "family" in the traditional sense (husband-wife, parent-child, etc.). Also requires that the family resides at one address

**9. How are members recruited? If by mailing list, advise the source of this list.**

We do not actively recruit, but do advertise in skating related publications and at skating events.

- 10. Attach a copy of the organization by-laws.** Attached.
- 11. Also, enclose a list of dues paying members residing in Arkansas with full addresses. If the organization considers this privileged information, we will treat it as such and once it has served our purpose, it will be destroyed.** Attached
- 12. Please attach a copy of the organization's most recent financial statement.** Attached
- 13. Does the organization receive any compensation of any kind from the insurer issuing contracts to its members?** No.



the  
**PROFESSIONAL SKATERS ASSOCIATION**

### *What we do*

The Professional Skaters Association is dedicated to providing continuing education and accreditation to ice skating professionals. The PSA was organized in 1938 and is the official figure skating coach's education, training and accreditation program for U.S. Figure Skating. With a membership of close to 6,000 coaches worldwide and over 100 educational opportunities each year, we are the largest and most recognized figure skating coach's organization in the world.

### *Why join?*

- The PSA's programs provide coaches with a unique learning experience that is fun, positive and challenging
- Advance your professional credentials with continuing education and accreditation
- Opportunities to network with coaches from around the world
- Learn innovative teaching methods and improve current skills
- Become a valuable asset to your club and facility
- Liability insurance
- Health insurance (*not available in all states*)
- PS Magazine subscription

### *Why hire a PSA member?*

Hiring a PSA coach assures the highest standard of instruction available for your facility insuring that each skater receives the proper foundation for continued success. PSA coaches promote safety on ice and furthermore are held to a greater standard of professionalism, requiring

Last Name	First Name	ID	Address Line 1	City, State, Post Code
ANTONETTI	Laure Catherine	18432	2215 Cedar Dr	Benton, AR 72019
BOYER	Jennifer	16460	31 Rio Grande Forest Dr	Little Rock, AR 72212
BURRIS	Courtney B.	17404	14509 Parkway Cir	Alexander, AR 72002
CHANG	Andrea	18952	14 Bentley Cir	Little Rock, AR 72210
DICUS	Tony	10028	1000 Kirby Rd #D201	Little Rock, AR 72211
EDEN	Anne	19575	400 Auburn Dr	Little Rock, AR 72205
GRIFFIN	Amanda	12464	3001 Woodsgate Dr	Little Rock, AR 72211
HILLIARD	David	13085	5706 Hawkins Loop	Jacksonville, AR 72076
HUFFMAN	Traci	18727	1108 N Wren Dr	Rogers, AR 72756
KELLY	Jennifer L.	10477	433 W Brown Rd	Cave Springs, AR 72718
LESTER	Cindy	12099	4502 SW Branch St.	Bentonville, AR 72712
NOWAK	Claudia Kimberly	15007	1203A North Britt Street	Siloam Springs, AR 72761
PARSONS	Katt	18764	4374 W Pleasant Grove Rd	Rogers, AR 72758
RICKERT	Madeleine	17024	11143 Bainbridge Drive	Little Rock, AR 72212
SANDERS	Sharon A.	13428	12604 Pleasant Forest Dr	Little Rock, AR 72212
TALKINGTON	Dawn	5358940	2730 Dave Ward Dr Apt 1131	Conway, AR 72034

PROFESSIONAL SKATERS ASSOCIATION

STATEMENTS OF FINANCIAL POSITION

June 30, 2011 and 2010

<b>ASSETS</b>	<b>2011</b>	<b>2010</b>
<b>Current Assets</b>		
Cash and cash equivalents	\$ 469,313	\$ 590,820
Investments, at fair value (Note 2)	653,575	416,317
Accounts receivable, net of allowance	21,017	43,194
Inventory	24,675	34,705
Prepaid expenses	25,696	35,311
Unrelated business income taxes receivable (Note 6)		3,521
Total Current Assets	<u>1,194,276</u>	<u>1,123,868</u>
<b>Property and Equipment (Note 3)</b>		
Land	112,144	112,144
Furniture and equipment	185,447	145,715
Building	1,959,513	1,908,915
Total Property and Equipment	<u>2,257,104</u>	<u>2,166,774</u>
Less: Accumulated depreciation	<u>660,552</u>	<u>586,269</u>
Property and Equipment, Net	<u>1,596,552</u>	<u>1,580,505</u>
<b>Collections, at Cost</b>		
Bronze sculptures	<u>263,031</u>	<u>247,488</u>
<b>TOTAL ASSETS</b>	<u><b>\$ 3,053,859</b></u>	<u><b>\$ 2,951,861</b></u>

