

FIVB 35th WORLD CONGRESS

Buenos Aires, 5 & 6 October 2016

Minutes and Appendix

35th WORLD CONGRESS BUENOS AIRES, ARGENTINA

5 & 6 October 2016

AGENDA

	Pages
Installing of the Congress.....	5
Report of the Credential Verification Commission	5
Approval of the Agenda & Election of the scrutineers	6
OPENING CEREMONY	6
Part 1 – Rio 2016 Olympic Games	8
1. Report on the Rio 2016 Olympic Games	
- Success of the Volleyball and Beach Volleyball Games	
- Main Activities of the FIVB in Rio	
- From Rio 2016 to Tokyo 2020	
Part II – Report on the FIVB Activities	9
2. Approval of the minutes of the 34 th World Congress in Cagliari 2014.....	9

3.	FIVB Activity Report Dr. Ary S. Graça F°	9
4.	Presentation of the Athletes' Commission	11
5.	Affiliation, resignation and suspension/exclusion of National Federations.....	11
	• New affiliation of Kosovo	
	• New affiliation of South Sudan	
	• Exclusion of Philippines Volleyball /affiliation of Larong VB SA Pilipinas Inc.	
6.	FIVB Accounts & Finance reports 2014 - 2015.....	15
	• Accounts Report by the Treasurer	
	• Management Report by the Finance Department Director	
	• Controller's Report	
	• Internal Auditors' Report	
	• External Audit by Ernst & Young	
	• Discharge of the FIVB Board of Administration management for the period 2014-2015	
	• Budgets 2017-2018	
	• Report on Investments by Mr. Ney Brito	
7.	Amendments	20
	• Rules of Procedure of the Congress	
	Part III – Elections	21
8.	Elections	
	• Appointment of Internal Auditors for the period 2017 – 2018	
	• Election of FIVB Board of Administration Gender in Minority	
	• Election of the FIVB President	
	Part IV – Future projects	25
9.	Commissions' proposals	
	• Television & New Media Commission	25
	• Press Commission	26
	• Technical Commission	26
	• Legal Commission	26
	• Development Commission	27
	• Medical Commission.....	27
	• Refereeing Commission.....	28
	• Rules of the Game Commission	28
	• Coaching Commission.....	28
	• Beach Volleyball Commission.....	28
	• Sports Events Council.....	29
	• Finance Commission	29

10. FIVB main projects in the next years	29
• 2017 Beach Volleyball World Championships - Austria	29
• 2018 Women's World Championship – Japan/TBS	30
• 2018 Men's World Championship – Italy & Bulgaria	30
• New Projects.....	30
11. Confederations' report on future projects	
• Asian Confederation ❖ AVC	32
• African Confederation ❖ CAVB	32
• European Confederation ❖ CEV	33
• South American Confederation ❖ CSV	33
• North/Central American & Caribbean Confederation ❖ NORCECA	34
12. Other Business	34
Part V – Closing of the Congress	35
13. Place and date of the 36 th FIVB World Congress	35
14. Closing of the Congress	35

35th WORLD CONGRESS BUENOS AIRES, ARGENTINA

5 & 6 October 2016

REPORT

INSTALLING OF THE CONGRESS

PRESIDENT GRAÇA warmly welcomed the delegates and members to the 35th World Congress and encouraged them to use the opportunity for productive discussions together on Volleyball.

Volleyball is a family sport and the FIVB vision is for Volleyball to be the number one family sport in the world. It must be part of Volleyball's DNA. PRESIDENT GRAÇA urged everyone to work hard.

REPORT OF THE CREDENTIAL VERIFICATION COMMISSION

Mr. MARTE HOFFIZ, President of the Credential Verification Commission, informed that 193 National Federations were present and represented.

DECISION

The Congress was legally installed as the quorum provided for in the Constitution was reached.

LISTS OF ATTENDANCE (*Appendix 1*)**ELECTION OF THE SCRUTINEERS**

Mr. LAMBOY, Secretary of the Congress, explained that for the voting process it was necessary to have five scrutineers to supervise voting and that Congress had to approve their appointment. The 5 scrutineers, one from each Continental Confederation, were presented to the Congress.

DECISION

Mr. Mushtaque Mohammed (NORCECA), Mr. Achilleas Mavromatis (CEV), Mr. Marco Tullio Teixeira (CSV), Mr. Terry Sasser (AVC) and Mr. Mory Keita (CAVB) were elected as scrutineers.

APPROVAL OF THE AGENDA

PRESIDENT GRAÇA stated that the Congress agenda had been sent to the delegates on 1 September, according to the Rules of Procedure of the Congress.

DECISION

The congress agenda was approved.

OPENING CEREMONY

PRESIDENT GRAÇA entered with the guests of honour and the FIVB anthem and the Argentinian National anthem were played.

A Volleyball Your Way video was shown and school children entered the Congress Hall and played Volleyball with the delegates with giant balloons, which delighted the delegates.

The Minister of Tourism, Mr. José Gustavo SANTOS took the floor and welcomed all the delegates to Argentina, stating that the whole country greeted them with an open heart. Tourism and sport are linked to most large events as they are generally sports events, e.g. Rio 2016. Sports activities are very important for peace in this troubled world with its terrorist attacks. Mr. SANTOS thanked the FIVB for giving Argentina the opportunity to host the Congress.

The President of the National Olympic Committee of Argentina and IOC member, Dr. Gerardo WERTHEIN, was delighted that Buenos Aires would host the 2018 Youth Olympic Games and suggested that the delegates visit the Olympic Village which would be finished six months before the Games. Argentina is a big fan of Volleyball.

The Secretary of Sport, Mr. Carlos MACALLISTER, expressed his pride that the FIVB Congress was being held in Buenos Aires and congratulated the FIVB on its work as sport could stop young people from getting involved in crime and going to prison and help them to avoid delinquency and drugs.

Mr. MACALLISTER declared that the Congress delegates would enjoy their stay in Argentina. Mr. Gutierrez, the President of the Volleyball Federation of Argentina would affront any challenges with his great team and make decisions. He had achieved the difficult task of establishing a training centre.

Mr. GUTIERREZ thanked Mr. MacAllister for his kind words and informed the delegates of their serious commitment with the new programme which had been started for Volleyball in schools. He expressed his gratitude for having chosen Argentina for the Congress. He complimented President Graça on the way he encouraged the National Federations by giving them the fishing rod but not the fish and he expressed his pride in the NOC and the President of the Nation. Sport in schools is very important to stop violence. The delegates then gave a round of applause for the honorary president of the National Federation of Argentina, Mr. Alejandro Bolgeri. Mr. GUTIERREZ hoped it would be the best Congress ever.

PRESIDENT GRAÇA took the floor and warmly thanked the special guests of honour and recalled that in 2002 the FIVB World Congress and Men's World Championship had also been hosted by Argentina. Argentina has a proud Volleyball history and strong record and he thanked them for their contribution to Rio 2016.

PRESIDENT GRAÇA noted that the Congress was the perfect occasion to think about the future of the FIVB and our golden era, to take advantage of being all together in Argentina and aim to make Volleyball the number one family sport in the world. We must begin to make our dreams reality. Volleyball is not a violent sport – all members of the family can play and have fun. He was very pleased with the achievements of his mandate and the next Olympic cycle must now be considered.

Volleyball and Beach Volleyball were signature events in Rio 2016 and he congratulated the delegates. He hoped that they felt that they had put their trust in the right person. The World League and World Grand Prix competitions were real examples of development and gave great opportunities with the increase in the number of teams over the years.

The Beach Volleyball Continental Cup was an outstanding success during its three editions, the last one having 169 participating National Federations. A connection has been created beyond the events.

Excellent progress has been made with the 9 goals. The tools for success are in the Congress Hall and it must be ensured that everyone is able to use these tools

properly. We must have respect for the rules and we can make families healthy. We need to find the way to make Volleyball the number one family sport.

PART I – RIO 2016 OLYMPIC GAMES

1. REPORT ON THE RIO 2016 OLYMPIC GAMES

- Success of the Volleyball and Beach Volleyball Games
- Main Activities of the FIVB in Rio
- From Rio 2016 to Tokyo 2020

PRESIDENT GRAÇA was pleased to note that more than 30% of the broadcasts by the television helicopter featured Beach Volleyball. IOC members, sponsors and television companies all agreed that Copacabana, where Beach Volleyball was played, was the spiritual heart of Rio.

In 2013, IOC President Thomas Bach was elected in the Congress hotel, the Hotel Hilton and he had sent a video message for the FIVB Congress.

In this message, PRESIDENT BACH expressed his great pleasure in addressing the Volleyball family and declared that the Congress was the perfect opportunity to reflect on the achievements in Rio.

Volleyball and Beach Volleyball have risen to a new level with more participating countries, more engagement of fans, have the latest technology, social media and Volleyball Your Way. There is a legacy from Rio and the FIVB has reasons to be proud of its sport and he congratulated President Graça and all the National Federations.

PRESIDENT BACH sent his best wishes for a fruitful Congress in Buenos Aires. He was looking forward to Tokyo 2020 – Tokyo where the Olympic journey for Volleyball began.

Mr. PAYNE, FIVB Special Advisor for Marketing Affairs, then took the floor and informed that Rio 2016 was his ninth summer Olympic Games. He had therefore some insight into Volleyball and the success of Volleyball – the media, spectators, television etc. Big strides forward had been made at the FIVB – most IFs struggled in Rio with the delivery, but Volleyball had maintained the London 2012 level and more. The FIVB took full control and now you could see the results. The FIVB engaged with the IOC and the host TV broadcasters to obtain better coverage. There was a big increase in coverage, new records were set and our sport had the highest ratings of any sport in Germany and China. It was an excellent idea to have a Volleyball House in a school and the legacy for the school children was fantastic and very much appreciated in Brazil.

We must not sit back and rest on our laurels, but we must be willing to change according to the needs of the market. In Rio, the FIVB impressed the business community, therefore new sponsors could be attracted. Mr. PAYNE encouraged the delegates to embrace the challenge.

Mr. PAYNE gave the speech of Sir Martin SORRELL, CEO of WPP, the world's biggest marketing group. He believed in the power of sport and had addressed the IOC Session and said that the only certainty was change. Sport could improve people's lives. The technological revolution now greatly impacted sport and information had to be not just on television, but on all devices. Mobile phones were a way to engage the world. Social media has a far-reaching influence and companies had to work out how to engage with the consumer. Innovation is one of the key pillars for Volleyball and in Rio Volleyball, more than maybe any other sport, improved the factor. Brands love sport.

There were dark warning clouds because of FIFA and other international federations. Like never before, the media spotlight had focussed on sport over the last 18 months. He wondered whether sport had gone bad or if society had changed. Sports governing bodies had to change or else they would not survive. If FIFA did not change, it could be replaced.

Sir Martin SORRELL concluded his speech by congratulating President Graça on the changes he had made so that Volleyball could be a model for best governance.

PRESIDENT GRAÇA stated that all the members could be proud of the FIVB as we had shown the other IFs how to work.

All the media reported that Volleyball was a real show and this is an investment to get into group 1 of the IOC IF ranking.

PART II – REPORT ON THE FIVB ACTIVITIES

2. APPROVAL OF THE MINUTES OF THE 34TH WORLD CONGRESS IN CAGLIARI 2014

DECISION

The minutes of the previous Congress were unanimously approved.

3. FIVB ACTIVITY REPORT DR. ARY S. GRAÇA F°

PRESIDENT GRAÇA commented that four years had passed since the delegates had voted for him and given him their trust. He had promised opportunities and innovation and now he also promised good governance. Sports governing bodies must adapt or die. The Congress documents had been sent in advance for the sake of transparency and the Athletes' Commission had been created to be more professional and their active involvement was needed.

PRESIDENT GRAÇA had held meetings with President Bach and the relationship with the IOC was very good.

Opportunities needed to be provided for development. The Continental Cup was a great development with the last edition having 169 participating countries. There had been a large gap between the prize money for the World League and the prize money for the World Grand Prize in the past and therefore they had been harmonised.

The Volleyball Your Way campaign had been turned into action, with each Beach Volleyball event providing opportunities to play as seen in Rio 2016 with families playing on the beach. Innovation is the key to survive all the competition from other sports.

The FIVB had to think like the youth of today to progress, to have new ideas, changing its mentality and attracting even more fans. The system was fairer than before with the challenge system. In Rio 2016, the FIVB kept the energy levels high and wanted the fans to leave the match with a keen desire to go and play Volleyball or Beach Volleyball. The reports from Rio illustrated that the FIVB is a leading sport and the IOC recognised the value of the FIVB during these recent Olympic Games. Volleyball was brought to the masses and it was shown that it is for all age categories.

For the first time, the FIVB had a hospitality Volleyball House in a school that the FIVB renovated and it was a way for Volleyball to touch the lives of a hundred children. The FIVB received an award from the Chamber of Commerce for this fantastic legacy. Two Volleyball Development Centres had been launched in favelas and all the ensuing publicity was ideal for attracting sponsors.

The Volleyball World Championships in Poland and Italy were fantastic successes and the Beach Volleyball World Championships were held in four cities for the first time. The video challenge system increased efficiency with tablets.

Changes had also been made at the FIVB Headquarters in Lausanne. After the 2012 World Congress in Anaheim, the interior of the FIVB had been restructured.

PRESIDENT GRAÇA then informed on the progress of the 9 goals. All the goals would count towards the vision of being the number one family sport and noted that he had accomplished what he had promised to do regarding opportunities and good governance and he encouraged the delegates to think big and be confident of success.

The first goal is to move Volleyball from Group 2 to Group 1 in the IOC ranking by 2020. The second goal to reach one million users with digital media was a success very quickly and the new target is two million users. Goals three and four are essential for TV production with the aim of increasing the cumulative audience and to have four global sponsors. Concerning the number five, six and seven goals, a sustainable bidding process is essential by 2018 and the FIVB is now selling to over 100 countries, whereas before there were only 30 countries and in addition some poorer countries receive the rights for free. The number of amateur players in a country is also important for receiving funding. The last of the goals is to become the number 1 sport that serves the needs of humanitarian organisations in their

programmes and the FIVB's programmes with the United Nations, UNICEF, USAID and Olympic Solidarity will help to attain this goal.

Our innovations with Hawkeye and the challenge system and the tablets for referees were a success in Rio 2016. 211 points were corrected by the challenge system in Volleyball and Beach Volleyball.

The IOC recognised our family value. PRESIDENT GRAÇA declared that he hoped that the delegates had a clear picture of the progress made.

The vision of Tokyo 2020 is that sport has the power to change the future and we must travel on the path together, not alone. PRESIDENT GRAÇA concluded by saying that we must have passion and we have the best product. Together they would be part of the success of Volleyball.

4. PRESENTATION OF THE ATHLETES' COMMISSION

The official launch of the Athletes' Commission took place in Rio during the Olympic Games.

The members of the Athletes' Commission were introduced in person or by name to the delegates:

Gilberto Amauri de Godoy Filho (President), Vladimir Grbic (Secretary), Kim Yeon-Kyung, Julius Brink, Eleonora Lo Bianco, Bartosz Kurek, Kerri Walsh Jennings, Ekaterina Gamova, Emanuel Rego and Xue Chen.

