

Minutes of the USTA NorCal Board of Directors
Wednesday, April 15, 2026
Online

Directors Present: Leslie Airola-Murveit (Secretary), Andrea Barnes (Vice President), Collin Braun, Christine Costamagna (President), Mike Dickey (Treasurer), Silvia Duenas-Biesler, Cheri King, Jana Klein, Damon Levy, Samir Mahir, Mylene Martin, Marco Sanchez, Pam Sloan (Delegate), Valerie Thong

Directors Absent: Anoosh Davoudzadeh, Caroline Sheu

Advisory Directors Present: Andrea Norman, David Panconi, Jack Walker and Martha Ehrenfeld

Legal Counsel Present: Jonathan Madison

USTA NorCal Staff Present: Summer Verhoeven (Executive Director), David Resnick-Dunn (Director of Operations)

Ms.Fritz-Krockow joined the meeting at 7:00pm

1. Call to Order

President Costamagna called the meeting to order at 6:33 pm and a roll call was conducted. She then asked Ms.Thong to read the NorCal Mission Statement and Vision Statement.

2. Approval of Agenda

The board considered approval of the agenda, a copy of which was distributed with the meeting packet. An Executive Committee item was added to the agenda. There being no opposition, the agenda was announced and approved. Motion was made by Ms.Duenas-Biesler, seconded by Mr. Levy and approved by a vote of 14 in favor, none opposed, and no abstentions.

3. Approval of Minutes

The board considered approval of the minutes of the meeting held February 18, 2026. Following discussion, the following motion was duly made by Ms. Klein, seconded by Mr. Mahir, and **approved** by a vote of 14 in favor, none opposed, and no abstentions.

RESOLVED: That the minutes of the meeting of the USTA NorCal Board of Directors held February 18, 2026, are hereby approved.

4. Closed Session

President Costamagna announced that the board would be going into closed session. Following the conclusion of the closed session, she announced all discussion held during the session was to remain confidential.

Ms. Norman, Mr.Walker, Mr. Panconi and Ms. Ehrenfeld left the meeting before the closed session and returned following the closed session.

Legal Counsel Jonathan Madison left the meeting following the closed session.

5. Executive Committee Report

Since the last board meeting held March 15, 2026, the Executive Committee held a meeting at which the Committee reviewed and approved Adult and Junior Tournament Sanctions as follows:

Approval of Adult & Junior Tournament Sanctions

The following resolution was approved by the Executive Committee by unanimous written consent effective March 13, 2026. Many of these sanctions were considered urgent as registration for these tournaments have start dates prior to or very close to the next board meeting, and waiting for approval would limit the ability of the organization to properly plan for the events. Additional tournaments further

out were also approved; The committee concluded that since all proposed tournaments involved the same group of organizations, providing simultaneous notification of approval would facilitate better event coordination for these similar activities.

Junior Tournament Sanctions								
Date	Level	Divisions	Events	Organizer	Director	Location	Courts	Limit
April 5	Level 7	BG12-16	Singles	Cudny Tennis Academy	Enny Cudny	San Jose	5	8
April 11	Level 7	BG12-16	Singles	Cudny Tennis Academy	Enny Cudny	San Jose	5	8
April 19	Level 7	BG12-16	Singles	Kim Grant Tennis Academy	Kim Grant	Palo Alto	6	8
April 25	Level 7	BG12-16	Singles	Cudny Tennis Academy	Enny Cudny	San Jose	5	8
May 25	Level 7	BG12-16	Singles	Kim Grant Tennis Academy	Kim Grant	Palo Alto	6	8
June 28	Level 7	BG12-16	Singles	Kim Grant Tennis Academy	Kim Grant	Palo Alto	6	8
July 19	Level 7	BG12-16	Singles	Kim Grant Tennis Academy	Kim Grant	Palo Alto	6	8
August 16	Level 7	BG12-16	Singles	Kim Grant Tennis Academy	Kim Grant	Palo Alto	6	8
September 13	Level 7	BG12-16	Singles	Kim Grant Tennis Academy	Kim Grant	Palo Alto	6	8
October 11	Level 7	BG12-16	Singles	Kim Grant Tennis Academy	Kim Grant	Palo Alto	6	8
November 15	Level 7	BG12-16	Singles	Kim Grant Tennis Academy	Kim Grant	Palo Alto	6	8