See Notes to the Financial Statements

<b>LIABILITIES AND NET ASSETS</b>	<b>2011</b>	<b>2010</b>
<b>Current Liabilities</b>		
Accounts payable	\$ 163,290	\$ 41,384
Note payable - line of credit (Note 4)	70,000	30,000
Current maturities of long-term debt (Note 4)	3,642	3,482
Accrued liabilities	2,571	960
Unrelated business income taxes payable (Note 6)	3,888	
Deferred revenues:		
Membership dues	353,997	284,839
Conference fees	1,830	3,300
Endorsements	1,983	5,283
Total Current Liabilities	<u>601,201</u>	<u>369,248</u>
<b>Long Term Debt (Note 4)</b>	<u>71,511</u>	<u>76,518</u>
Total Liabilities	<u>672,712</u>	<u>445,766</u>
<b>Net Assets</b>		
Unrestricted	596,717	758,102
Invested in property and equipment and collections, net of related debt	<u>1,784,430</u>	<u>1,747,993</u>
Total Net Assets	<u>2,381,147</u>	<u>2,506,095</u>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<u><u>\$ 3,053,859</u></u>	<u><u>\$ 2,951,861</u></u>

PROFESSIONAL SKATERS ASSOCIATION

STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS  
For the Years Ended June 30, 2011 and 2010

	2011	2010
<b>Revenues</b>		
Membership dues	\$ 680,706	\$ 673,274
Education fees	384,429	441,789
Merchandise and media sales	107,038	112,317
Conference fees	167,055	198,327
Rating fees	36,709	37,963
Liability insurance commissions	89,245	76,814
Endorsements	37,774	28,867
Advertising	30,195	32,745
Rent and miscellaneous income	27,905	20,242
Total Revenues	<u>1,561,056</u>	<u>1,622,338</u>
<b>Expenses</b>		
Compensation	500,995	460,891
Payroll taxes	46,163	40,450
Education costs	264,225	189,129
Printing, media and product costs	119,026	117,127
Ratings program	47,040	32,966
Conference	162,946	105,319
Depreciation	74,283	71,830
Real estate taxes	45,635	44,344
General and administrative	431,674	425,811
Total Expenses	<u>1,691,987</u>	<u>1,487,867</u>
Operating Income (Loss)	<u>(130,931)</u>	<u>134,471</u>
<b>Non-Operating Income (Expense)</b>		
Investment income	56,087	14,878
PSA Foundation contribution	13,000	
Flood related expenses, net of City reimbursement	(34,879)	
Loss on disposal of property and equipment		(4,388)
USFSA Memorial Fund donation	(1,113)	(5,950)
Interest expense	(6,154)	
Total Non-Operating Income (Expense)	<u>26,941</u>	<u>4,540</u>
Change in Net Assets, Before Unrelated Business Income Tax	(103,990)	139,011
Unrelated Business Income Tax	<u>20,959</u>	<u>16,679</u>
Change in Net Assets	(124,949)	122,332
Net Assets - Beginning of Year	<u>2,506,096</u>	<u>2,383,763</u>
Net Assets - End of Year	<u>\$ 2,381,147</u>	<u>\$ 2,506,095</u>

See Notes to the Financial Statements



**PROFESSIONAL SKATERS ASSOCIATION**

**By-Laws**

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF GOVERNORS OF THE PROFESSIONAL SKATERS ASSOCIATION, IN OLMSTED COUNTY, MINNESOTA, THAT THE BY-LAWS OF THE PSA ARE AS FOLLOWS:

## **BY-LAWS OF THE PROFESSIONAL SKATERS ASSOCIATION**

The name of the corporation is the Professional Skaters Association.

Mission Statement: Dedicated to providing continuing education and accreditation to ice skating professionals.

### **Article I.**

The purpose of the corporation is:

1. To draw and bind together in a responsible organization all professional ice skaters who meet the qualifications hereinafter set forth, for the general advancement of their profession.
2. To advance and protect the general interests and accomplishments of the pupils instructed by the members of this Association and to encourage and advance figure skating and recreational skating in all its branches.
3. To promote and maintain harmonious understanding and good working relations with rink management, figure skating clubs, the International Professional Skating Union, professional skating organizations and with the United States Figure Skating Association, the International Skating Union and its members, the Ice Skating Institute and such recognized international skating organizations as may from time to time exist.
4. To promote and maintain the mission statement and a high standard of ethical and professional conduct, safety procedures and skill among its members.
5. To promote and safeguard the general welfare and economic security of its members.