Mr. DE GODOY FILHO stated that it was an honour and expressed his thanks for the creation of the Commission. The members were very keen to work hard to raise Volleyball higher. They saw in the Volleyball House how people could be helped to overcome problems and having the Volleyball House in a school was a marvellous concept. He thought Rio was amazing, that it would help the FIVB to grow and that in Tokyo 2020 other International Federations would copy us.

Ms. XUE was honoured and proud to be part of the inaugural FIVB Athletes' Commission and declared that Rio 2016 was special for her and that she had a great inspirational experience playing and teaching children for the first time at a clinic.

5. AFFILIATION, RESIGNATION AND SUSPENSION/EXCLUSION OF NATIONAL FEDERATIONS

- New affiliation of Kosovo

DECISION

The affiliation of Kosovo was approved with 177 votes in favour, 1 vote against and 1 abstention.

- New affiliation of South Sudan

DECISION

The affiliation of South Sudan was unanimously approved by all the members who voted with 165 votes in favour.

- Exclusion of Philippines Volleyball /affiliation of Larong VB SA Pilipinas Inc.

Mr. LAMBOY, President of the FIVB Legal Commission, informed that for a federation to be excluded, the exclusion must be carried out by the governing body. The grounds for exclusion in the present case are having lost the recognition of the respective National Olympic Committee. In January 2015, the National Olympic Committee of the Philippines withdrew recognition, consequently, the federation no longer complied with Article 2.2.7.2 of the FIVB Constitution or met the requirements. It is however up to Congress to decide.

The Philippines Federation is therefore granted the right to be heard for 10 minutes. Larong VB SA Pilipinas Inc. also had the right to be heard for 10 minutes, then they each had five more minutes each. A debate could then ensue.

General DOKONY (NF-CHA) commented that a National Olympic Committee was entitled to suspend a National Federation if it no longer met the requirements, but asked if Larong, an unknown federation could address the Congress.

Mr. LAMBOY informed that as the National Federation of the Philippines was no longer recognised by the National Olympic Committee, in order to protect sport in that country, the FIVB Board of Administration had granted preliminary and provisional membership to Larong, subject to the Congress decision.

Mr. ROY, the legal representative for the National Federation of the Philippines informed that the federation had been a partner for 65 years. The trouble had begun with a letter from the National Olympic Committee of the Philippines, which was a misrepresentation. The right to send teams to a competition is that of the National Olympic Committee, not the National Federation, so the lack of teams was not the fault of the National Federation. However in 2015, a team was sent to a competition and it was claimed that Larong had sent it. They had not received the aforementioned letter and the Congress was the first time they had been heard. The National Olympic Committee had required 75% of the votes cast in a meeting to expel the NF, but no notice of the meeting had been given and they were not allowed to enter the meeting. The National Olympic Committee President had also removed other NFs who were not loyal to him.

Mr. ROY stated that the AVC had sent a letter on 23 January 2015 informing that Mr. Suzara, a businessman, would represent Larong and he is an advisor of Larong.

The Disciplinary Regulations under Article 3.2 on Integrity forbid any remuneration or commission connected with the organisation of competitions. His report on PVF (Philippines Volleyball Federation) would not be fair. Concerning the debt, Mr. ROY stated that there was no default by PVF.

Mr. CAYCO, of Larong, explained why they should be affiliated – they were the only federation recognised by the National Olympic Committee which was according to Article 2.2.1 of the FIVB Constitution concerning the recognition by sports authorities. The Asian Volleyball Confederation recognised Larong and the FIVB President granted provisional recognition and then the FIVB Board in its meeting in May 2015 approved affiliation.

Mr. WEI, FIVB Honorary President, took the floor to explain that he had been AVC President from 1998 – 2008. The PVF had not been stable, with several changes to the presidency and the debt was USD 100'000. He had attempted to solve the problem by mutual consent and suggested that the payment be made in instalments of USD 10'000 per annum, but they did not pay.

He had recently travelled to Manila and had discussions with National Olympic Committee of the Philippines which recognised Larong which organised activities. He had also met the Minister of Sport who informed him that Volleyball was the number one sport in the country owing to Larong. The players, sponsors and television companies were happy with Larong.

In order to be affiliated, a federation has to be recognised by the National Olympic Committee, not by the Minister of Sport and the National Olympic Committee can only recognise one organisation as the exclusive governing body.

Five minutes rebuttal was then granted to both sides.

Mr. ROY commented on a press clipping whereby Larong had stated that Congress had already affiliated Larong. The National Olympic Committee's decision was in bad faith and the Congress should take into account their 65 years in Volleyball and should send a resolution to the National Olympic Committee.

Mr. CAYCO, stressed that the news report had not emanated from them and that the Congress was not the right place to make comments about the National Olympic Committee.

Mr. LAMBOY requested the NFs who were interested in speaking on this subject for a maximum of two minutes to raise their voting cards and ask their questions or make their comments, but that there would be no more debate.

Mr. ORTEGA (NF-PAN) wished to know if there were any National Olympic Committee members in Larong Volleyball.

Mr. LAMBOY responded that he should take the answer of the federation and regarding the IOC, they had no authority to review the procedure they had with their National Olympic Committee.

Mr. LORD (NF-GRN) asked if the veracity of PVF's statement had been checked and what Mr. Wei's intervention had been.

Mr. LAMBOY answered that the National Olympic Committee had sent a certification in January 2015 that the National Federation of the Philippines was no longer the governing body. Mr. Wei had already explained his visit to the Philippines.

General DOKONY (NF-CHA) repeated that a National Olympic Committee has the right to suspend a federation and that the matter should be brought before the Legal Commission before the Congress.

Mr. KONE (NF-CIV) asked how long Larong Volleyball had been in existence. (This information is not known by the FIVB).

Ms. CLEMENT (NF-IVB) stated that after the first instalment had been paid, PVF should not have needed a prompt to pay the remaining amount and questioned if there had been an appeal to investigate why teams were not sent to the games.

Mr. LAMBOY replied that the debt had been outstanding for a long time and that there had been no appeal.

Mr. SHARP (NF-BIZ) stated that if you have problems, you think a higher body will help and people of their own country should decide and so the Philippines should decide through some kind of democratic process.

Mr. YARO (NF-BEN) asked if Larong was accepted would the name of Philippines disappear.

A delegate from the National Federation of Jordan made a comment in Arabic.

Mr. LAMBOY answered that the National Olympic Committee of the Philippines had sent the information in writing that PVF had not complied with the Constitution and what the FIVB did was considered an investigation. Larong was recognised in 2015. The games are the South East Asian Games, which are regional and therefore the National Olympic Committee has jurisdiction.

Ms. CLEMENT (NF-IVB) asked whether after being barred from sending teams, if they had appealed to the FIVB.

Mr. LAMBOY responded that they had not.

Ms. CLEMENT (NF-IVB) asked about the fees.

Mr. LAMBOY replied that the debt had been outstanding for a long time.

Mr. AL FAILAKAWI, FIVB Executive Vice-President and AVC 1st Vice-President, intervened to add information on the issue. It was initially an internal matter in the Philippines and then when the FIVB received Larong's request, the FIVB consulted AVC and AVC sent a delegation to the Philippines. Mr. Wei was asked to visit the Philippines. The Board studied the report and we informed that without recognition by

the National Olympic Committee, Larong could not be approved. Subsequently, AVC was informed by the National Olympic Committee that we could recognise Larong. Mr. Wei made another inspection visit. The League organised some events and the players belong to the League. The Board took the decision to approve Larong and since then Larong has organised three large events in Asia and in the current month are organising a World Club Championship.

Mr. AL FAILAKAWI suggested that if the delegates found it difficult to decide, then the decision could possibly be postponed to the next World Congress.

PRESIDENT GRAÇA took the floor and concurred with the suggestion as the situation was not absolutely clear. A Commission would be created to study all aspects and to glean more information.

Mr. LAMBOY proposed a motion to postpone the motion for expulsion of the National Federation of the Philippines from the FIVB to the 2018 World Congress as there is a need for more information.

Ms. CLEMENT (NF-IVB) seconded the motion.

DECISIONS

149 votes were cast. There were 149 votes in favour and no votes against postponing the decision to exclude the Philippines Volleyball Federation and to affiliate Larong VB SA Pilipinas Inc.

A second motion was put forward to establish a Commission to examine the situation of Volleyball in the Philippines and the motion was seconded by the National Federation of England.

DECISION

146 votes were cast. There were 146 votes in favour and no votes against establishing a Commission to examine the situation of Volleyball in the Philippines.

6. FIVB ACCOUNTS & FINANCE REPORTS 2014 – 2015

PRESIDENT GRAÇA declared that the FIVB followed the principles of good governance and best practice, in order to guarantee the FIVB's transparency and ability to manage all the assets of the FIVB in a proper way.

ACCOUNTS REPORT BY THE TREASURER

Dr. ELWANI, FIVB Treasurer, took the floor to give his report, informing that during the period in question the situation had been demanding in terms of finance. The President and the finance team now had improved tools and better software for more efficient controls. The accounts and financial documents had been duly verified by the Internal and External Auditors and the FIVB Controller and had been approved by the Board. He reminded the delegates that they had all received the Financial Report within the timeframe stipulated by the Constitution and that they had been asked whether they had any questions or needed any clarification pertaining to the said report.

Dr. ELWANI showed a comparison of 2014 and 2015, whereby the FIVB had experienced a loss of CHF 4'400'571 in 2014 and a loss of CHF 4'764'345 in 2015, resulting in a difference of CHF 363'774. The main reason for this was the lack of income from the portfolio as the expected gains (CHF 3.5 million) from the portfolio were not realised and there was no revenue from the IOC funds. From 2016, there is a new rule as agreed with Ernst & Young, to ensure that the revenue from the Olympic Games is divided over the four year period as per the following percentages: 50%, 20%, 15% and 15%.

The main facts for 2015 were the CHF 6.8 million decrease in expenditure, due to close controls by the management team, that the operating result was double the result of 2014 with CHF 16.9 million compared to CHF 8.4 million, the losses were limited to CHF 4.7 million despite the lack of income from the portfolio and CHF 14.8 million had been invested in support to Volleyball. There were more transfer refunds in 2015 than in 2014 owing to a better follow-up from the Transfer Department.

Dr. ELWANI concluded that the tools, controls and the financial information had been improved and a new financial management report had been prepared. This positive direction must be continued in future years to bring in more revenue and to decrease costs.

MANAGEMENT REPORT BY THE FINANCE DEPARTMENT DIRECTOR

Mr. EYMANN, FIVB Finance Department Director, presented the report comparing 2015 and 2014 and started his report with the expenditure for 2015, which had been CHF 6.8 less than in 2014 owing to the close control by the management team.

The markets performed badly in 2014 and the projected gains of CHF 3.5 million were not realised. A graph comparing the revenues illustrated an increase of CHF 1.6 million in 2015 in comparison to 2014.

The operating result in 2015 was double that of 2014 despite the fact that there was no income from the IOC and the result from the portfolio was negative after revaluation of the currencies. The administrative costs decreased in 2015 with CHF 14.2 million in 2014 and CHF 9 million in 2015.

Mr. ZYSSET, FIVB Controller, informed on the financial result of the portfolio – in 2014 the result was more than CHF 12 million and in 2015 it was only breakeven.

However, the result was in line with the markets. At the end of 2015, the portfolio amounted to CHF 93 million and was 85% of equity of the FIVB.

The management strategy was to secure and keep the low risk policy. The result was negative and a large revenue was not to be expected if no risks are taken. To stay low risk most of the portfolio was in bonds or cash and the assets chosen were either good or very good.

New currencies amounting to 25% of the portfolio were chosen and 75% of the portfolio remains in USD. In 2014, it was decided not to hedge on our currencies and the very substantial amount of more than USD 10 million was earned. However, in January 2015 the Swiss National Bank took the decision to stop hedging on the Swiss franc and Euro and 20% of the portfolio was lost in one week. With the assistance of the FIVB banks and Mr. Brito, FIVB Investment Consultant, the lost amount was recovered during 2015.

Mr. EYMANN informed that the budget was established on a cash basis. Concerning 2015, there was less than 10% variation between the budget and the realised budget, partly because the portfolio did not perform well. There was a gap of CHF 8 million related to the Men's World Championship which was expected in 2015, but part of the amount was received in 2016 and the remaining instalments will be paid in subsequent years.

Mr. EYMANN then reported on the budget versus realised budget for 2014, where there was a discrepancy in fees and various rights, e.g. a payment for Dentsu was foreseen, but not fully realised which resulted in a difference of CHF 3 million. Operating expenses had risen as more staff had been hired. The budget was mastered nevertheless and each year monitoring and controls increased and with the help of the new budget software, the budget is revised quarterly. Ernst & Young declared that the FIVB now has a real budget and control over it. Regular meetings are held to re-assess the situation and in line with a new Swiss law, the FIVB has a new financial management report. Mr. EYMANN stressed the importance of mastering costs and bringing in more revenue.

CONTROLLER'S REPORT

Mr. ZYSSET, FIVB Controller, described his mandate which is to ensure strict compliance with accounting controls and administrative and financial procedures. The controls are carried out by the Controller, the Internal Auditors, the External Auditors, the Treasurer, the President, the Board of Administration and then finally the financial documents are presented to the Congress.

Mr. ZYSSET complimented the financial team on good control of the budget. All systems come under the internal control system.

There is a risk analysis of finance e.g. with regard to the portfolio and to currency, governance e.g. the FIFA case and the operational risk and these are all measured in terms of impact and probability. The risks with budgeting and cost monitoring, financial asset management, currency and contract management are all carefully assessed.

Mr. ZYSSET concluded that the FIVB Finance Department was the most heavily verified in the FIVB and that the internal control system was validated by Ernst & Young and by him. Consequently, he was able to give the recommendation to the Congress to approve the 2014-2015 financial statements.

PRESIDENT GRAÇA reminded the delegates that all the financial documents had been sent to the National Federations twice and they had been given the chance to ask for more information or clarification. Two requests for information had been received and responses had been duly sent.

Mr. BONDEVİK (NF-NOR) congratulated the finance team on the report, which was transparent and accurate. He expressed his concerns on the cost cutting of 2015 programmes and of publication costs as they could be investments and also that agency fees had increased substantially.

Mr. EYMANN explained that in order to settle past issues, payments had to be made, e.g. the issue with XYZ which had been sorted. Regarding programmes, the idea was to invest in other areas with a more certain return rather than in some areas of marketing. More analysis on spending was being carried out. A large amount of money was invested in re-branding and now investments would be made in other areas.

Mr. ZYSSET reminded that the preparation for the Olympic Games had been expensive and some of the costs had been in the 2015 accounts.

Mr. BONDEVİK (NF-NOR) asked whether the costs which had been cut for the Confederations and National Federations were permanent cuts.

Mr. ZYSSET stated that the 2017-2018 budget would provide the answer.