Adult Tournament Sanctions								
Date	Level	Divisions	Events	Organizer	Director	Location	Courts	Limit
April 25	Level 7	Open	Singles	Antelope Community Tennis Association	Thor Barrera	Antelope	7+6	32
April 26	Level 7	Open	Doubles	Antelope Community Tennis Association	Thor Barrera	Antelope	7+6	16
May 2-3	Level 6	NTRP 40+/55+ 3.0 – 5.0	MS, WS, MD, WD	Arora Tennis & Fitness	Akshay Arora	Livermore	9	16
May 23	Level 7	Open	Singles	Antelope Community Tennis Association	Thor Barrera	Antelope	7+6	32
May 24	Level 7	Open	Doubles	Antelope Community Tennis Association	Thor Barrera	Antelope	7+6	16
June 13	Level 7	Open	Singles	Antelope Community Tennis Association	Thor Barrera	Antelope	7+6	32
June 14	Level 7	Open	Doubles	Antelope Community Tennis Association	Thor Barrera	Antelope	7+6	16
June 14	Level 7	NTRP 18+ 2.5-5.5	MS, WS, MD, WD, MX	Arora Tennis & Fitness	Akshay Arora	Livermore	9	16
June 20	Level 7	NTRP 18+ 2.5-5.5	MS, WS, MD, WD, MX	Arora Tennis & Fitness	Akshay Arora	Livermore	9	16
July 11	Level 7	NTRP 18+ 2.5-5.5	MS, WS, MD, WD, MX	Arora Tennis & Fitness	Akshay Arora	Livermore	9	16
July 11	Level 7	Open	Singles	Antelope Community Tennis Association	Thor Barrera	Antelope	7+6	32
July 12	Level 7	Open	Doubles	Antelope Community Tennis Association	Thor Barrera	Antelope	7+6	16
July 25	Level 7	NTRP 18+ 2.5-5.5	MS, WS, MD, WD, MX	Arora Tennis & Fitness	Akshay Arora	Livermore	9	16
August 8-9	Level 6	NTRP 18+ 2.5-5.5	MS, WS, MD, WD, MX	Arora Tennis & Fitness	Akshay Arora	Livermore	9	16
August 15	Level 7	Open	Singles	Antelope Community Tennis Association	Thor Barrera	Antelope	7+6	32
August 16	Level 7	Open	Doubles	Antelope Community Tennis Association	Thor Barrera	Antelope	7+6	16
August 21-23	Level 6	NTRP 18+/55+ 2.5-5.5	MS, WS, MD, WD, MX	Solano Community Tennis Association	Andrew Gamaley	Fairfield	12	8

August 29	Level 7	NTRP 18+ 2.5-5.5	MS, WS, MD, WD, MX	Arora Tennis & Fitness	Akshay Arora	Livermore	9	16
September 19	Level 7	Open	Singles	Antelope Community Tennis Association	Thor Barrera	Antelope	7+6	32
September 20	Level 7	Open	Doubles	Antelope Community Tennis Association	Thor Barrera	Antelope	7+6	16
September 27	Level 7	NTRP 18+ 2.5-5.5	MS, WS, MD, WD, MX	Arora Tennis & Fitness	Akshay Arora	Livermore	9	16
October 17	Level 7	Open	Singles	Antelope Community Tennis Association	Thor Barrera	Antelope	7+6	32
October 18	Level 7	Open	Doubles	Antelope Community Tennis Association	Thor Barrera	Antelope	7+6	16
October 24	Level 7	NTRP 18+ 2.5-5.5	MS, WS, MD, WD, MX	Arora Tennis & Fitness	Akshay Arora	Livermore	9	16
November 14	Level 7	NTRP 18+ 2.5-5.5	MS, WS, MD, WD, MX	Arora Tennis & Fitness	Akshay Arora	Livermore	9	16
November 28	Level 7	Open	Singles	Antelope Community Tennis Association	Thor Barrera	Antelope	7+6	32
November 29	Level 7	Open	Doubles	Antelope Community Tennis Association	Thor Barrera	Antelope	7+6	16
December 12-13	Level 6	NTRP 18+ 2.5-5.5	MS, WS, MD, WD, MX	Arora Tennis & Fitness	Akshay Arora	Livermore	9	16
December 19	Level 7	Open	Singles	Antelope Community Tennis Association	Thor Barrera	Antelope	7+6	32
December 20	Level 7	Open	Doubles	Antelope Community Tennis Association	Thor Barrera	Antelope	7+6	16