### **ARTICLE II.**

Membership in the Association

1. Full Membership: Full membership shall be available to any person of good moral character,
  - a. Who is actively engaged for remuneration in the teaching, coaching, or instruction or performance of ice skating for a minimum of six hours per week; and
  - b. Who is at least eighteen years of age; or
  - c. Who does not meet the requirements of (a.) above and has been a rated member in good standing of the Association and wishes to continue full membership.
2. Honorary Membership: Honorary membership shall be granted by the Board of Governors of the Association to any person who has in the opinion of the Board of Governors of the Association rendered unusual and distinguished service to the organization.

a. Honorary membership shall be for life and shall entitle the recipient to all privileges of full membership as well as an exemption from any membership dues.

3. Associate Membership: Associate membership shall be available to any person of good moral character,

a. Who is temporarily or permanently retired from actively engaging for remuneration in the teaching, coaching or instruction of ice skating and has been a member in good standing of the Association for at least five years; or

b. Who is actively engaged for remuneration in performing and/or competing in any professional ice show or competition; or

c. Who is actively engaged for remuneration in creating, producing, directing, or promoting any professional ice show or competition; or

d. Who is actively engaged for remuneration in the teaching, coaching, or instruction of ice skating for five hours a week or less; or

e. Who is actively engaged for remuneration in the teaching, coaching, or instruction of ice skating off-ice in fields such as dance, conditioning, and biomechanics or sports physiology. Associate members shall neither vote, hold elective office, nor apply for and obtain any additional ratings pursuant to Article VI hereof.

4. Patron Membership: Patron membership shall be available to any person of good moral character who is at least eighteen years old and wishes to support the goals of the Association. Patron members shall neither vote, hold elective office, nor apply for and obtain any rating pursuant to Article VI hereof.

5. Family Membership: Family membership shall be available to Full or Patron members of good moral character who are "family" in the traditional sense (husband-wife, parent-child). Also requires that the family resides at one address.

6. Intern Membership: Intern membership shall be available to persons of good moral character between the ages of 16 and 18,

a. Who secures liability insurance; and

b. Who is mentored by a senior rated coach or higher; and

c. Who does not instruct in any skating activity beyond the level of the skating test (USFSA/ISI) passed by the Intern member; and

d. Who is required to attend at least one seminar/workshop sponsored by the PSA during the first 12 month period as a member; and

e. During the month the Intern member reaches the age of 18, the Intern member must convert his or her membership to an associate or full coaching membership.

7. Skate Technician: Skate Technician membership shall be available to any person of good moral character who is at least 18 years of age who are presently employed for remuneration as a skate repair, sharpener or person fitting skates either as a proprietor or with a business selling,

repairing, sharpening or fitting skates (defined as boots as well as boots and blades) and is so engaged in such work at least 20 hours per week.

8. Program Director: Program Director membership shall be available to any person of good moral character who is at least 18 years of age who is employed by a rink or club to direct skating programs.

9. Basic membership shall be available to any person of good moral character, a minimum age of 16 years,

- a. Who is actively engaged for remuneration in the teaching, coaching, or instruction of group ice skating lessons; and
- b. Does not engage for remuneration in the teaching, coaching, or instruction of private or semi-private ice skating instruction

Basic members shall neither vote, purchase liability insurance, hold elective office, nor apply for and obtain any additional ratings pursuant to Article VI of the PSA by-laws.

10. All applications for Full, Associate or Basic membership must be in writing and shall be sponsored by a member in good standing.

11. Applicants whose requests for membership have been rejected may appeal to the Board of Governors for reconsideration. Such reconsideration shall be examined at the next regularly scheduled meeting of the Board of Governors of this Association following receipt of the application. The Board of Governors shall within ten (10) days after receipt of the application notify the applicant in writing of the action taken on the application.

12. No applicant shall be accepted and enrolled as a member until the required application fee and annual dues have been fully paid.

### **Article III.**

The governing body of this Association shall be in accordance with the following provisions:

1. The organization shall be conducted as a non-profit corporation under the laws of the State of Minnesota now existing and as may hereafter from time to time exist, whose members, acting through an elected Board of Governors and the duly elected officers, shall have the right to govern and control its activities within the limits and powers set forth in these By Laws and the Articles of Incorporation.