Mr. RUST (NF-NAM) complimented on the transparency of the report and wished to know why Swiss reporting standards were necessary.

Mr. HAWKINS, Ernst & Young Partner, explained that as the FIVB was a Swiss company it had to be under the Swiss Code of Obligation with over-indebtedness statements and this was standard practice.

INTERNAL AUDITORS' REPORT

Mr. SADIK, Internal Auditor, described his role and stated that the figures used were in the documents provided to Ernst & Young and that there were no significant unadjusted audit differences to the financial statements.

As the situation of the world markets was not favourable, especially in the US markets where the majority of investors lost money in 2015, the gains on the portfolio were not realised and the portfolio decreased from CHF 100'617'960 in 2014 to CHF 93'535'917 in 2015. It should however be noted that CHF 8'554'323.77 was invested in support to Volleyball in 2015 and CHF 6.1 was paid in support for the travel of teams to various competitions.

Summing up, Mr. SADIK declared that the results of 2015 were much more satisfactory than in 2014.

EXTERNAL AUDIT BY ERNST & YOUNG

Mr. HAWKINS, took the floor and reported that the financial statements comply with Swiss law and with the articles of association. Their mandate was to perform a Swiss statutory audit as independent auditors. The Board is responsible for presenting the financial statements and for verifying that the internal control system is functioning according to Swiss law.

In the opinion of Ernst & Young, the financial statements are in conformity with Swiss law and the Congress could approve them.

DECISION

The FIVB Accounts & Finance reports for 2014 – 2015 were approved by majority vote.

DISCHARGE OF THE FIVB BOARD OF ADMINISTRATION MANAGEMENT FOR THE PERIOD 2014-2015

Mr. ZYSSET, as independent Controller, asked the delegates to vote.

DECISION

The discharge of the FIVB Board of Administration management for the period 2014-2015 was approved by majority vote.

BUDGETS 2017-2018

PRESIDENT GRAÇA stated that all the figures are sent to the Finance Commission every three months.

Mr. EYMANN presented the budget for the next two years, informing that the projected net results for 2017 and 2018 respectively were CHF 2.2 million and CHF 1.4 million.

Mr. MURLEY (NF-NZL) commented that the Athletes' Commission was not included in the budget.

Mr. EYMANN explained that the decision to create an Athletes' Commission was taken after the budget had been drawn up, but there was a margin in the budgets of other Commissions.

Mr. ALLEN (NF-ENG) asked whether inflation had been taken into account.

Mr. EYMANN explained that as it was a cash budget, inflation and the exchange rate were not taken into account. There were no changes in the Confederations' budgets and as they were in Swiss francs there were no exchange rates.

DECISION

The budgets for 2017 and 2018 were approved by majority vote.

REPORT ON INVESTMENTS BY MR. NEY BRITO

Mr. BRITO informed on the global situation impacting the FIVB portfolio. The markets were volatile with a dive in equities due to China revaluing the renminbi in August 2015. The markets recovered at the end of the year, crashed at the beginning of 2016, improved and then there was a big drop in July 2016.

Mr. BRITO explained the drawdown rules – if there is a 3% loss, the portfolio would be moved to at least 25% in cash and if there is a 5% loss the portfolio would be moved to at least 50% in cash. These rules were implemented on 1 January 2016, which was a key policy decision and which was crucial in managing the portfolio. Strict surveillance of the performances of our portfolio managers at the banks was carried out and one manager was not retained. The current banks are Lombard Odier, Pictet, J.P. Morgan and UBP and the present managers show superior performances.

At the end of August, the portfolio was CHF 89.7 million. The recovery from the losses from the 2008 - 2009 crisis took until 2013, so in view of this the current management can be viewed as effective since from February to March CHF 5.4 million was made.

PRESIDENT GRAÇA added that the low risk investment policy was not intended to make huge gains on the financial markets. Mr. Brito was doing a good job.

7. AMENDMENTS

RULES OF PROCEDURE OF THE CONGRESS

Mr. LAMBOY presented the amendments, explaining that they were necessary to harmonise deadlines and be consistent.

DECISION

The amendments to the Rules of Procedure of the Congress were approved by majority vote and the Articles will now read as follows:

2.1.2 Agenda and reports

The agenda is sent to the affiliated NFs no later than one (1) month before the Congress opens together with administrative, financial and sports reports, financial statements and lists of nominations to the various FIVB institutions.

2.1.3 Confederation and NF proposals

All questions which an NF wishes to raise at the Congress must be sent to the FIVB Secretariat at least three (3) months before the Congress.

7.1.2 Mailing to NFs

These documents must be mailed to all NFs at least one (1) month prior to the Congress.

8.1.2 Mailing to NFs

All proposals to be brought for the consideration of the Congress must be sent to the NFs, no later than one (1) month before the opening of the Congress.

PRESIDENT GRAÇA informed that the elections were foreseen for the following day.

ELECTION OF THE FIVB PRESIDENT

Mr. WEI then stated that as there was only one candidate for the FIVB Presidency, he proposed that the President could be elected by acclamation from 2016 – 2024.

PRESIDENT GRAÇA stated that his mission was to stimulate the National Federations to work. The FIVB has a very important role for the future and he encouraged them to bring projects to him.

Mr. MARTE HOFFIZ declared that a 2nd acclamation was necessary from the National Federations. A round of applause was given by the delegates in agreement.

DECISION

Dr. Ary S. Graça F^o was elected by acclamation for the period 2016 – 2024.

On the 2nd day of the World Congress a minute's silence was held for Mr. Peter Bratschi, CEO of Eventcourt, who had sadly passed away.

PART III - ELECTIONS

8. ELECTIONS

APPOINTMENT OF THE INTERNAL AUDITORS FOR THE PERIOD 2017 - 2018

Three internal auditors were proposed as follows:

Mr. Nasiwu SADIK (UGA)

Mr. Wilbur Alister HARRIGAN (ANT)

Mr. Rogerio de MACEDO e OLIVEIRA (POR) as substitute internal auditor

DECISION

Mr. Nasiwu Sadik and Mr. Wilbur Alister Harrigan were unanimously elected as Internal Auditors and Mr. Rogerio de Macedo e Oliveira was elected unanimously as Substitute Internal Auditor.

Mr. LAMBOY informed that at the end of the Congress there would be a new Board of Administration and he introduced them as follows:

The five Continental Confederations' Presidents:

Mr. Cristobal Marte Hoffiz - NORCECA

Dr. Amr M. Elwani - CAVB

Dr. Saleh Ahmad Bin Nasser - AVC

Dr. Rafael Lloreda Currea - CSV

Mr. Aleksandar Boricic - CEV

Each Continental Confederation had duly elected Board of Administration members according to the FIVB Constitution:

Mr. Habu Ahmed Gumel (NGR)

Mrs. Marta Centeno O. De Sajche (GUA)

Mr. Saul Castro Verdugo (MEX)

Mr. Essa Hamzah Al Failakawi (KUW)

Mr. Roberto Escobar Gonzalez (PAR)

Mr. Shanrit Wongprasert (THA)

Mr. Stanislav Shevchenko (RUS)

Mr. Julio Perez Alfaro (URU)

Mr. Miroslaw Przedpelski (POL)

Mr. Majoré Louis Timba (CMR)

Mr. Yi Cai (CHN)
Mr. Renato Arena (ITA)
Mr. Mushtaque Mohammed (TTO)
Mr. Marco Tullio Teixeira (BRA)
Mr. Glenn Quinlan (SKN)
Mr. Achilleas Mavromatis (GRE)
Mr. Özkan Mutlugil (TUR)
Mr. Hugh Graham (COK)
Mr. Michel Everaert (NED)
Mr. Lubor Halanda (SVK)
Mr. Hanno Pevkur (EST)
Mr. Houkba Gougam (ALG)
Mr. Ibrahim Abdul Malik Mohammed (UAE)
Mr. M. R. Davarzani (IRI)

ELECTION OF FIVB BOARD OF ADMINISTRATION GENDER-IN-MINORITY

The procedure for the election of the two gender-in-minority Board members had been followed in compliance with the FIVB Constitution.

Mr. MARTE HOFFIZ informed that the Advisory Electoral Committee composed of Dr. Bin Nasser, Dr. Elwani, Dr. Lloreda, Mr. Meyer, Mr. Boricic and himself as President of the Committee had been assisted by Mr. Yann Hafner of the FIVB Legal Department. The five candidatures had been duly received by the deadline of 23:59 (CET) on 4 April 2016.

The five candidates were as follows:

CEV – Ms. Margaret Ann Fleming (SCO)
CAVB – Mrs. Bouchra Hajij (MAR)
NORCECA – Mrs. Mireya Luis Hernandez (CUB)
CSV – Mrs. Judith Rodriguez (VEN)
AVC – Mrs. Rita Subowo (INA)

The Advisory Electoral Committee's list of candidates had been signed and accepted by the Board of Administration.

Mrs. Mireya Luis Hernandez and Mrs. Judith Rodriguez had withdrawn their candidature in writing. The remaining three candidates then went up to the stage to present their candidature in person for up to ten minutes.

Ms. FLEMING expressed her feeling of honour for being the first candidate to make her presentation. Scotland is a small country with little development and therefore she had empathy with the National Federations in Categories 1 and 2. She was a female leader, not shy, an accomplished academic and business person and had skills and experience in governing. She offered experience, professionalism, governance and hard work. She is the President of the Small Countries Federation and Director of the Commonwealth Games-Scotland and the Chair of the Female Leaders in Sport in the Scottish Government.

Ms. FLEMING stressed that the way she could serve was by representing National Federations in Categories 1 and 2, with partnerships between Continental Confederations and she would propose and deliver change for female FIVB representation and would be a mentor on female leadership programmes. In her opinion, there should be five female members on the FIVB Board.

Mrs. HAJIJ thanked everyone for the honour and informed that she was currently the President of the National Federation of Morocco and that she played Volleyball. She is a Vice-President of the CAVB, a member of the Executive Committee of the Arab Volleyball Union and would reinforce the role of women as referees, in the Commissions, statistics.

Mrs. HAJIJ informed that she is a member of the IOC Culture and Olympic Heritage Commission. A film was shown to the delegates on her activities. She pledged to work hard and her goal was to serve and defend women in different positions. We should all work together to achieve the 9 goals. Sex, gender and race do not matter. Her management is healthy and transparent and would support Africans and Arabs for better representation.

Mrs. SUBOWO stated that it was an honour and she is proud of her 20 years in Volleyball and informed that she is a former athlete. Now female athletes can compete with confidence and pride in international events, which was not possible with former generations.

The FIVB family must work together in the run-up to Tokyo 2020. If elected, she would continue to work hard for the 9 goals. Volleyball should be in the IOC Group 1 and we must get there by 2020. We should promote digital media, which is so effective. The National Olympic Committee under her leadership started using e-learning three years ago.

We have to work harder than basketball as they want to be in Group 1 too and we must combine sport with entertainment. A video was then shown to illustrate to the delegates her years with the Olympic Council of Asia and as IOC member and NOC President from 2007 to 2015, as member of the Women and Sport Commission from 2008-2012 and member of the Coordination Commission for the Nanjing Youth Olympic Games in 2014 and mentioned that she was the only female president in Indonesia. Mrs. SUBOWO has a goal to promote more women in sport, to work together, get involved and keep the ball flying.

Mr. LAMBOY explained the procedure for voting and that the National Federations could vote for 0, 1 or 2 candidates.

Mr. BEAL declared that we were lucky to have three such good candidates and asked whether it would be possible to have three gender-in-minority members of the Board.

Mr. LAMBOY thought it was a wonderful idea, but did not comply with the Constitution as they were limited to two members. The Executive Committee could co-opt other members.

General DOKONY (NF-CHA) supported Mr. Beal's idea and commented that the IOC recommended having 50% women in the Executive Committee. He believed that the federations which had the votes for countries which had sent a proxy could cast their votes at the same time.

Mr. LAMBOY stated that the protocol had been agreed and that misfiling might occur if National Federations cast their vote at the same time as the proxy votes.

Mr. LAVOU (NF-CAF) suggested that the candidates should send their representatives to check the work of the scrutineers.

Mr. LAMBOY responded that the scrutineers had been chosen by the Continental Confederations and the candidates renounced their right to have their own representation.

DECISION

Ms. Margaret Ann Fleming received 70 votes
Mrs. Bouchra Hajij received 147 votes
Mrs. Rita Subowo received 153 votes

Mrs. Rita Subowo and Mrs. Bouchra Hajij were therefore elected as Gender-in-Minority members of the FIVB Board of Administration from 2016-2020.

Mr. CALLICOTT (NF-ENG) urged the Board of Administration to encourage more women in positions of leadership. 50% of athletes are women.

PRESIDENT GRAÇA declared that he was about to make the same statement and that it was in the FIVB's projects to have 5 Gender-in-Minority candidates.

PART IV – FUTURE PROJECTS

9. COMMISSIONS' PROPOSALS

TV & NEW MEDIA COMMISSION

Mr. DIAMOND, TV & New Media Commission President, began his report with an overview of the huge success at Rio 2016 with its iconic venues and how Brazil was a great Volleyball and Beach Volleyball nation. The presentation of Volleyball was better than before and more modern. It was a great family presentation from a television perspective, OBS was excellent and the broadcasting was enhanced by the FIVB challenge system and line replay system.

The Board decisions were the length of time of the matches, a centralisation of the TV production, updating the existing FIVB TV Production and Broadcast Manual, developing a dedicated Video Challenge System, further revision of the volleyball

calendar for the next Olympic cycle, dedicated FIVB digital archive, development of the statistics and data tools, to change the name of the Commission to the FIVB Communication Commission merging with the Press Commission, creating a Working Group led by Mr. Beal with Mr. Lima, Mr. Azevedo and three other members to determine the length of time of the matches.

Mr. SCHÜRMANN (NF-LIE) wished to know why the length of the match mattered in Volleyball, but not in tennis.

Mr. DIAMOND responded that huge blocks of time were reserved for tennis and only the finals were longer.

PRESS COMMISSION

Mr. TAKEUCHI, Press Commission President, gave his report, mentioning the new FIVB website and the more dynamic match reports on the website.

Mr. BAKER, Press Department Director, informed that after the new website was launched the website numbers increased a great deal in 2015 with the largest increase on YouTube.

Mr. TAKEUCHI commented on the importance of social media, especially the craze with taking selfies which people wanted to take everywhere.

Mr. BAKER declared that the current most popular social media website was Facebook and informed that Snapchat had been launched this year.

Mr. TAKEUCHI told the delegates that the FIVB had decided to have shorter videos. The names of our players are not well known so this must be improved. He encouraged the National Federations to make many video clips.

Mr. BAKER added that live streamed matches were essential for attracting attention and urged everyone to do this as well as rally clips which were immensely popular.

PRESIDENT GRAÇA said that all the figures and statistics should be sent to the National Federations.

TECHNICAL COMMISSION

Mr. JETCHEV, Technical Commission President, presented the Board decisions concerning the online Coaches course – e-learning, the Continental Confederations and National Federations to give support in translating as many languages as possible, a new formula – a working group for a dream team, technical evaluations and homologation of sports materials.