6. Volunteer Task Force Review

Ms. Sloan provided an overview of the work conducted by the Volunteer Task Force. It seeks to enhance volunteer onboarding, training and recommends using staff to provide administrative support for recruitment, training, recognition and retention. She noted that volunteers bring expertise, manpower, and community engagement. She thanked the Task Force members for their participation.

7. Consent Calendar

President Costamagna referred the directors to the Consent Calendar noting that it focused on junior activity. She noted that the Junior Council created the 2027 Junior Tournament Calendar which was approved by the Junior Tournament Committee at a meeting on March 31, 2026. The vote was 5 in favor, none opposed, and no abstentions.

President Costamagna explained that any director may unilaterally request that an item be removed from the consent calendar for individual consideration apart from the consent calendar. She also noted that simple questions, clarifications, or short amounts of dialogue relative to an item on the consent calendar may be discussed after the motion to approve the consent calendar.

President Costamagna asked if any director intended to pull any recommendation. There being no interest in doing so, a motion to adopt the consent calendar was duly made by Ms. Sloan and seconded by Ms. Duenas- Beisler. Following discussion, the following motion was **approved** by a vote of 15 in favor, none opposed, and no abstentions.

RESOLVED: That the 2027 Junior Tournament Calendar listed on the consent calendar, attached as Exhibit A, is hereby approved.

8. Action Item: Approval of Auditors

Mr. Walker presented a proposal to retain the Bay Area CPA firm, Baker Tilly, to conduct a 2025 standard audit and tax return for the cost of \$35,000. The Audit Committee had approved the resolution unanimously by written consent on April 7, 2026. Mr. Mahir moved to approve the proposal and Mr. Dickey seconded the motion. After discussion, the motion was **approved** by a vote of 15 in favor, none opposed, and no abstentions.

RESOLVED: That, effective immediately, USTA NorCal retain the CPA firm Baker Tilly to conduct its 2025 audit and 2025 tax return for the cost of \$35,000.

9. Delegated Authority Decision Report

President Costamagna directed the board's attention to the report of decisions made by committees that were within the clearly defined scope of authority that the board has delegated to the committees in the applicable Committee Charters, a copy of which was distributed with the meeting packet. She noted that the report contains the following decisions:

- Consideration of 12 grievances filed with the Adult Leagues Grievance Committee
- Consideration of 1 grievance filed with the Adult Leagues Grievance Appeals Committee
- Consideration of 250 NTRP Self-Rate appeals filed with the NTRP Self-Rate Appeals Committee
- Consideration of 0 grievances filed with the Sportsmanship Committee
- Consideration of 1 grievance filed with the Medical Appeals Committee
- Approval of \$6500 for Bay Area high school tennis teams Cycle 1 grants by the Community Grants Committee
- Approval of \$25,000 for Bay Area high school tennis teams Cycle 1.5 grants by the Community Grants Committee

President Costamagna explained that if the board disagrees with any action, it may consider taking further action as it deems appropriate. Following the presentation of the report, the directors had neither questions, comments, nor objections to the actions taken by the committees.

10. New and Returning Organization Members Report

Mr. Resnick-Dunn presented the report of four new and four returning Organization Members since the last time the Board met on February 18, 2026, so that the board may fulfill its obligation to review such report pursuant to USTA NorCal Bylaw III.D.

11. Treasurer's Report

Mr. Dickey reported that the financial statements as of February 2026 were distributed with the meeting packet. It included an Income Statement, Balance Sheet Statement and Cash Flow Report. He also reported that The USTA awarded NorCal Coaching and Advocacy grants, which resulted in increased revenue year-to-date, with matching forecasted expense, full year. Ms. Verhoeven explained the nature of these grants and how they will be utilized.