2. The governing powers of this Association shall be vested in a Board of Governors of no more than twenty members consisting of the following: Six governors (two from each section) elected by the membership, each serving a term of three years but not more than two consecutive terms; three members at large appointed by the president and approved by the existing board; a president, first vice president, second vice president, third vice president of international affairs, treasurer, education events chairman, information delivery chairman, ratings chairman, immediate past

president, United States Figure Skating Association representative and Ice Skating Institute representative.

a. The president shall serve for a single term which shall be three years and shall be elected by the Board of Governors from among those serving or who have previously served on the Board of Governors.

b. At the board meeting immediately preceding the expiration of the current president's term of office, the Board of Governors shall designate a president-elect to succeed the current president. If this person to be designated president-elect is not then currently serving on the Board of Governors, said person shall become a specially appointed board member during the term of their designation as president-elect, but without a vote.

c. The first vice president and second vice president, elected by the Board of Governors, whose terms shall be for a period of three years, shall be current members of the Board of Governors or have been a member of the Board of Governors in the immediate preceding year. The vice president of international affairs shall be a full member in good standing of the PSA and shall be recommended by the president and approved by the existing Board of Governors, whose term shall be one year, but who shall not serve more than three consecutive terms.

d. An executive director shall serve at the pleasure of the Board of Governors, at salary and under such terms as may be determined by the Executive Committee from time to time and such executive director shall not vote or be a member of the Board of Governors.

e. The treasurer shall be recommended by the president and approved by the existing board, shall serve a renewable term of one year and may be an elected member of the Board of Governors or any other qualified member in good standing.

f. The education events chairman, distance education (information delivery) chairman and the ratings chairman shall be voting members of the Board of Governors and shall serve for renewable terms of one year. These positions shall be recommended by the president and approved by the existing board. They may be elected members of the Board of Governors or any other members in good standing.

g. The three members at large shall represent a cross section of people in such areas as, but not limited to, the USFSA, rink management, marketing and promotional experts or a sports attorney. They shall be appointed by the president, subject to the approval of the existing board and shall serve a term of one year but not more than three consecutive terms.

h. There shall also exist an executive committee consisting of the president, first vice president, second vice president, third vice president of international affairs, treasurer, immediate past president and president elect who serves with no vote which will meet periodically to discuss day to day operations for the Association and to make recommendations to the full board for approval.

3. Elected members of the Board of Governors shall be elected annually from Full members in good standing or honorary members in good standing by mail vote in March of each year. Elected members of the Board of Governors shall be those members of the PSA who are in good standing and who have been nominated by a duly constituted nominating committee or upon nomination duly made under the provisions of these By Laws. Election shall be by ballots of members in good standing with the PSA.

The elected Board of Governors shall be composed of two members divided, nominated and elected from each of the three sections of the U.S. as designated by the United States Figure Skating Association. Elected members of the board must hold a Full or Honorary membership and have an active Senior or Master rating. Each member shall serve a three year term. The terms of said Governors shall be staggered so that the term of one-third of the elected board members shall expire each year.

4. The nominating committee shall be appointed by the Board of Governors and (for the assurance of sectional representation) shall be composed of one representative from each of the three main sections of the United States which shall coincide with those designated by the United States Figure Skating Association for its sectional competitions, i.e., Eastern, Midwestern and Pacific, and two other qualified members in good standing selected by the Board of Governors, in all consisting of five members. The president shall appoint the chairman. There shall also be an executive nominating committee for nominating candidates for the president, first vice president and second vice president positions. This committee shall consist of two current board members in addition to the immediate past president who will be the chairman.

5. The Executive Nominating Committee shall present its slate to the Board of Governors at least 60 days prior to the election and any further nominations from the board must be made not less than 30 days prior to the election. The nominations shall be closed 30 days prior to the election and the final list of candidates shall be presented to the board not less than 7 days after the close of nominations.

6. The nominating committee shall accept nominations until 90 days before the balloting deadline. They shall report through the president of the Association the list of nominees approximately 60 days prior to the balloting deadline and the ballots shall be mailed to the membership 30 days prior to the balloting deadline which shall be March 15th of each year.

7. Nominations for elected office shall be made by a qualified member in good standing who shall submit such nomination to the chairman of the nominating committee in writing and postmarked not later than 90 days prior to the balloting deadline date. Nominees must be qualified members in good standing, holding an active Senior or Master rating.

8. No nominations shall be made or accepted by this organization for any office or committee unless and until it has been first determined there are no findings of any public discipline.

9. The duties and powers of the duly elected officers shall be those customarily bestowed on such officers and, in addition, such duties and powers as may be delegated to each by action of the Board of Governors.