LEGAL COMMISSION

Mr. LAMBOY, Legal Commission President, explained that the Commission's main work was the regulations and support for the legal team and that the legal documents are on the FIVB website.

The following reviews were carried out: the General Regulations were checked to be in line with the Constitution, all mentions of the Executive Group were deleted from the Financial Regulations and agents were included in the Disciplinary Regulations. The FIVB Sports Regulations were divided into two, namely the Sports Regulations and the Event Regulations.

The Agents Regulations were merged with the Sports Regulations and the Tribunal Regulations regarding financial disputes were added to the Sports Regulations.

The Rules were checked for potential controversies, e.g. the Change of Federation of Origin.

National Federations send new Constitutions to the FIVB to be reviewed and Swiss laws allow the monitoring of heads of sports federations.

The Legal Commission worked on the dispute resolution system which comprised of the Ethics, Disciplinary and Appeals Panels and the FIVB Tribunal.

One appeal had been made to CAS, but it was dismissed. There were five sanctions for doping. Volleyball was a low risk sport in terms of doping. Licensed agents are now listed on the FIVB website.

Future projects are more involvement in establishing FIVB legal policy, more participation of the Legal Commission members in giving advice, having a working group to study policies and to advise the FIVB about sports law.

DEVELOPMENT COMMISSION

Mr. Mushtaque MOHAMMED, Secretary of the Development Commission, took the floor to explain the Commission's work.

The FIVB wanted to teach everyone to "fish". Their operations divided into five categories: knowledge management, festivals and events, development projects, social responsibilities and evaluation. They focused on the goals to put the FIVB in Group 1 of the IOC ranking, to increase the numbers of players and to have socially relevant projects. The main values are Volleyball is fun, healthy and unites people. They have educational programmes online, social media sites, Volleyball Your Way and surveys for National Federations.

MEDICAL COMMISSION

Dr. PEYTAVIN, Assistant Secretary of the Medical Commission, informed on three steps that had been put into place concerning injury prevention, to prevent players using shock absorber pads for unauthorized reasons, alcohol checks on referees which were now carried out less frequently as there had been no positive tests in recent years and referee health management, whereby tests were made on the BMI (body mass index), blood pressure, sight and hearing.

REFEREEING COMMISSION

Mr. Hassan MOHAMED, President of the Refereeing Commission, was pleased to note that for the first time both referees for the Volleyball final had been female referees in Rio 2016 and then presented the Board decisions concerning changing the vector from quantity to quality, new technology e.g. tablets for coaches, modifications of the course regulations from 10 days to 8 days and the psychological preparation of referees.

RULES OF THE GAME COMMISSION

Mr. STEEL, President of the Rules of the Game Commission, stated that their technology had helped the smooth-running of Rio 2016. The four ball system decided by the Board made a huge difference to the speed of Beach Volleyball which is better for television. Rally time was reduced to less than 15 seconds. Rule 27.2.1.4 in Volleyball and Rule 26.2.1.4 in Beach Volleyball were being explored and any changes would be brought back to Congress. There were no rule changes to be voted on.

COACHING COMMISSION

Mr. SHEVCHENKO, Executive Board member in charge, presented the report commenting on the launch of the online Coaches Courses Levels 1 & 2, with Level 3 Courses staying the same, the Challenge System, reduction of dead space, five persons on a bench and the tablet for referees. In 2015 the web collaboration platform was introduced which was very important.

BEACH VOLLEYBALL COMMISSION

Mr. ARAUJO, Beach Volleyball Commission President, informed on the new projects, such as the Continental Cup, the new Beach Volleyball event structure, the calendar, the World Championships Qualification process and the 2018 Youth Olympic Games.

Mr. SQUEO, Beach Volleyball Department Director, commented that Beach Volleyball had been spectacular in Rio 2016 and now the FIVB was capitalising on this success. NBC had broadcast 54 Beach Volleyball matches and 8.5 million people in Germany watched the semi-final. We need to adapt to the media and to be creative. RedBull Media House put the events on their platform which is great for publicity.

Mr. ARAUJO spoke about the second edition of the Continental Cup from 2014 – 2016 with 169 participation National Federations and about the new event structure with a star categorisation, which would make the structure clearer. Requirements have had to be revised to accommodate the restrictions of the recession. All categories are the same under the ranking umbrella. It is much better to have full smaller venues than large empty stadiums. Promoters will have more freedom to promote events locally.

PRESIDENT GRAÇA requested that all the information and figures be sent to all the National Federations.

SPORTS EVENTS COUNCIL

Mr. BORICIC, Sports Events Council President, listed the Board decisions – the Preliminary Enquiry and General Technical meeting, tournament ranking, qualification process, U23 world ranking, under-age vacancies, Challenge System operators, FIVB calendar and under-age World Championships.

Mr. BORICIC was of the opinion that the new Athletes' Commission was an excellent idea and the members would be able to provide useful advice.

FINANCE COMMISSION

Mr. MEYER, Finance Commission President, recommended that expenses be reduced in case income related to products is affected. Consequently, the Board had decided, after studying two options, to cancel the payment of air tickets for teams travelling to competitions.

An analysis was carried out of the expenses incurred by the Commission meetings which are currently nearly CHF 900'000.

Therefore, it was decided to merge the following Commissions to increase productivity:

Press and TV & New Media
Refereeing and Rules of the Game
Coaching and Technical

There are 160 members currently in all the Commissions. With e-learning and video conferences the Commissions can be improved.

Mr. MEYER noted the Board decisions to meet every three months to sort out problems and send the information to the members each month, each department to see if expenses are in line with the 9 goals, to reduce costs and to finalise the Exhibition Hall. The Finance Commission approved the budget for its interior and the income from the portfolio in 2013, 2014 and 2015 was used to cover costs. The Exhibition Hall would be finished in 2017. They were trying to attract sponsors to reduce costs. There had been a discussion whether to stop or delay the project, but the decision was taken to continue.

10. FIVB MAIN PROJECTS IN THE NEXT YEARS

2017 BEACH VOLLEYBALL WORLD CHAMPIONSHIPS

PRESIDENT GRAÇA informed that the host and location (NF-AUT and Vienna) for the 2017 Beach Volleyball World Championships was officially announced at the Volleyball House during the Olympic Games. Mr. KLEINMANN, President of NF-AUT, showed a video and described the beautiful city of Vienna with its excellent infrastructure. The stadium there had a capacity of 10'000, which was bigger than Klagenfurt. There was a VIP area with 2'200 seats for meetings and networking. The best 48 Men's and Women's teams from approximately 40 countries would compete

for USD 1 million in prize money. The entertainment side of the event was fully planned with concert parties.

PRESIDENT GRAÇA thanked Mr. Kleinmann for his understanding of how to increase events and take them to a higher level.

2018 WOMEN'S WORLD CHAMPIONSHIP JAPAN/TBS

Mr. KIMURA presented the report, first showing a video about the history of the World Championships in Japan and the run-up to Tokyo 2020. The qualification process had already begun.

7 teams will be chosen out of the following 12 candidate cities: Sapporo, Sendai, Yokohama, Nagano, Matsumoto, Hamamatsu, Komaki, Nagoya, Osaka, Kobe, Hiroshima and Fukuoka.

2018 MEN'S WORLD CHAMPIONSHIP – ITALY AND BULGARIA

Mr. ARENA, FIVB Board member, informed that it was the first time that an FIVB World Championship had been organised in two countries.

Mr. LAZAROV, Bulgarian Volleyball Federation President, explained that they had had a good experience together with their Italian friends in 2015.

Mr. MAGRI, Italian Volleyball Federation President, stated that he was very happy regarding President Graça's re-election. In the four years since the President was first elected in 2012, Italy had organised four major events.

PRESIDENT GRAÇA congratulated both federations on the fact that Volleyball was the number one sport in Bulgaria and Italy. The final match would be held in the fantastic, iconic Arena of Verona.

NEW PROJECTS

SNOW VOLLEYBALL

Mr. Veit MANNINGER and Mr. Martin KASWURM from the company Chaka2 never thought that their vision would have such success.

A video was shown on Snow Volleyball which had been created in 2009. They would like it to be the number one family sport in the winter. They organised and promoted the first official Snow Volleyball CEV European tour in three countries. The rules were the same as in Beach Volleyball and Mr. Kleinmann had been of great assistance. In early 2016, the first agreement was signed with the CEV and a Memorandum of Understanding with the FIVB was signed at the Rio Olympic Games.

Snow Volleyball had 20 federations. Martin Plavins, Beach Volleyball athlete, also plays Snow Volleyball. There is a huge market and it can contribute to make Volleyball the number 1 family sport.

The events are mainly held in ski resorts with a children's day on the Friday and the tournament takes place on the Saturday and Sunday on the top station of the mountain. The events are very well marketed and are a commercial product.

The development opportunities are immense e.g. have an exhibition at a winter Olympics, grassroots Snow Volleyball with children and for a professional tour. At least 20 federations had approached them in the Congress. 99% of the marketing was done on social media, therefore it was very inexpensive.

PRESIDENT GRAÇA declared that all the northern hemisphere could play Snow Volleyball in winter and could try to enter the winter Olympic Games.

STREET VOLLEY

Mr. Duda MAGALHAES and Mr. Rafael PLASTINA of Dream factory presented their vision, describing the focus of their marketing being urban areas with their continuous growth and the lack of adequate sports facilities. They were taking up the challenge to engage the community and wanted to take Volleyball to the streets, inspire millennials to join Volleyball and turn Volleyball into a street party. The idea is to focus on big cities like Tokyo and New York in urban areas and market Volleyball not only as a sport but a lifestyle and thereby attract global sponsors and media partners. They would like to inspire grassroot practices and influence the fashion industry.

PRESIDENT GRAÇA believed that every country had the potential to develop Street Volley.

Mr. HYETT, Technology and Innovation Project Manager, then took the floor to present a video on the FIVB Exhibition Hall, which would be the digital heartbeat of the FIVB, with its 5 digitally connected zones.

YOUTH OLYMPIC GAMES

Mr. Leandro LARROSA, CEO of the Organising Committee of the Youth Olympic Games, explained that the concept was to develop youth around the world and to leave a legacy.

The area for the Youth Olympic Games was a green environment, with different park areas, each reflecting some of the traditions of Buenos Aires and Argentina and each of the sports involved. One area will be Puerto Madero. The Youth Olympic Park will be in the southern part of the city which was not developed, but this will all be changed and will leave a legacy. 206 countries will participate and there will be a festive atmosphere. Their main concept is to bring sport to people, not people to sport.

Mr. LARROSA believed that Beach Volleyball is not only a great sports show but creates a fantastic festive atmosphere for everyone and that is the reason for staging the Beach Volleyball events in the heart of the city. It is an honour and privilege to host the next Youth Olympic Games and to promote the Olympic Movement all over the world.

GERFLOR

Mr. ARLIN informed the delegates that it had been an innovation of Gerflor to have floors with three colours. They also provided floors for ParaVolley. The Volleyball House was fantastic.

They have a complete range of floors including also outdoor floors. Gerflor is proud to be with the FIVB for the next Olympic cycle.

11. CONFEDERATIONS' REPORT ON FUTURE PROJECTS

AVC

Mrs. SUBOWO, AVC Executive Vice-President, informed that AVC had done its utmost to promote and develop Volleyball in Asia during 2016 and then presented the report on future activities, listing foreseen meetings and informing on the Asian Gala which would be held for the first time on 11 November in Bali, Indonesia, to honour the players and everyone involved in Volleyball.

Mr. AL FAILAKAWI, AVC 1st Executive Vice-President, stated that during the last 15 years the income from TV & Marketing contracts was USD 200'000 per annum and now USD 8 million was expected for the next four years with contracts signed with Senoh, Mikasa, Nike China, and SMM Sport. 60% of the money would be for the organisers and teams in competitions, 20% for development and 20% for the headquarters and the website.

The calendar from 2016 – 2019 had already been created. AVC now had an upgraded website and the aim was to improve the activity on the website and with social media and to attract new sponsors. Another goal was to improve the AVC Championships to be better for spectators and sponsors.

CAVB

Dr. ELWANI, CAVB President, presented a road map from 2015-2019 with three main topics – youth engagement and retention, games performance and advancement, and sport growth and stability and described 6 inter-related goals.

Goal 1 is to increase the numbers of youth, goal 2 is to ensure the continuity of the national and zonal programmes, goal 3 is to develop stakeholders' capabilities and performance, goal 4 is to increase participation and improve performance of African teams, goal 5 is to integrate modern technology and goal 6 is to promote Volleyball and Beach Volleyball as the leading family and youth sport. It is very important to engage the youth of today and retain their interest in Volleyball and Beach Volleyball.

The African Dream is ongoing and the objectives for 2017-2018 were explained. There were 35 National Federations with projects and 140 talent centres each with 50 children and Dr. Elwani presented the various training programmes.

CEV

Mr. BORICIC, CEV President, informed on the common plan for all their stakeholders and the CEV's key priorities, noting that it is essential to engage with the young generation. For sports success, a strategic plan is necessary and also good cooperation with the National Federations and clubs.

Mr. BORICIC declared that they wanted to create top events and increase media coverage, to bring in new generations each year and develop education. It is a priority to have a new marketing plan and communications strategy. CEV aimed to work harder with National Federations in Categories 1, 2 & 3 to bring them to a higher category.

The goal regarding top sports events is to have total event experiences and to make them more of a marketable product. The Champions League is now open to all 56 countries.

Mr. BORICIC added that Beach Volleyball needed more promotion. CEV has 30 National Federations in Categories 1 & 2 so they needed support. Snow Volleyball was experiencing great success and over 20 countries in Europe showed interest. The main goal is now to create a project with the help of the FIVB and then to approach the IOC, in order to be considered for the Winter Olympic Games. He added that the calendar for Volleyball is extremely difficult to organise and that they are restructuring the CEV office.

Concluding, Mr. BORICIC declared that the main goal is to increase the value of the sport in the global market.

CSV

Dr. LLOREDA, CSV President, informed on a short overview of the past four years to show the progress his Confederation had made. In 2012, Brazil and Argentina had participated in the World League and in 2016 Venezuela had joined them. The World Grand Prix was also successful for Brazil, Argentina, Peru and Colombia.

CSV is proud of the success of the underage teams who have been improving every year.

Dr. LLOREDA was pleased to note that some countries which did not have much Beach Volleyball now do e.g. Paraguay. South American teams had more participation in Rio 2016 than in London 2012.

Dr. LLOREDA informed that concerning future projects, they have the coaches' development programme and an annual referee clinic with the best South American referees. They improve efficiency and promote development in South America, as well as increasing their involvement with social media.

In South America, the name of the game is commitment.

NORCECA

Mr. MARTE HOFFIZ, NORCECA President, took the floor to present the report and remarked that the full report was on everyone's desk. He announced that they had 33 National Federations and 8 regional federations which all received the same treatment and equal opportunities. Only 43% of their funding comes from the FIVB, the remainder was provided by the National Federations. Communications are being constantly improved and there is a recently created NORCECA TV channel.