12. President's Report

Ms. Costamagna reported that the Cornerstone Technology, previously accessible only to leadership and staff, has now been rolled out to the sectional boards. She encouraged the directors to take advantage of the training. She also requested that board members attend community tennis activities, and directed members to the events calendar. She thanked board members for attending the USTA annual conference. She also reported on two section presidents' meetings. She also encouraged directors to review her full report.

13. Executive Director Report

Ms. Verhoeven encouraged directors to review her full report. She pointed out the NorCal event activities calendar and asked directors to sign up for events they plan to attend. 17 NorCal organizations received microgrants from The USTA for a total of \$105K in funding. She reminded the board about the upcoming "SheRallies" event where Cici Bellis and Megan Rose will speak. "Red Ball for All " will take place on Memorial Weekend in San Francisco.

14. Delegate's Report

Ms. Sloan reported that a delegates meeting took place on February 23, 2026 and the combined presidents and delegates meeting was held on March 2, 2026. At the delegates meeting, the Women in Leadership Initiative Task Force was introduced and 35 x 35 ideas were shared among sections. At the combined meeting 35 x35, coaching, and facilities were discussed. She also gave a CTDW Workshop update and discussed a proposed USTA regulation change and two amended bylaw proposals which were later passed on a consent calendar.

15. AMC Recap and Board Recommendations

Board members shared takeaways from the USTA annual conference including their thoughts on advocacy, technology, innovation, mentorship, volunteers, and parks and recreation programming.

16. Open Discussion

It was noted that nominations for the NorCal Board of Directors open May 15th and close July 1. It was also noted that interested people could self nominate.

17. Adjournment

Following the announcement that the next meeting will be in-person on Wednesday, May 20, 2026, with no objection, the meeting was adjourned at 8:28 pm.

Respectfully submitted,
Leslie Airola-Murveit, Secretary

2027 USTA NorCal Junior Tournament Calendar

EXHIBIT A

	National (Deadlines)	Level 3	Level 4	Level 5	Level 6	Special Events	High School
WK	SAT	SUN	MON	TUES	WED	THURS	FRI
52	Dec 26	Dec 27 USTA Winter Nationals	Dec 28	Dec 29	Dec 30	Dec 31	Jan 1 New Years
1	Jan 2	Jan 3	Jan 4	Jan 5	Jan 6	Jan 7	Jan 8
2	Jan 9 L4 Closed Excellence SG	Jan 10	Jan 11	Jan 12	Jan 13	Jan 14 February L2 DL	Jan 15
3	Jan 16 L4 Closed Excellence SG	Jan 17	Jan 18 MLK Holiday	Jan 19	Jan 20	Jan 21	Jan 22
4	Jan 23 NorCal Jr Player Party (Date TBD)	Jan 24	Jan 25	Jan 26	Jan 27	Jan 28	Jan 29
5	Jan 30	Jan 31	Feb 1	Feb 2	Feb 3	Feb 4	Feb 5
3	L5 Open Championship SG x 3					Brewer Cup DL	
6	Feb 6	Feb 7	Feb 8	Feb 9	Feb 10	Feb 11	Feb 12
	USTA National L2 Tournament						
1	L5 Open Super Series						
	L6 Ratings Round Robin						
7	Feb 13	Feb 14	Feb 15	Feb 16	Feb 17	Feb 18	Feb 19
1	L5 Open Cham SG/DB (32 Draw)		President's Day			March L3 DL	
8	Feb 20	Feb 21	Feb 22	Feb 23	Feb 24	Feb 25	Feb 26
	L3 Closed Mixed DB Sectionals					Ntl Spring DL	
9	Feb 27	Feb 28	Mar 1	Mar 2	Mar 3	Mar 4	Mar 5
	USTA Brewer Team Cup						Boys HS Classic Est
3	L5 Open Champ - SG Only x 3	Additional L5 - Pending Approval by USTA					
	ACT						
10	Mar 6	Mar 7	Mar 8	Mar 9	Mar 10	Mar 11	Mar 12
	Boys HS Classic Est						
1	L5 Closed Super Series						
	L6 Ratings Round Robin						
	SAT						
11	Mar 13	Mar 14	Mar 15	Mar 16	Mar 17	Mar 18	Mar 19
	L4 Closed Excellence DB						
	USTA National L3 Tournament					April L3 DL	
12	Mar 20	Mar 21	Mar 22	Mar 23	Mar 24	Mar 25	Mar 26
DB	L5 Open Championship - Doubles						
	USTA National Spring Championships - Easter Bowl						
13	Mar 27	Mar 28	Mar 29	Mar 30	Mar 31	Apr 1	Apr 2
	USTA Ntl Spring - Easter Bowl						
	Team NorCal 14U (Date TBD)						