Notwithstanding any other provision herein, the chairman of any meeting held under the provision of these By Laws and amendments thereto, shall have no vote except that the chairman may vote whenever a tie in the voting would otherwise be the result. The chairman may at any time vote proxies under the provisions hereafter set forth.

10. The President, upon request made to the Board, and upon a vote of the majority of the then serving members of the Board of Governors voting, may remove from the Board of Governors any board member or members who are:

- a. Without good cause, absent from any properly called board meeting; or
- b. Non-responsive to two or more ballots, questionnaires, or required reports; or
- c. Consistently non-responsive to phone calls; and
- d. Inactive between board meetings; or
- e. Delinquent in completing assigned or volunteered tasks;
- f. Have a finding of public discipline of any severity level as a result of a grievance filed under the rules of this organization or rules acceptable to this organization provided that prior to the removal thereof shall be a notice sent to all members of the Board of Governors, including the member or members to be removed, stating the intent of removal and the grounds thereof. Within 30 days after said notice the board member or members may request a hearing which shall be held within 30 days after such request at a time and place determined by the President of this Association. After the hearing or the time elapse for hearing, if there be no hearing, the member or members shall either be removed or retained. Any vacancy created by such removal shall be filled by appointment of the President pursuant to these By Laws to serve any unexpired term.

11. The members of the Board of Governors shall serve for their elected term of office and until their successors shall be duly elected and take office. Both the existing and the newly elected board shall be present at the annual conference but only the existing board shall have a vote. After the completion of the annual conference, the newly elected board takes office.

12. The President and First and Second Vice Presidents shall be elected by the Board of Governors during the annual conference. After the completion of the annual conference, the newly elected officer takes office.

13. The President, or in their absence, the First Vice President, or in their absence, the Second Vice President shall preside at all meetings of the Board of Governors, the annual conference and any other special or authorized meeting of this Association, except when such duties have been

delegated to an appropriate chairman duly appointed under the provisions of these By Laws.

14. The President shall have the right with the consent of the Board of Governors to appoint such committees as the President from time to time finds appropriate and such committees shall be accountable directly to the President.

15. The President shall have the right, with the consent of the Board of Governors, to appoint such sectional and regional chairman as may be deemed necessary for the efficient management and operation of this Association, to those areas of the United States which correspond to those designated by the United States Figure Skating Association for the sectional and regional competitions.

16. A committee shall be formed with a chairman appointed by the president to hear all complaints concerning the ethical conduct of the members of this Association composed of the Executive Committee, the Board of Governors, Past Presidents, and additional appointed members in good standing. The additional members of the committee so formed shall be appointed by the President.

This committee shall be named the Committee on Professional Standards. Each grievance filed with the Professional Skaters Association will be assigned to a three member panel from this committee. The panel shall be composed of a member of the Executive Committee, who shall serve as the Chairman of the panel, (if a member of the Executive Committee is not available, a substitute will be chosen from the Board of Governors), a Past President and the appropriate committee member whose residence shall correspond, if possible, to the residence of the party against whom the grievance has been filed. All action of the Committee on Professional Standards shall be taken in conformity with the Code of Ethics as hereinafter provided and the committee shall have the right to discipline a member whom they shall deem to have been in breach of the Code of Ethics of the Professional Skaters Association.

17. Any member disciplined by the Committee on Professional Standards for violation of rules or standards of the PSA may appeal the finding of violation. Such appeal shall proceed according to procedures established by the Association, and decided by the Executive Committee of the Professional Skaters Association. An appeal shall be limited to the question of determining if the Committee on Professional Standards acted in good faith and upon the record presented to it for consideration. Such appeal shall not be De Novo. Any member of the Executive Committee who served on the original hearing panel shall remove themselves from the appeal process. All action taken by the executive committee on an appeal regarding the discipline of a member shall be final.

No member of the Executive Committee or the Committee on Professional Standards against whom a grievance has been filed, shall take part in any consideration of that grievance.

18. The right to vote at all meetings of this Association, unless otherwise stated herein, is conferred upon all Full and Honorary members in good standing and each shall have one vote, which may be cast either in person or by proxy, except, that a Full member may vote, in addition to the one vote described, such proxy votes may be granted to the member hereinafter provided.