Mr. MARTE HOFFIZ presented the NORCECA impact plan from 2017-2020, which is to develop all their countries while involving their governments and National Olympic Committees for support. The widespread distribution of floors greatly assists the National Federations to practice our sport. The Continental Cup had been extremely successful in NORCECA's countries and it was President Graça's marvellous idea. Their development is through competitions and they are filling stadiums. The impact plan illustrated all their activities.

PRESIDENT GRAÇA announced the presence of Colonel José Carlos Pinheiro, President of the CISM (International Military Sports Council) Volleyball Committee, and informed that 50% of the medals won by Brazilian athletes in Rio 2016 had been won by athletes who were in the army or navy.

The CISM is very important and army and navy athletes should be considered in all federations.

PRESIDENT GRAÇA suggested that for the next Congress, the promises made in this Congress should be compared with the actual achievements to see if the promises had been kept.

12. OTHER BUSINESS

Mr. LAMBOY requested the delegates to either take their working files with them or to leave them on their desks, but not to leave them in their hotel rooms, as the files contained sensitive information.

Mr. YAQUB (NF-PAK) requested copies of all the presentations.

PRESIDENT GRAÇA responded that all presentations would be sent to all National Federations.

Presentations for long-standing service were then awarded by President Graça.

Mr. Richard Callicott, OBE, Honorary President of NF-England received a plaque and Mr. André Meyer was awarded the highest award of the FIVB, the Grand Cross.

PART V – CLOSING OF THE CONGRESS

13. PLACE AND DATE OF THE 36TH FIVB WORLD CONGRESS

PRESIDENT GRAÇA announced that there had been only one candidate for the next World Congress – Punta Cana, in the Dominican Republic and requested approval from the delegates.

DECISION

Punta Cana was unanimously approved as the host of the 36th World Congress in 2018.

Mr. MARTE HOFFIZ showed a PowerPoint presentation on the beautiful location foreseen for the Congress in October 2018.

14. CLOSING OF THE CONGRESS

PRESIDENT GRAÇA then gave his closing speech. Hard work is necessary for success and in the next eight years he will have the opportunity to work hard for our Volleyball family, to do the work he loves. Volleyball is a fantastic sport with the Volleyball family as the best team and he is their captain. Some important decisions were taken in Buenos Aires and there were some special moments. The FIVB now has two new members – Kosovo and South Sudan.

The new Athletes' Commission is the highlight of the Congress. Giba and his colleagues will make sure that the athletes are fully represented in decision-making. PRESIDENT GRAÇA gave thanks to the athletes who attended the Congress. In the next Congress, Giba will be able to bring a report and encourage the Athletes' Commission members to be active in their countries. Players and fans are crucial for our success. The golden era for Volleyball has already started with the huge successes of Volleyball and Beach Volleyball in 2012 and 2016.

The Beach Volleyball World Championships in The Netherlands were a great sports spectacle and there will be another show in Austria in 2017. We are also looking forward to the Men's Volleyball World Championship in Italy and Bulgaria in 2018 and the Women's World Championship in Japan in 2018.

PRESIDENT GRAÇA also expressed his sincere thanks to the Executive Committee and Board of Administration members who had finished their mandates and welcomed the new members. He also showed his appreciation to the special guests who shared their knowledge and passion and the FIVB staff. PRESIDENT GRAÇA's special thanks went to FEVA and Turicentro – it was the perfect Congress.

The FIVB is ready to help all National Federations but they must have projects. Some National Federations manage to achieve a great deal with little e.g. the Marshall

Islands held their first Beach Volleyball tournament last year. We must push young people to be fans for a long time.

PRESIDENT GRAÇA told the delegates that he would leave the Congress with a new sense of purpose and enthusiasm and hoped that everyone would have a safe journey home.

FIVB 35th WORLD CONGRESS

Buenos Aires, 5 & 6 October 2016

Appendix

Attendance Lists

1. Board of Administration
2. Commission & Council Presidents
3. AVC
4. CEV
5. CAVB
6. CSV
7. NORCECA



**BOARD OF ADMINISTRATION
WORLD CONGRESS
5 OCTOBER 2016 ♦ BUENOS AIRES**

Dr. Ary S. GRAÇA F° FIVB President

Mr. Jizhong WEI Honorary Life President and
Advisor to the Board

Mr. Cristóbal MARTE HOFFIZ 1st Executive Vice-President

Mr. André MEYER 2nd Executive Vice-President
& Finance Commission
President

Dr. Amr M. ELWANI Executive Vice-President &
Treasurer

Dr. Saleh Ahmad BIN NASSER Executive Vice-President &
Development Commission
President

Dr. Rafael LLOREDA CUREA Executive Vice-President

Mrs. Rita SUBOWO Executive Vice-President

Mr. Habu Ahmed GUMEL Executive Vice-President



**BOARD OF ADMINISTRATION
WORLD CONGRESS
5 OCTOBER 2016 ♦ BUENOS AIRES**

Mr. Aleksandar BORICIC

Executive Vice-President &
Sports Events Council
President

Mr. Saúl CASTRO VERDUGO

Executive Vice-President

Mrs. Marta E. CENTENO O.
DE SAJCHE

Executive Vice-President

Mr. Essa Hamza A. AL FAILAKAWI

Executive Vice-President

Mr. Roberto ESCOBAR GONZALEZ

Executive Vice-President

Mr. Carlo MAGRI

Executive Co-Opted Member

Mr. Stav JACOBI

Executive Co-Opted Member

Mr. Kenji KIMURA

Executive Co-Opted Member

Mr. Vicente ARAUJO

Executive Board member &
Beach Volleyball Commission
President

Mr. Stanislav SHEVCHENKO

Exec. Board Member in charge
of the Coaching Commission



**BOARD OF ADMINISTRATION
WORLD CONGRESS
5 OCTOBER 2016 ♦ BUENOS AIRES**

Mr. Mirosław PRZEDPELSKI

Member

Przedpelski

Mr. Mushtaque MOHAMMED

Member

Mushtaque

Mr. Julio Cesar PEREZ ALFARO

Member

Julio

Mr. Douglas BEAL

Member

DB

Mr. Hugh WONG

Member

Hugh Wong

Mr. Louis TIMBA

Member

Timba

Mr. Yi CAI

Member

Cai

Mr. Renato ARENA

Member

ARENA

Mr. Issiaka SAWADOGO

Member

Issiaka

Mr. Agustin Martin SANTOS

Member

Exacted



**BOARD OF ADMINISTRATION
WORLD CONGRESS
5 OCTOBER 2016 ♦ BUENOS AIRES**

Mr. Philip BERBEN

Member

Dr. Han Joo EOM

Member

Mr. Marco Tullio TEIXEIRA

Member

Excused

Mr. Theofanis TSIOKRIS

Honorary Exec. Vice-President
& Member

Mr. Craig CARRACHER

Member



**NEWLY ELECTED BOARD OF ADMINISTRATION
WORLD CONGRESS
5 OCTOBER 2016 ♦ BUENOS AIRES**

Mr. Özkan MUTLUGIL Member Elect

Mr. Lubor HALANDA Member Elect

Mr. Michel EVERAERT Member Elect

Mr. Ibrahim A. Malik MOHAMMED Member Elect

Mr. Achilleas MAVROMATIS Member Elect

Mr. Glenn QUINLAN Member Elect

Mr. Houkba GOUGAM Member Elect

Mr. Hanno PEVKUR Member Elect

Dr. M. R. DAVARZANI Member Elect

Excused

Mr. Hugh GRAHAM Member Elect



**BOARD OF ADMINISTRATION
WORLD CONGRESS
6 OCTOBER 2016 ♦ BUENOS AIRES**

Dr. Ary S. GRAÇA F°

FIVB President

Mr. Jizhong WEI

Honorary Life President and
Advisor to the Board

Mr. Cristóbal MARTE HOFFIZ

1st Executive Vice-President

Mr. André MEYER

2nd Executive Vice-President
& Finance Commission
President

Dr. Amr M. ELWANI

Executive Vice-President &
Treasurer

Dr. Saleh Ahmad BIN NASSER

Executive Vice-President &
Development Commission
President

Dr. Rafael LLOREDA CUREA

Executive Vice-President


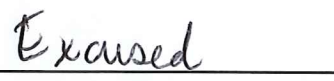

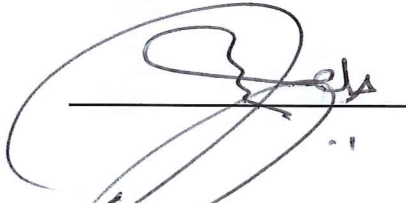
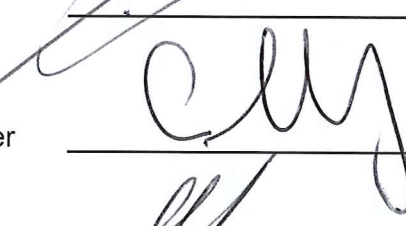
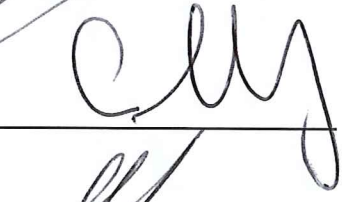

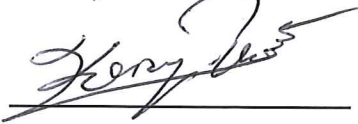


Mrs. Rita SUBOWO

Executive Vice-President

Mr. Habu Ahmed GUMEL

Executive Vice-President

BOARD OF ADMINISTRATION
WORLD CONGRESS
6 OCTOBER 2016 ♦ BUENOS AIRES

Mr. Aleksandar BORICIC	Executive Vice-President & Sports Events Council President	
Mr. Saúl CASTRO VERDUGO	Executive Vice-President	
Mrs. Marta E. CENTENO O. DE SAJCHE	Executive Vice-President	
Mr. Essa Hamza A. AL FAILAKAWI	Executive Vice-President	
Mr. Roberto ESCOBAR GONZALEZ	Executive Vice-President	
Mr. Carlo MAGRI	Executive Co-Opted Member	
Mr. Stav JACOBI	Executive Co-Opted Member	
Mr. Kenji KIMURA	Executive Co-Opted Member	
Mr. Vicente ARAUJO	Executive Board member & Beach Volleyball Commission President	
Mr. Stanislav SHEVCHENKO	Exec. Board Member in charge of the Coaching Commission	



**BOARD OF ADMINISTRATION
WORLD CONGRESS
6 OCTOBER 2016 ♦ BUENOS AIRES**

Mr. Mirosław PRZEDPELSKI

Member

Przedpelski

Mr. Mushtaque MOHAMMED

Member

Mushtaque

Mr. Julio Cesar PEREZ ALFARO

Member

Julio

Mr. Douglas BEAL

Member

Beal

Mr. Hugh WONG

Member

Hugh Wong

Mr. Louis TIMBA

Member

Timba

Mr. Yi CAI

Member

Cai

Mr. Renato ARENA

Member

Arena

Mr. Issiaka SAWADOGO

Member

Sawadogo

Mr. Agustin Martin SANTOS

Member

Excused



**BOARD OF ADMINISTRATION
WORLD CONGRESS
6 OCTOBER 2016 ♦ BUENOS AIRES**

Mr. Philip BERBEN

Member

Dr. Han Joo EOM

Member

Mr. Marco Tullio TEIXEIRA

Member

Excused

Mr. Theofanis TSIOKRIS

Honorary Exec. Vice-President
& Member

Mr. Craig CARRACHER

Member



**NEWLY ELECTED BOARD OF ADMINISTRATION
WORLD CONGRESS
6 OCTOBER 2016 ♦ BUENOS AIRES**

Mr. Özkan MUTLUGIL Member Elect

Mr. Lubor HALANDA Member Elect

Mr. Michel EVERAERT Member Elect

Mr. Ibrahim A. Malik MOHAMMED Member Elect

Mr. Achilleas MAVROMATIS Member Elect

Mr. Glenn QUINLAN Member Elect

Mr. Houkba GOUGAM Member Elect

Mr. Hanno PEVKUR Member Elect

Dr. M. R. DAVARZANI Member Elect

Excused

Mr. Hugh GRAHAM Member Elect



**COMMISSION PRESIDENTS
WORLD CONGRESS
5 OCTOBER 2016 ♦ BUENOS AIRES**

Mr. Jaime LAMBOY RILEY

Legal Commission President

Mr. Jivko JETCHEV

Technical Commission President

Mr. Hiroshi TAKEUCHI

Press Commission President

Mr. Alexander STEEL

Rules of the Game Commission President

Mr. Hassan MOHAMED

Refereeing Commission President

Mr. Peter DIAMOND

TV & New Media Commission President

Mr. Gilberto AMAURI DE GODOY FILHO

Athletes' Commission President

Excused

Mr. Philippe BLAIN

Coaching Commission President

Mr. Masao TACHIKI

World Grand Prix Council President



**COMMISSION PRESIDENTS
WORLD CONGRESS
6 OCTOBER 2016 ♦ BUENOS AIRES**

Mr. Jaime LAMBOY RILEY

Legal Commission President

Mr. Jivko JETCHEV

Technical Commission President

Mr. Hiroshi TAKEUCHI

Press Commission President

Mr. Alexander STEEL

Rules of the Game Commission
President

Mr. Hassan MOHAMED

Refereeing Commission
President

Mr. Peter DIAMOND

TV & New Media Commission
President

Mr. Gilberto AMAURI DE GODOY FILHO

Athletes' Commission
President

Excused

Mr. Philippe BLAIN

Coaching Commission
President

Mr. Masao TACHIKI

World Grand Prix Council
President



LIST OF ATTENDANCE

ASIA

5th October 2016



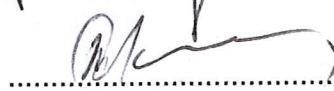
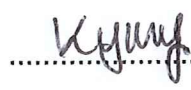
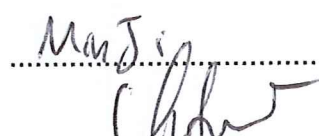
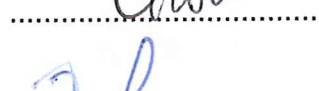
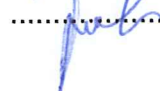
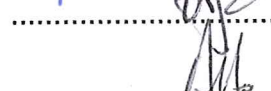
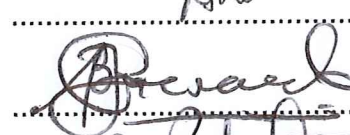

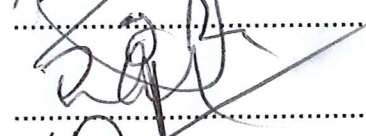
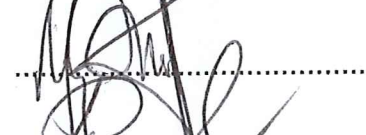
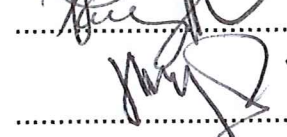
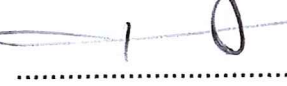