#### **Article IV.**

Meetings of this Association shall be:

1. An annual conference at which the general business of this Association shall be conducted.
2. Meetings of the Board of Governors shall be called whenever the President considers such meetings necessary for the efficient operation of this Association. The quorum for such meetings shall be a majority of those board members eligible to vote in person.
3. Special meetings of this Association may be called by action of a majority of the Board of Governors, or upon the written signed petition of 10 or more participating members in good standing submitted to the President and setting forth clearly the reasons for such special meeting.
4. Area meetings of this Association may be called from time to time by the appropriate sectional or regional chairman acting with the approval of the President, whenever such meetings may be necessary for the efficient operation of the Association.
5. Due and proper notice setting forth the time, place and purpose of any authorized meeting shall be mailed to each member at their last known address not less than 20 days prior thereto.
6. All meetings shall be presided over by the President, First Vice President, Second Vice President or the appropriate chairman duly appointed according to the provisions of these By Laws. In the absence of the appropriate presiding officer the Full members present may nominate and elect a chairman. However, no such nomination shall be acted upon until a reasonable effort has been made to locate the absent officer.
7. No member shall speak more than twice upon the same subject or issue without the express consent of a majority of those present and entitled to vote.
8. A quorum for the transaction of lawful business at any annual conference or special meeting shall be 80 participating members in good standing, including the Board of Governors, either present in person or by proper proxy. The affirmative vote of a majority of the votes cast shall be needed to pass except as otherwise stated in these By Laws.
9. A mail vote by written ballot may be authorized by the Board of Governors when the opinion and desires of the membership is required or advisable upon the subject or issue in question. Such a ballot shall set forth precisely the matter to be so voted upon.

10. A mail vote of the Board of Governors may be taken by the President when, in the President's opinion, the opinion and desires of the Board are required or advisable upon any subject or issue in question.

#### **Article V.**

A Code of Ethics and Professional Conduct is hereby adopted to the end that the public respect and the status of the association members in the profession may be enhanced and secured and that ethical principles are to be followed to avoid all actual or perceived impropriety.

The following basic rules shall govern the conduct and relations of members of the Professional Skaters Association. Any complaint concerning breaches thereof shall be dealt with by the Committee on Professional Standards acting as a grievance committee according to the procedures that are adopted from time to time by the Board of Governors of the Professional Skaters Association.

1. Members of the Professional Skaters Association, (hereafter referred to as "Members") shall at all times exercise the greatest care and discretion in their relationships with other members, pupils and pupils of other members.

2. Prior to acting as a coach the member shall determine the nature and extent of any earlier teaching relationship with that skater and other members.

3. No member shall in any case solicit pupils of another member, directly or indirectly, or through third parties.

4. Members shall dress neatly and in a clean and appropriate manner as is becoming a member of the Professional Skaters Association. Members shall be ever mindful of the influence they exercise over their pupils and under all circumstances this trust should never be abused.

5. Members shall at all times be mindful that he or she has the responsibility to influence his or her student to act with dignity, ethically and with high moral conduct. The members shall never place the value of winning above the value of instilling the highest desirable ideas of character in his or her student nor shall the member act in any manner inconsistent with a high standard of ethical and moral conduct.

6. The members shall take an active role in the prevention of drugs, alcohol and tobacco abuse and under no circumstances should authorize the use of such products.

7. All members recognize that they shall act in a manner which avoids verbal or physical abuse of any skaters, other coach, parent or official. Members shall not engage in, nor shall a member permit, any skater with whom they are charged with the responsibility of coaching, to engage in any offense in violation of federal, state or local law, or laws of a foreign government.

8. A member shall at all times avoid conflicts of interest which can be considered to exist at any time when the actions of the member for his or her self or on behalf of a skater would involve the obtaining of an improper advantage.

The Board of Governors of the Professional Skaters Association is authorized to change, alter or modify the above rules as occasion may require. Such change, alteration or modification shall be effective upon written notification sent to the entire membership to his or her last known address.

#### **Article VI.**

Examination or rating of a member's competence, experience and skill in ice skating and in the teaching thereof shall be available and shall be established in the following manner:

1. Any Full member desiring such rating may make request for the same by application in writing to the Professional Skaters Association office.

2. Ratings shall be established by examinations consistent with rating requirements then in effect.

3. Information on methods and procedures of ratings shall be available to members and others upon request to the rating chairman or the PSA office.

#### **Article VII.**

The dues and application fees applicable to members of any class of membership shall be established by the Board of Governors from time to time as circumstances require. Members whose dues are in arrears shall be suspended from this Association until such arrears have been paid, the determination or suspension or appropriate action to be at the discretion of the President of the Association subject to a majority vote of the Board of Governors called at any meeting to vote on such action taken by the President. Any member whose dues are in arrears shall, on the date on which the notice of suspension is sent, cease to hold any office and cease to hold membership on any committee until such arrears have been paid, and the member shall have applied for reinstatement and the Board of Governors at its next regular meeting shall have approved such application for reinstatement by a majority vote of the then serving members of the Board of Governors.

In the case of relatives residing under one roof, both or all of whom are members, a family membership rate shall be in effect as may from time to time be determined by the Board of Governors. A member withdrawing from the Association and rejoining at a later date shall be liable for a reinstatement fee.

The following dues and charges are hereby authorized:

1. Annual dues payable July 1 of each and every year.
2. An application fee which shall be submitted with a completed application form prior to enrollment as a member.
3. Such other dues and assessments as from time to time may be required by the Board of Governors.

**Article VIII.**

The fiscal year of this Association shall be from the 1st day of July to the 30th day of June of the succeeding year.

**Article IX.**

The Board of Governors of the Professional Skaters Association are hereby authorized to exercise from time to time the power of amendment of the Articles or By Laws or both as set forth hereafter.

1. The Board of Governors of this Association, by a two-thirds vote of the members of the Board of Governors who are present and entitled to vote on the proposed amendment may amend the Articles or By Laws of this Association at any meeting of the Board of Governors. Notice of the meeting and of the proposed amendment shall be given not less than 30 days before the meeting scheduled for such vote on any such amendment.

2. The members of this Association, by a majority vote of said members voting at a meeting duly called for the purpose, may prospectively revoke the authority of the Board of Governors to exercise the power to amend the Articles, the By Laws or both.

THE BY LAWS set forth herein above were duly adopted at a properly called meeting of the Board of Governors in the Village of Lake Placid, State of New York, on the 15th day of September, 1979.

AMENDED at meeting of the Board of Governors on September 30, 1984 in Chicago, Illinois.

AMENDED at a meeting of the Board of Governors on May 24, 1989, in Orlando, Florida.

AMENDED at a meeting of the General Membership on May 26, 1993, in Las Vegas, Nevada.

AMENDED at a meeting of the Board of Governors on October 10, 1994, in Colorado Springs,

Colorado.

AMENDED at a meeting of the Board of Governors on October 1, 1995, in Chicago, Illinois.

AMENDED at a meeting of the Board of Governors on September 15, 1996, in Indianapolis, Indiana.

AMENDED at a meeting of the Board of Governors on October 4, 1997, in Scottsdale, Arizona.

AMENDED by ballot of the Board of Governors on November 30, 1999.

AMENDED at a meeting of the Board of Governors on May 25, 2001 in Las Vegas, Nevada.

AMENDED by ballot of the Board of Governors on December 5, 2001.

AMENDED by ballot of the Board of Governors on November 3, 2002.

AMENDED by ballot of the Board of Governors on June 30, 2005

AMENDED by Conference Call of the Board of Governors on December 4, 2006

AMENDED by ballot of the Board of Governors on September 20, 2008

AMENDED by ballot of the Board of Governors on May 17, 2009



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ARTICLES OF INCORPORATION  
OF  
PROFESSIONAL SKATERS GUILD OF AMERICA

The undersigned, acting as incorporators of a corporation under the Minnesota Non-Profit Corporation Act, Chapter 317, Minnesota Statutes, adopt the following Articles of Incorporation.

ARTICLE I

NAME. The name of the corporation shall be PROFESSIONAL SKATERS GUILD OF AMERICA,

ARTICLE II

PURPOSES. The purpose of this corporation is to foster, promote, maintain, educate and advise all persons in all phases of ice skating and to promote, foster and encourage the proficiency and abilities in every phase of instruction, teaching and coaching of ice skating, and, to draw and bind together all professional ice skaters and to advance, encourage, promote and maintain high standards of ethical and professional conduct and skill among its members including the promotion of the general welfare and security of its members and to provide harmonious understanding and good working relations with all persons, entities, organizations and associations and to do each and all things as may be necessary or proper to accomplish the stated purpose herein.

ARTICLE III

No Pecuniary Gain. This corporation shall not afford pecuniary gain, incidentally or otherwise to its members and no officer or director shall receive directly or indirectly any compensation for his or her services as such officer or director, provided, that reasonable compensation may be paid for service rendered to or for the corporation affecting one or more of its purposes, and, provided further, expenses incurred in and about the work of this corporation or advances made for the account of the corporation, reasonable in character and amount may be paid by the treasurer or other proper office to persons of the

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aforesaid classes after a statement thereof shall have been submitted and approved for payment by the Board of Governors.

#### ARTICLE IV

Period of Duration. The duration of the Professional Skaters Guild of America (PSGA) shall be perpetual.

#### ARTICLE V

Registered Office. The registered office of the Professional Skaters Guild of America (PSGA) in Minnesota shall be 112-7th Street NE, Rochester, Minnesota 55901.