American Samoa	AFU Iose
Australia	MERIAUX Mathieu
Australia	TAYEH Riad
Bahrain	AL KHALIFA Ali
Bahrain	ALHALWAJI Fares
Bangladesh	ISLAM MD Atiquil
Cambodia	BEUNG Kimtor
China	JIAN Jie
Chinese Taipei	HUANG Kuo-Kuang
Chinese Taipei	CHANG Chin Jong
Cook Islands	SUMMERS James Junior
Guam	LOW Sandra
Iran	AFSHARDOUST Mahmoud
Iran	BAGHERI FAKHR HOOMAN
Japan	HAYASHI Takahiko
Japan	SHIMOYAMA Takashi



LIST OF ATTENDANCE

ASIA

5th October 2016







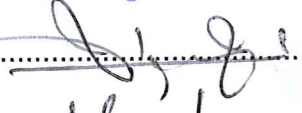
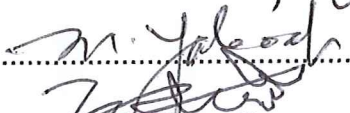
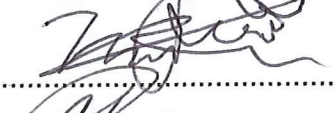
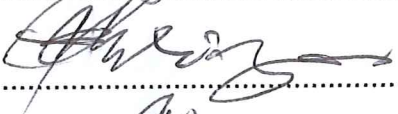

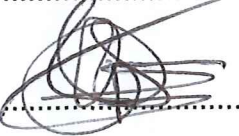

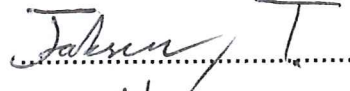

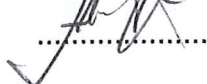
Jordan	AL-SHATARAT Theyab Abdel Majid Thib	
Jordan	ALALWAN Basheer Ahmad Issa	
Kazakhstan	SYRLYBAYEV Yermek	
Korea	YU Kyunghwa	
Korea	KO MINJI	
Laos	PHONGCHANTHA Chansamone	
Lebanon	HAMMAM Jean	
Macao	AO Chi Veng	
Macao	HO CHI FONG	
Malaysia	GERARD Joseph	
Mariana Islands	PETERKA Laura Jan	
Marshall Islands	SASSER Terry Brian	
Micronesia	LANE Paul	
Mongolia	ENKHTUVSHIN Tserendagva	
Mongolia	TUNGALAG Purevsambuu	
Myanmar, Union of	TUN MYO WUNNA	
Nauru	EPHRAIM Tilson	



LIST OF ATTENDANCE

ASIA

5th October 2016

Nepal	SHARMA MANORANJAN RAMAN	
Nepal	CHAND Jitendra Bahadur	
New Zealand	MURLEY Jock	
New Zealand	CAMERON Colin Paul	
Niue	VEA Malia	
Oman	AL RAWAS Badar Ali Said	
Oman	AL SAID AHMED ABDULLAH	
Pakistan	YAQUB Chaudhary Muhammad	
Qatar	ALFEHANI Ali Mubarak	
Samoa	VAIFALE MULIAGA Petelo	
Singapore	TOH Chee Keong	
Solomon Islands	HAKAPAUHENUA Morris Tangoeha Maitaki	
Syria	ALKHOURI IBRAHIM	
Thailand	TOCHAROEN Jaksuwan	
Turkmenistan	TOYLYYEV Amanmyrat	
Turkmenistan	HANOV Atageldi	

[Handwritten signature]

LIST OF ATTENDANCE

ASIA

6th October 2016

American Samoa	AFU Iose
Australia	MERIAUX Mathieu
Australia	TAYEH Riad
Bahrain	AL KHALIFA Ali
Bahrain	ALHALWAJI Fares
Bangladesh	ISLAM MD Atiquel
Cambodia	BEUNG Kimtor
China	JIAN Jie
Chinese Taipei	HUANG Kuo-Kuang
Chinese Taipei	CHANG Chin Jong
Cook Islands	SUMMERS James Junior
Guam	LOW Sandra
Iran	AFSHARDOUST Mahmoud
Iran	BAGHERI FAKHR HOOMAN
Japan	HAYASHI Takahiko
Japan	SHIMOYAMA Takashi

Go Yashida

AFU Iose
MERIAUX Mathieu
TAYEH Riad
AL KHALIFA Ali

ALHALWAJI Fares

ISLAM MD Atiquel
BEUNG Kimtor

JIAN Jie
HUANG Kuo-Kuang

CHANG Chin Jong
SUMMERS James Junior

LOW Sandra
AFSHARDOUST Mahmoud

BAGHERI FAKHR HOOMAN
HAYASHI Takahiko
SHIMOYAMA Takashi

LIST OF ATTENDANCE

ASIA

6th October 2016

Jordan AL-SHATARAT Theyab Abdel Majid Thib

Jordan ALALWAN Basheer Ahmad Issa

Kazakhstan SYRLYBAYEV Yermek

Korea YU Kyunghwa

Korea KO MINJI

Laos PHONGCHANTHA Chansamone

Lebanon HAMMAM Jean

Macao AO Chi Veng

Macao HO CHI FONG

Malaysia GERARD Joseph

Mariana Islands PETERKA Laura Jan

Marshall Islands SASSER Terry Brian

Micronesia LANE Paul

Mongolia ENKHTUVSHIN Tserendagva

Mongolia TUNGALAG Purevsambuu

Myanmar, Union of TUN MYO WUNNA

Nauru EPHRAIM Tilson

(Handwritten signatures and marks corresponding to the list of attendees)



LIST OF ATTENDANCE

ASIA

6th October 2016

Nepal	SHARMA MANORANJAN RAMAN	.....
Nepal	CHAND Jitendra Bahadur	.....
New Zealand	MURLEY Jock	.....
New Zealand	CAMERON Colin Paul	.....
Niue	VEA Malia	.....
Oman	AL RAWAS Badar Ali Said	.....
Oman	AL SAID AHMED ABDULLAH	.....
Pakistan	YAQUB Chaudhary Muhammad	.....
Qatar	ALFEHANI Ali Mubarak	.....
Samoa	VAIFALE MULIAGA Petelo	.....
Singapore	TOH Chee Keong	.....
Solomon Islands	HAKAPAUHENUA Morris Tangoeha Maitaki	.....
Syria	ALKHOURI IBRAHIM	.....
Thailand	TOCHAROEN Jaksuwan	.....
Tonga	MINONETI Hailame Leaaengalu	.....
Turkmenistan	TOYLYYEV Amanmyrat	.....



LIST OF ATTENDANCE

ASIA

6th October 2016

Turkmenistan

HANOV Atageldi

HA

Uzbekistan

KHASANOV JAMSHIDBEK

[Signature]

Vanuatu

WOOSTER Debbie

.....

Vietnam

TRAN Duc Phan

Ph
.....

Vietnam

LE VAN THANH

LV
.....

.....

INDIA

R. MURUGAN

LC. Murugan

PHILIPPINES

PODNO CA YU

[Signature]

.....

.....

.....

.....

.....

.....

.....

.....

.....



LIST OF ATTENDANCE

EUROPE

5th October 2016

Albania	PELLUMBI Erlind
Albania	VOKOPOLA Albens
Armenia	ASMARYAN Karen
Austria	KLEINMANN Peter
Azerbaijan	ISMAYILOV Elshan
Azerbaijan	FRISHMAN Mikhail
Belgium	BRUNINX Willy
Bosnia Herzegovina	HARACIC Draženko
Bulgaria	LAZAROV Dancho
Bulgaria	GANEV Lubomir
Croatia	BARAC Zdeslav
Croatia	KOVA? Zlatan
Cyprus	ANDREOU FRANKLINOS
Czech Republic	LABASTA Milan
Denmark	JACOBSEN Erik
Denmark	TROLLE Mikael
England	ALLEN Geoffrey Clive Andrew

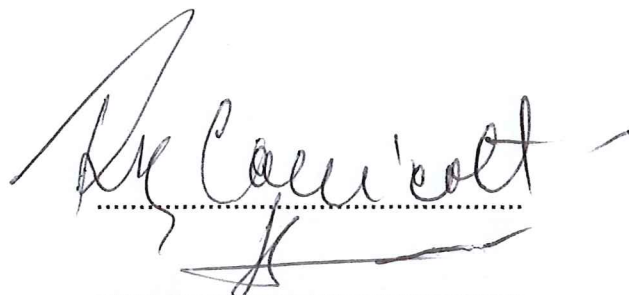
[Handwritten signatures in black and blue ink, corresponding to the names in the list, written over dotted lines.]

LIST OF ATTENDANCE

EUROPE

5th October 2016

England CALLICOTT OBE Richard



Estonia VEERMÄE Helen

.....

Faroe Islands MORELL Peter



Finland SYDÄNLAMMI Pasi

.....

France TANGUY Eric



France PEYTAVIN Annie



Georgia CHACHUA Irakli

.....

Georgia LEZHAVA ANDRIA

.....

Germany KROHNE Thomas

.....

Germany ZIEGLER Jörg

.....

Gibraltar LABRADOR Emma

.....

Gibraltar MARTINEZ Sergio

.....

Greenland JENSEN Hans



Hungary KOVÁCS Ferenc

.....

Hungary LUDVIG Zsolt



Iceland IVARSSON Jason

.....

Iceland SVAFNISDOTTIR Hulda





LIST OF ATTENDANCE

EUROPE

5th October 2016

Ireland	CULLITON Grainne Carmel	Grainne Culliton
Ireland	DUKACZ Anna	Anna DUKACZ
Israel	LOCKER Arieh	Dr. A. Locker
Italy	CATTANEO Pietro Bruno	Pietro Cattaneo
Latvia	SAUSNITIS Atis	Atis SAUSNITIS
Latvia	PEKALIS Maris	Maris PEKALIS
Liechtenstein	SCHÜRMANN Philippe	Philippe SCHÜRMANN
Luxemburg	ERPELDING Guy	Guy ERPELDING
Luxemburg	KIRTZ Tommy	Tommy KIRTZ
Malta	SALIBA Jesmond	Jesmond SALIBA
Moldova	STRATAN Alexandru	Alexandru STRATAN
Monaco	PALMARO Christian	Christian PALMARO
Netherlands	SPRENGER Peter	Peter SPRENGER
Northern Ireland	MIHNEVA Irena Emilova	Irena MIHNEVA
Northern Ireland	MURPHY Patrick	Patrick MURPHY
Norway	GJERSTADBERGET Kristian	Kristian GJERSTADBERGET
Norway	BONDEVIK Stein-Gunnar	Stein-Gunnar BONDEVIK

LIST OF ATTENDANCE

EUROPE

5th October 2016

Poland	KASPRZYK JACEK
Poland	CZAYKA WOJCIECH
Portugal	LOPES Alvaro
Portugal	OLIVEIRA Rogerio Pedro
Russia	YAREMENKO Alexander
Russia	STANISLAVOV Roman
San Marino	VALENTINI Federico
Scotland	FLEMING Margaret Ann
Serbia	GOLIJANIN Nenad
Serbia	MILOSEVIC Slobodan
Slovak Republic	SINGER Tomas
Slovenia	ROPRET Metod
Slovenia	HUMERCA Gregor
Spain	MUCHAGA FLORES Luis Fernando
Sweden	ERAYBAR Saffet Necip
Sweden	WICKSELL Bengt
Switzerland	ADDIECHI Federico

[Handwritten signatures in black and blue ink, corresponding to the names in the table, written on dotted lines.]

Wojciech Czayka

Federico Valentini

M. Fleming

Nenad Golijanin

Slobodan Milosevic

Tomas Singer

Metod Ropret

Gregor Humerca

Luis Fernando Muchaga Flores

Saffet Eraybar

Bengt Wicksell

Federico Addiechi



LIST OF ATTENDANCE

EUROPE

5th October 2016

Turkey

KAYA Ergin

[Signature]

Turkey

SHIMONSKY Nilufer

[Signature]

Ukraine

MELNYK Mykhaylo

[Signature]

Wales

STOLL Sandra

[Signature]

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

LIST OF ATTENDANCE

EUROPE

6th October 2016

Albania	PELLUMBI Erlind
Albania	VOKOPOLA Albens
Armenia	ASMARYAN Karen
Austria	KLEINMANN Peter
Azerbaijan	ISMAYILOV Elshan
Azerbaijan	FRISHMAN Mikhail
Belgium	BRUNINX Willy
Bosnia Herzegovina	HARACIC Draženko
Bulgaria	LAZAROV Dancho
Bulgaria	GANEV Lubomir
Croatia	BARAC Zdeslav
Croatia	KOVA? Zlatan
Cyprus	ANDREOU FRANKLINOS
Czech Republic	LABASTA Milan
Denmark	JACOBSEN Erik
Denmark	TROLLE Mikael
England	ALLEN Geoffrey Clive Andrew

[Handwritten signatures and marks corresponding to the list of attendees]



LIST OF ATTENDANCE

EUROPE

6th October 2016

England CALLICOTT OBE Richard

Richard Callicott

Estonia VEERMÄE Helen

Helen Veermäe

Faroe Islands MORELL Peter

Peter Morell

Finland SYDÄNLAMMI Pasi

Pasi Sydänlammi

France TANGUY Eric

Eric Tanguy

France PEYTAVIN Annie

Annie Peytavin

Georgia CHACHUA Irakli

Irakli Chachua

Georgia LEZHAVA ANDRIA

Andria Lezhava

Germany KROHNE Thomas

Thomas Krohne

Germany ZIEGLER Jörg

Jörg Ziegler

Gibraltar LABRADOR Emma

Emma Labrador

Gibraltar MARTINEZ Sergio

Sergio Martinez

Greenland JENSEN Hans

Hans Jensen

Hungary KOVÁCS Ferenc

Ferenc Kovács

Hungary LUDVIG Zsolt

Zsolt Ludvig

Iceland IVARSSON Jason

Jason Ivarsson

Iceland SVAFNISDOTTIR Hulda



LIST OF ATTENDANCE

EUROPE

6th October 2016

Ireland	CULLITON Grainne Carmel
Ireland	DUKACZ Anna
Israel	LOCKER Arie
Italy	CATTANEO Pietro Bruno
Kosovo	IBRAHIMI Abedin
Kosovo	GRGURI Blerim
Latvia	SAUSNITIS Atis
Latvia	PEKALIS Maris
Liechtenstein	SCHÜRMANN Philippe
Luxemburg	ERPELDING Guy
Luxemburg	KIRTZ Tommy
Malta	SALIBA Jesmond
Moldova	STRATAN Alexandru
Monaco	PALMARO Christian
Netherlands	SPRENGER Peter
Northern Ireland	MIHNEVA Irena Emilova
Northern Ireland	MURPHY Patrick