#### ARTICLE VI

Incorporators. The name and address of each incorporator is:

David A Shulman, 3510 - 19th Avenue NW, Rochester, Minnesota 55901.

Carole K Shulman, 3510 - 19th Avenue NW, Rochester, Minnesota 55901.

Nancy E Blonde11, 510 - 17th Avenue NW, Rochester, Minnesota 55901.

#### ARTICLE VII

Board of Governors. The following persons constitute the first Board of Governors, and officers, which shall be fixed by the By-Laws, and they shall continue in office until their successor is elected and qualified, or until removed as provided by law or in the By-Laws:

Walter Muehlbronner, President	558 Twickenham Road	Glenside, PA
David Lowery, Past President	620 West Ferry Street	Buffalo, NY
David Lowery, Treasurer	620 West Ferry Street	Buffalo, NY
Walter H Bainbridge, Jr., First Vice President	116 Kensington Road	East Lansing, MI
David Shulman, Second Vice President	3510 19th Avenue NW	Rochester, MN
Nadine Elliot, Secretary	P O Box 80	Elma, NY
Fritz Dietl	639 Broadway	Westwood, NJ
Eugene Heffron	404 University Drive	East Lansing, MI
Ron Pursley	2209 Guthrie Circle	Los Angeles, CA
Frank Carroll	6160 Glen Holly	Hollywood, CA
Norma Sahlin	5410 Sunset Drive	Littleton, CO
Ron Baker	Broadmoor Ice Arena	Colorado Springs, CO
Marc Nelson	895 Main Street	Hackensack, NJ
Ronald Ludington	4 Rockland Drive, Valley Run	Wilmington, DE
Howard Butler	655 Brunswick Road	Troy, NY

ARTICLE VIII

Personal Liability. The members, officers and Board of Governors of the Professional Skaters Guild of America (PSGA) shall not have any personal liability for corporate obligations.

ARTICLE IX

Capital Stock. There shall be no capital stock.

ARTICLE X

Classes of Membership. The membership shall consist of regular members as defined in the By-Laws and such other classes of membership as may be provided for in the By-Laws.

ARTICLE XI

Voting. There shall be no cumulative voting and all voting shall be as provided for in the By-Laws.

ARTICLE XII

Dissolution. In the event of dissolution of the corporation, its assets, after payment of all debts and charges of the corporation and expenses of dissolution shall be distributed to one or more persons, societies, organizations, associations or domestic or foreign corporations engaged in activities which will, as nearly as can, accomplish the general purposes of this corporation.

ARTICLE XIII

Amendment of the Articles. The Articles may be amended at any annual meeting by the affirmative vote of two-thirds (2/3) of the participating members present in person or by proxy provided that notice of the meeting to amend the Articles was sent, postage prepaid, to all regular members of the Professional Skaters Guild of America (PSGA) according to the last official roster, stating the time, place and purpose of the meeting to amend the Articles, not more than thirty (30), nor less than fifteen (15) days before said meeting.

IN WITNESS WHEREOF, we have hereunto set our hands this 24th day of

August, 1973.

David A. Shulman  
David A. Shulman

Carole K. Shulman  
Carole K. Shulman

Nancy E. Blondell  
Nancy E. Blondell

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STATE OF MINNESOTA )  
COUNTY OF OLMPSTED ) SS

On this 27<sup>th</sup> day of August, 1973, before me, a notary public within and for said County and State, personally appeared David A Shulman, Carole K Shulman and Nancy E Blondell to me known to be the persons described in and who executed the foregoing instrument, and acknowledged that they executed the same as their free act and deed.

*Mary L. Rollie*

MARY L. ROLLIE  
NOTARY PUBLIC-MINNESOTA  
FELMORE COUNTY  
My Commission Expires 3-1-1980

STATE OF MINNESOTA  
DEPARTMENT OF STATE  
I hereby certify that the within instrument was filed for record in this office on the 11 day of Sept A. D. 19 73 at 8:10 o'clock AM, and was duly recorded in Book L-41 of Incorporations, on page 348  
*Arden J. Erdahl*  
Secretary of State

APR 23 & FILED

REGISTER UP LEASE OFFICE  
Olmsted County, Minn. { sec.  
I hereby certify that the within instrument was filed in the office of record on  
SEP 24 1973  
Book X-3 of Third on page 158  
By *Charles Schneider* Deputy

PROCEED GRANTOR TRACKED PAID CHG.

358904

*J.B. D.*  
Kane BIDA  
12-10-73