Grainne Culliton

Anna Dukacz

Dr. A. Locker

Pietro Bruno Cattaneo

Abedin Ibrahim

Blerim Grguri

Atis Sausnitis

Maris Pekalis

Philippe Schürmann

Guy Erpelding

Tommy Kirtz

Jesmond Saliba

Alexandru Stratan

Christian Palmaro

Peter Sprenger

Irena Emilova Mihneva

Patrick Murphy



LIST OF ATTENDANCE

EUROPE

6th October 2016

Norway	GJERSTADBERGET Kristian
Norway	BONDEVIK Stein-Gunnar
Poland	KASPRZYK JACEK
Poland	CZAYKA WOJCIECH
Portugal	LOPES Alvaro
Portugal	OLIVEIRA Rogerio Pedro
Russia	YAREMENKO Alexander
Russia	STANISLAVOV Roman
San Marino	VALENTINI Federico
Scotland	FLEMING Margaret Ann
Serbia	GOLIJANIN Nenad
Serbia	MILOSEVIC Slobodan
Slovak Republic	SINGER Tomas
Slovenia	ROPRET Metod
Slovenia	HUMERCA Gregor
Spain	MUCHAGA FLORES Luis Fernando
Sweden	ERAYBAR Saffet Necip

[Handwritten signatures corresponding to the list of attendees]



LIST OF ATTENDANCE

EUROPE

6th October 2016

Sweden

WICKSELL Bengt

B. Wicksell

Switzerland

ADDIECHI Federico

F. Addiechi

Turkey

KAYA Ergin

E. Kaya

Turkey

SHIMONSKY Nilufer

N. Shimonsky

Ukraine

MELNYK Mykhaylo

M. Melnyk

Wales

STOLL Sandra

S. Stoll

Sandra Stoll


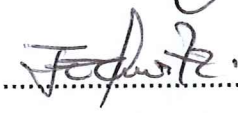




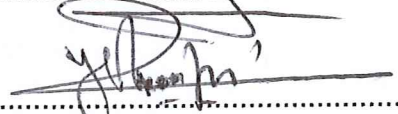
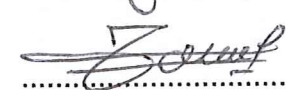

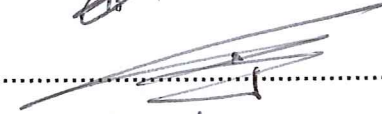

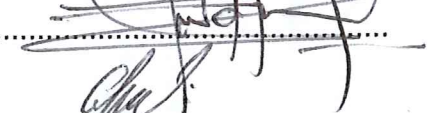
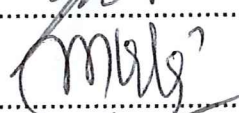

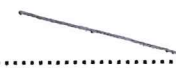
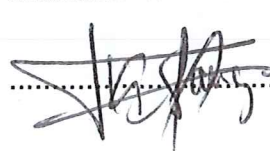
Sandra Stoll

S. Stoll

LIST OF ATTENDANCE

AFRICA



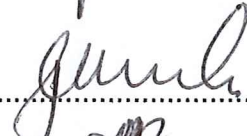




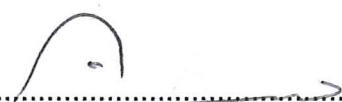

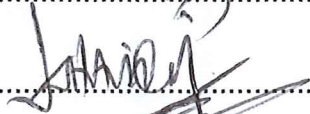
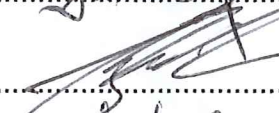
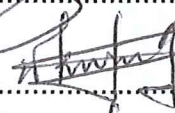
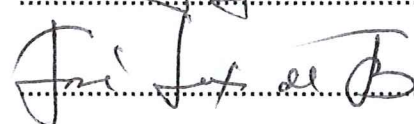
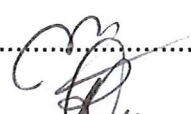
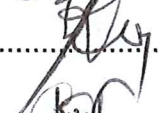

5th October 2016

Algeria	KADRI Youcef	
Angola	DOMINGOS MONTEIRO José	
Benin	YARO Sourakatou Ali	
Burkina Faso	SAWADOGO Casimir	
Cape Verde	RODRIGUES Antonio Carlos	
Central African Republic	LAVOU Jérôme	
Chad	DOKONY ADIKER Idriss	
Congo	MOPITA Jean Claude	
Dem. Republic of Congo	KALALA Lucbeau	
Egypt	SHOUKRI Fouad Abdel Salam Ahmed	
Egypt	MONDY ALY Howyda	
Gabon	NDOUNDA Frédéric	
Ghana	ATCHOE Paul Kodjoe	
Guinea	KEITA Mory	
Guinea	GUISSE Hady	
Ivory Coast	KONE Sanga Issouf	

LIST OF ATTENDANCE

AFRICA


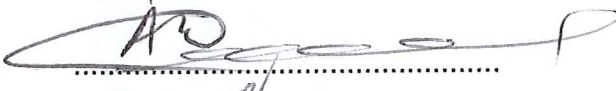


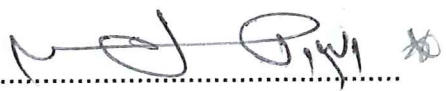
5th October 2016

Lesotho	NHLAPO William	
Madagascar	ANDRIAMANDIMBISOA Michel Jocelyn	
Malawi	KAUNDA James	
Mali	BENGALY Amadou	
Mauritania	OULD SNEIBA Brahim Ould Bakar	
Mauritius	BUNDHUN Fayzal	
Mauritius	TEEROOVENGADUM Kayseeven Vishwanaden	
Morocco	HAJIJ BOUCHRA	
Morocco	MOSTAFA AHCHOUCHE	
Mozambique	CASSAM Khalid	
Namibia	RUST Gunter Werner	
Rwanda	NKURUNZIZA Gustave	
Sao Tomé-et-Principe	DE JESUS José Luis	
Senegal	NDOYE Mamadou	
Seychelles	WONG Ronald Andre	
Seychelles	SERVINA Terry Nigel	

LIST OF ATTENDANCE

AFRICA

5th October 2016

Sierra Leone	KHANOU Ahmed	
Somalia	XASSAN Iitoob Cabdi	
South Africa	MOKOENA Anthony	
South Africa	REDDY Kribananda	
State of Libya	BAKBAK Adnan	
Swaziland	DLAMINI Mpendulo Edison	
Tanzania	AGAPA AUGUSTINO-ISRAEL	
Togo	NDADIYA Essossanneyou	
Togo	AFIDEGNON Detondji	
Tunisia	BEN SLIMANE Mounir	
Tunisia	KILANI DJERAD ABDELMAJID	
Uganda	SSENNYONDO Nakaana Godwin	
Zimbabwe	NDLOVU FREDRECK	
Nigeria	BEYIOTU ADISA	
Libya	Adnan Bakbak	
.....
.....

LIST OF ATTENDANCE

AFRICA


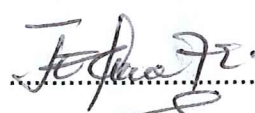


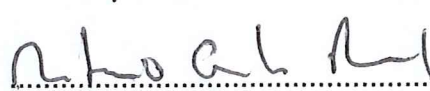
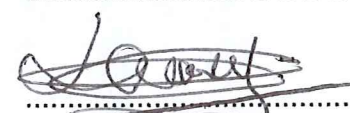
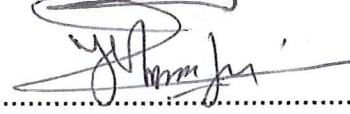
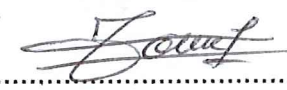

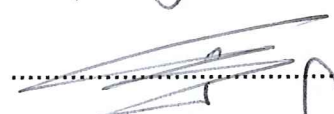

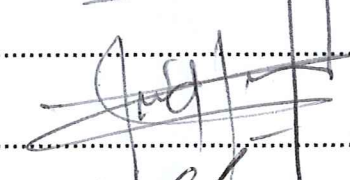

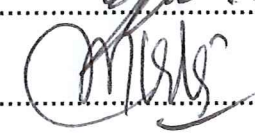
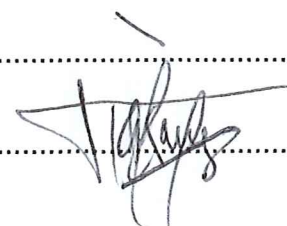
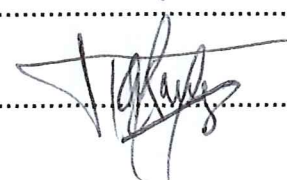
5th October 2016

G. BISSAU	ANTONIO RODRIGUES	ALAN R?
BURUNDI PROXY	GUSTAVE NKURUNZIZA	ALAN R?
KENYA - PROXY	GODWIN SSENKYONDO	CH
BOTSWANA - PROXY	FREDRECK NALOVU	FLOR
EQUATORIAL GUINEA	JOSE LUIS DE JESUS	JOSE LUIS DE JESUS
SOUTH AFRICA	VASAVAN SAMUEL	YOUNG
COMOROS	PROXY - MAURITIUS	MA
GAMBIA PROXY	Senegal Namadin N'doye	ND
ALGERIA	Kadi Youcef	K
BOULBARS	MUSTAPHA	ZANI
May ALAA		MY

LIST OF ATTENDANCE

AFRICA

6th October 2016

Algeria	KADRI Youcef	
Angola	DOMINGOS MONTEIRO José	
Benin	YARO Sourakatou Ali	
Burkina Faso	SAWADOGO Casimir	
Cape Verde	RODRIGUES Antonio Carlos	
Central African Republic	LAVOU Jérôme	
Chad	DOKONY ADIKER Idriss	
Congo	MOPITA Jean Claude	
Dem. Republic of Congo	KALALA Lucbeau	
Egypt	SHOUKRI Fouad Abdel Salam Ahmed	
Egypt	MONDY ALY Howyda	
Gabon	NDOUNDA Frédéric	
Ghana	ATCHOE Paul Kodjoe	
Guinea	KEITA Mory	
Guinea	GUISSE Hady	
Ivory Coast	KONE Sanga Issouf	

LIST OF ATTENDANCE

AFRICA

6th October 2016

Lesotho	NHLAPO William
Madagascar	ANDRIAMANDIMBISOA Michel Jocelyn
Malawi	KAUNDA James
Mali	BENGALY Amadou
Mauritania	OULD SNEIBA Brahim Ould Bakar
Mauritius	BUNDHUN Fayzal
Mauritius	TEEROOVENGADUM Kayseeven Vishwanaden
Morocco	HAJIJ BOUCHRA
Morocco	MOSTAFA AHCHOUCHE
Mozambique	CASSAM Khalid
Namibia	RUST Gunter Werner
Nigeria	BEYIOKU ADISA
Rwanda	NKURUNZIZA Gustave
Sao Tomé-et-Principe	DE JESUS José Luis
Senegal	NDOYE Mamadou
Seychelles	WONG Ronald Andre

(Handwritten signatures and initials corresponding to the list of attendees)

Botswana - Proxy FREDRICK Ndzovu

LIST OF ATTENDANCE

AFRICA

6th October 2016

Seychelles	SERVINA Terry Nigel
Sierra Leone	KHANOU Ahmed
Somalia	XASSAN Itoob Cabdi
South Africa	MOKOENA Anthony
South Africa	REDDY Kribananda
State of Libya	BAKBAK Adnan
Swaziland	DLAMINI Mpendulo Edison
Tanzania	AGAPA AUGUSTINO-ISRAEL
Togo	NDADIYA Essossanneyou
Togo	AFIDEGNON Detondji
Tunisia	BEN SLIMANE Mounir
Tunisia	KILANI DJERAD ABDELMAJID
Uganda	SSENNYONDO Nakaana Godwin
Zimbabwe	NDLOVU FREDRECK

BURUNDI PROX GUSTAVE NKURUNZIZA

GUINEE BISSAU ANTONIO Carlos Gody

EGYPTIAN GUINEA Jari Luis DE Jesus

SOUTH AFRICA Sven Samuel
Mustapha BOUBARS

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]



LIST OF ATTENDANCE

SOUTH AMERICA

5th October 2016

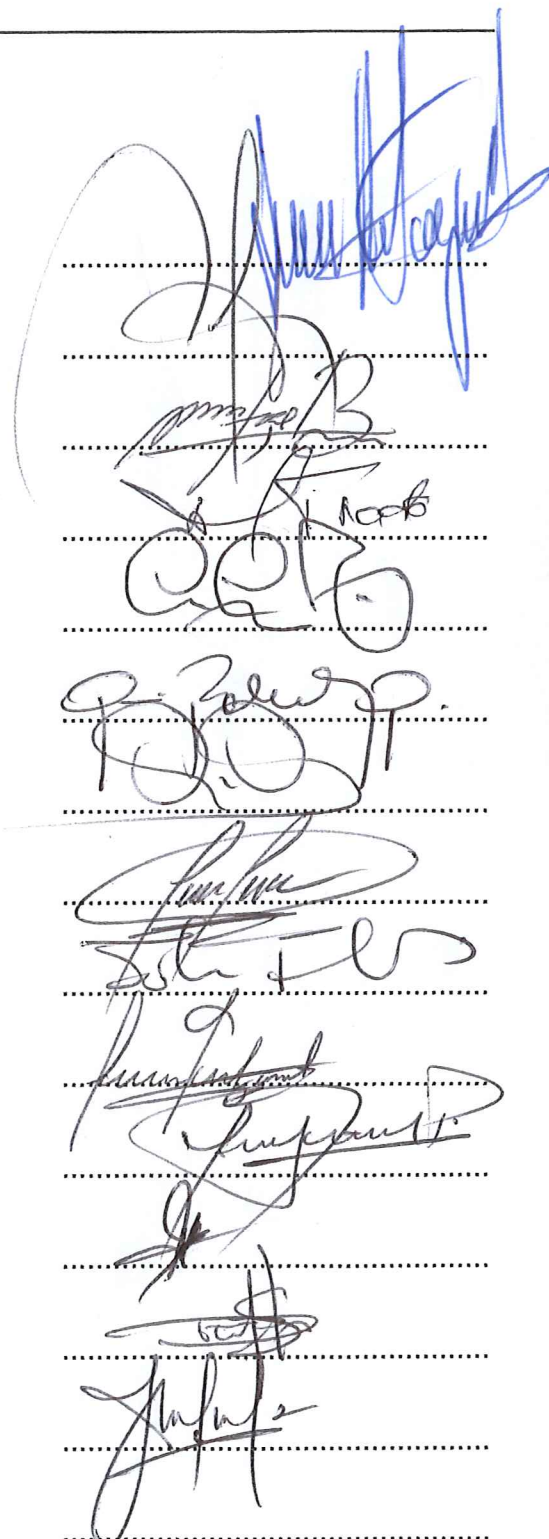
Argentina	GUTIERREZ Juan Antonio	
Argentina	GALEOTE Juan	
Bolivia	ARCE BARRON Carlos Mario	
Brazil	TRADE Ricardo Avelino	
Chile	PINO MADRID Jorge Luis	
Colombia	POLCHLOPEK José	
Ecuador	CEDEÑO COBEÑA Lauro Hipolito	
Ecuador	GRANJA COBOS Jorge	
Guyana	FLORES John	
Paraguay	ZUBIZARRETA CABALLERO Bruno	
Peru	LINARES PABLO Luis Alberto	
Uruguay	SALVO Guido	
Uruguay	SANTO CUEVAS Daniel Nelson	
Venezuela	RODRIGUEZ Judith	
.....
.....
.....

LIST OF ATTENDANCE

SOUTH AMERICA

6th October 2016

Argentina	GUTIERREZ Juan Antonio
Argentina	GALEOTE Juan
Bolivia	ARCE BARRON Carlos Mario
Brazil	TRADE Ricardo Avelino
Chile	PINO MADRID Jorge Luis
Colombia	POLCHLOPEK José
Ecuador	CEDEÑO COBEÑA Lauro Hipolito
Ecuador	GRANJA COBOS Jorge
Guyana	FLORES John
Paraguay	ZUBIZARRETA CABALLERO Bruno
Peru	LINARES PABLO Luis Alberto
Uruguay	SALVO Guido
Uruguay	SANTO CUEVAS Daniel Nelson
Venezuela	RODRIGUEZ Judith



Handwritten signatures in blue ink, corresponding to the names listed in the table, written over horizontal dotted lines.

LIST OF ATTENDANCE

NORCECA

5th October 2016

Anguilla	DUNCAN Winston Enaucia
Antigua	HARRIGAN Wilbur Alister
Antilles Dutch	SJAK-SHIE Bianca Rosita
Aruba	HILMAN Leonard
Bahamas	FORBES Crystal Margueritte
Barbados	BYNOE Kenmore
Barbados	HOYTE Andrew
Belize	SHARP Allan Miguel
Bermuda	MADEIROS COOKE Stacey Alexis
British Virgin Islands	CLEMENT Sabinah
Canada	ECKERT Mark
Cayman Islands	MCGOWAN Lionell Kennedy
Cayman Islands	SOLOMON Kevin
Costa Rica	ALVARADO ARDON Edgar Eduardo
Cuba	LUIS HERNANDEZ Alejandrina Mirey
Dominica	LOBLACK Albert
Dominican Republic	GARCIA Ramón A.

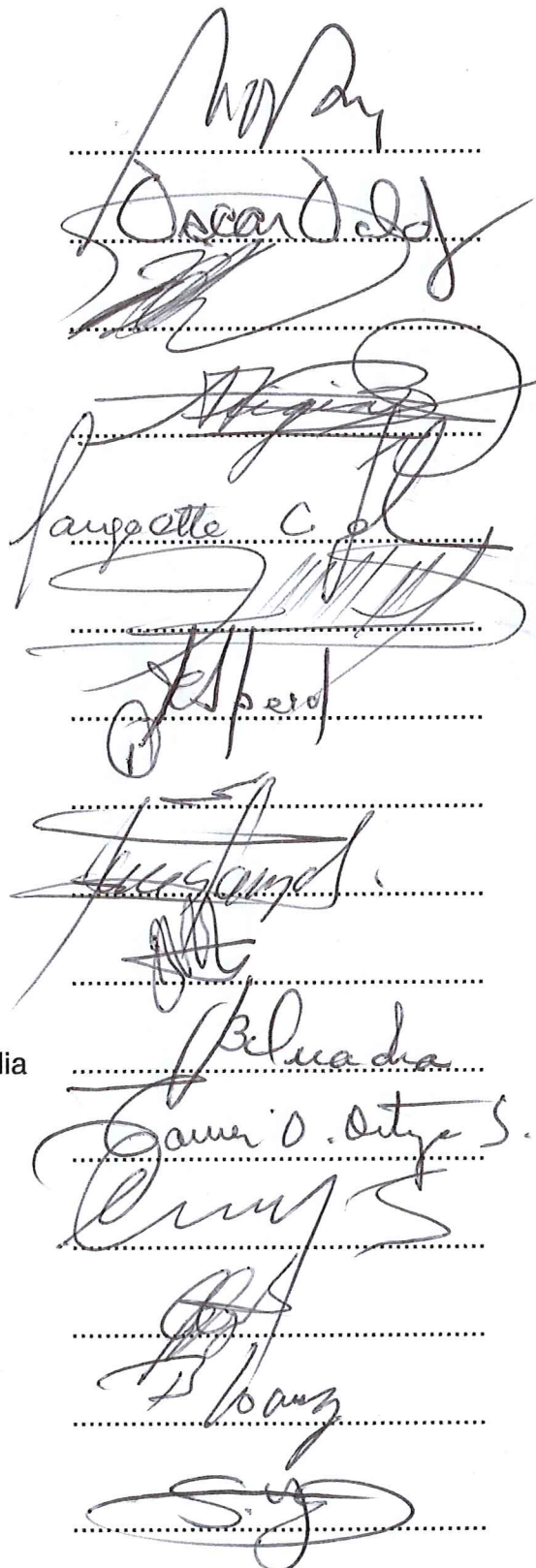
[Handwritten signatures and initials corresponding to the list of attendees, including names like Duncan, Harrigan, Sjak-shie, Hilman, Forbes, Bynoe, Hoyte, Sharp, Madeiros, Clement, Eckert, McGowan, Solomon, Alvarado, Luis Hernandez, Loblack, and Garcia.]

LIST OF ATTENDANCE

NORCECA

5th October 2016

Dominican Republic	RAMIREZ Nelson Jose
El Salvador	VALDEZ IRAHETA Oscar Armando
Grenada	LORD Ralph Clydie Sergo
Guatemala	BOESCHE PEDRERO DE GIRÓN Aida Virginia
Haiti	GRAHAM MARGARETTE
Honduras	SABIO GONZALEZ Félix Ambrosio
Jamaica	SPEID Rudolph Alphanso
Mexico	PERALES NAVARRO Jesus
Mexico	LAMAS SERRANO Jesus Gabriel
Montserrat	MORRIS Denfield Cadman
Nicaragua	CUADRA DE QUINTANA Bertha Adilia
Panama	ORTEGA SANCHEZ Javier Orlando
Puerto Rico	TRABANCO Cesar
St. Kitts	JOSEPH Jason Orren
St. Lucia	LOUISY Brian
St. Vincent & Grenadines	YOUNG Shaun



Handwritten signatures of attendees corresponding to the list on the left, including names like Oscar Dely, Sergio, Virginia, Margarete, Felix Ambrosio, Rudolph Alphanso, Jesus, Jesus Gabriel, Denfield Cadman, Bertha Adilia, Javier Orlando, Cesar, Jason Orren, Brian, and Shaun.

LIST OF ATTENDANCE

NORCECA

5th October 2016

Surinam

STRAAL Claudius

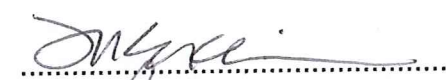


Trinidad & Tobago

STEWART Daymian

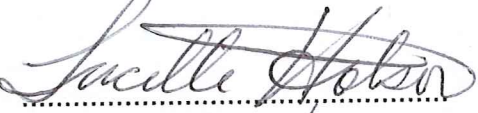
United States of
America

OKIMURA Lori



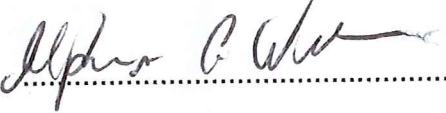
Virgin Islands

HOBSON Lucille Ruthlyn



Virgin Islands

WILLIAMS Alphenis Cassandra



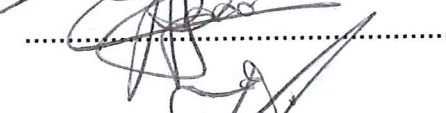
SABA

~~SCHAFFER~~ SCHAEFFER, John



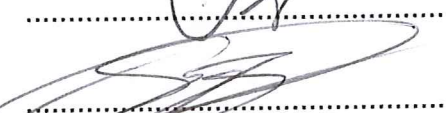
SXM

JACOBS, Raymond



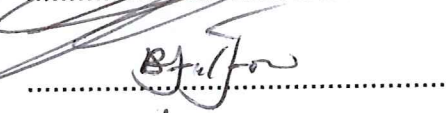
FUX

Felix FERNANDEZ



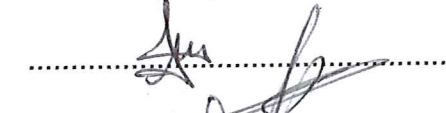
Bon

OMAR Sint Jago



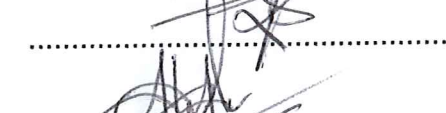
TCI

DORN Fultoro



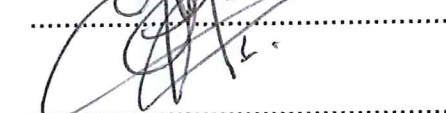
GDP

FELIARD Myriam



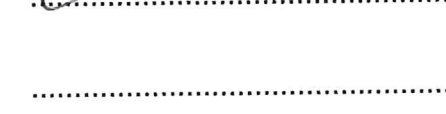
MQE

REGNA Ronald



SMA

STEPHEN Liang



.....

.....

.....

.....

.....

.....

.....

.....

.....



LIST OF ATTENDANCE

NORCECA

6th October 2016

Anguilla	DUNCAN Winston Enaucia
Antigua	HARRIGAN Wilbur Alister
Antilles Dutch	SJAK-SHIE Bianca Rosita
Aruba	HILMAN Leonard
Bahamas	FORBES Crystal Margueritte
Barbados	BYNOE Kenmore
Barbados	HOYTE Andrew
Belize	SHARP Allan Miguel
Bermuda	MADEIROS COOKE Stacey Alexis
British Virgin Islands	CLEMENT Sabinah
Canada	ECKERT Mark
Cayman Islands	MCGOWAN Lionell Kennedy
Cayman Islands	SOLOMON Kevin
Costa Rica	ALVARADO ARDON Edgar Eduardo
Cuba	LUIS HERNANDEZ Alejandrina Mirey
Dominica	LOBLACK Albert
Dominican Republic	GARCIA Ramón A.

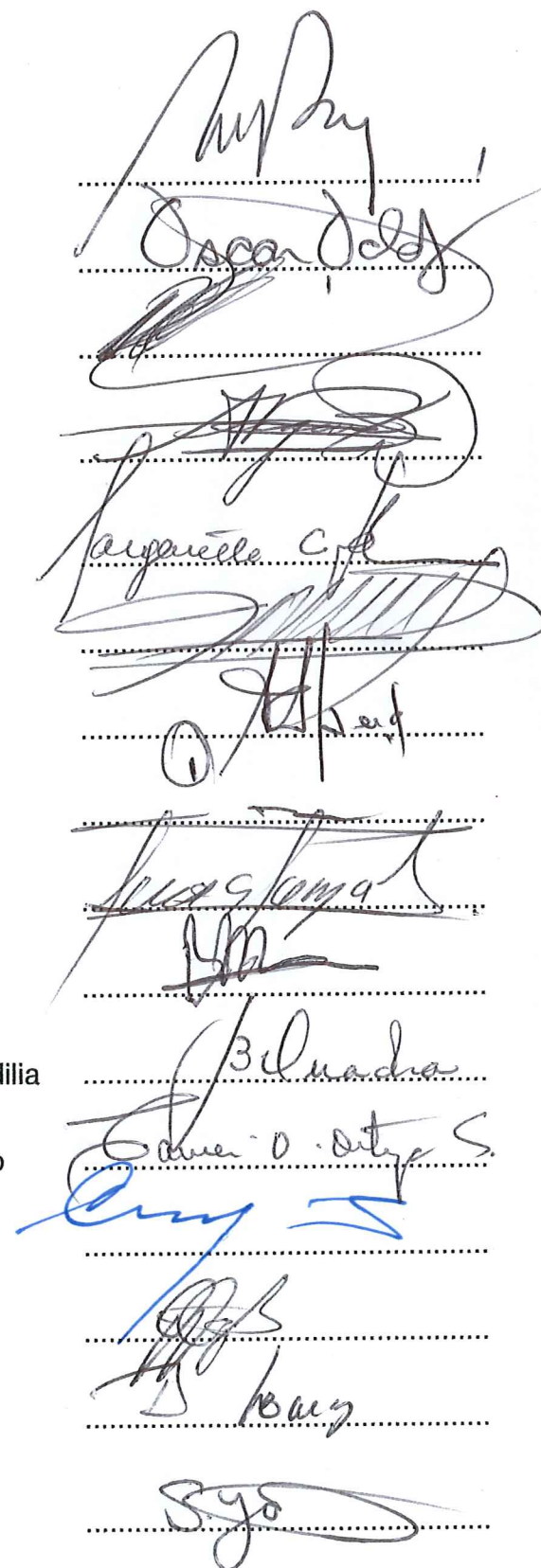
[Handwritten signatures corresponding to the list of attendees, written on dotted lines.]

LIST OF ATTENDANCE

NORCECA

6th October 2016

Dominican Republic	RAMIREZ Nelson Jose
El Salvador	VALDEZ IRAHETA Oscar Armando
Grenada	LORD Ralph Clydie Sergo
Guatemala	BOESCHE PEDRERO DE GIRÓN Aida Virginia
Haiti	GRAHAM MARGARETTE
Honduras	SABIO GONZALEZ Félix Ambrosio
Jamaica	SPEID Rudolph Alphanso
Mexico	PERALES NAVARRO Jesus
Mexico	LAMAS SERRANO Jesus Gabriel
Montserrat	MORRIS Denfield Cadman
Nicaragua	CUADRA DE QUINTANA Bertha Adilia
Panama	ORTEGA SANCHEZ Javier Orlando
Puerto Rico	TRABANCO Cesar
St. Kitts	JOSEPH Jason Orren
St. Lucia	LOUISY Brian
St. Vincent & Grenadines	YOUNG Shaun



Handwritten signatures of attendees, including names like Oscar, Lord, Boesche, Graham, Sabio, Speid, Perales, Lamas, Morris, Cuadra, Ortega, Trabanco, Joseph, Louisy, and Young, written over dotted lines.

LIST OF ATTENDANCE

NORCECA

6th October 2016

Surinam

STRAAL Claudius

Trinidad & Tobago

STEWART Daymian

United States of
America

OKIMURA Lori

Virgin Islands

HOBSON Lucille Ruthlyn

Virgin Islands

WILLIAMS Alphenis Cassandra

Fux

Philip Henriquez

SMA

STEPHEN Thierry

MQE

REGNA Ronald

GDP

FELIMARD Nyriam

TCI

DORN FULTON

SXM

JACOBS Raymond

Bon

OMAR Sint Jago

SABA

JOHAN SCHAEFFER

[Handwritten signatures and marks corresponding to the names in the list, including 'Glad', 'P. Stewart', 'Lori', 'Lucille', 'Cassandra', 'Philip', 'Thierry', 'Ronald', 'Nyriam', 'Dorn', 'Raymond', 'Sint Jago', and 'Schaeffer']