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WK	SAT	SUN	MON	TUES	WED	THURS	FRI
14	Apr 3 L4 Open Super Series 1 L5 Open Super Series	Apr 4	Apr 5	Apr 6	Apr 7	Apr 8 May L3 DL	Apr 9
15	Apr 10 USTA National L3 Tournament ACT	Apr 11	Apr 12	Apr 13	Apr 14	Apr 15	Apr 16 Maze Cup Opt #1
16	Apr 17 Maze Cup Option #1 L3 Closed Mixed DB Sectionals	Apr 18	Apr 19	Apr 20	Apr 21	Apr 22 May L2 DL	Apr 23
17	Apr 24 1/2 L5 Open Dominant Duo 18/16 USTA Section Camp 11-12 Yr Olds	Apr 25	Apr 26	Apr 27	Apr 28	Apr 29	Apr 30
18	May 1 USTA National L3 Tournament 1 L5 Closed Super Series L6 Ratings Round Robin SAT	May 2	May 3	May 4	May 5	May 6	May 7 Maze Cup Opt #2
19	May 8 Maze Cup Option #2 L4 Open Excellence Doubles Mother's Day	May 9	May 10	May 11	May 12	May 13	May 14
20	May 15 USTA National L2 Tournament 3 L5 Open Champ - SG Only x 3	May 16	May 17	May 18 Boys' CIF Team NorCal Champ	May 19	May 20	May 21 Boys' CIF Team NorCal Champ
21	May 22 B CIF NorCal Champ Maze Cup Option #3 1/2 L5 Open Dominant Duo 14/12	May 23	May 24	May 25	May 26	May 27	May 28 Maze Cup Opt #3
22	May 29 B CIF State Champ L4 Closed Excellence SG & DB	May 30	May 31 Memorial Day	Jun 1	Jun 2	Jun 3 June L2 DL	Jun 4
23	Jun 5 L3 Closed Sectionals - SG & DB SAT	Jun 6	Jun 7	Jun 8	Jun 9	Jun 10 National Clays DL	Jun 11
From Week 25-31, Up to 2 L5 Doubles Tournaments May be Sanctioned Mid-Week							
24	Jun 12 L3 Closed Sectionals - SG & DB ACT	Jun 13	Jun 14	Jun 15	Jun 16	Jun 17	Jun 18
25	Jun 19 L4 Open Excellence Doubles Juneteenth Father's Day	Jun 20	Jun 21	Jun 22 Team NorCal	Jun 23	Jun 24	Jun 25
26	Jun 26 * L5 Open Team: West Quest USTA National L2 Tournament	Jun 27	Jun 28	Jun 29	Jun 30	Jul 1	Jul 2

2027 USTA NorCal Junior Tournament Calendar

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	National (Deadlines)	Level 3	Level 4	Level 5	Level 6	Special Events	High School
WK	SAT	SUN	MON	TUES	WED	THURS	FRI
27	Jul 3	Jul 4	Jul 5	Jul 6	Jul 7	Jul 8	Jul 9
	USTA National Clay Court Championships						
1	L5 Open Super Series						
	L6 Ratings Round Robin					Battle DL	
		Indendence Day					
28	Jul 10	Jul 11	Jul 12	Jul 13	Jul 14	Jul 15	Jul 16
	ACT					National Hards DL	
29	Jul 17	Jul 18	Jul 19	Jul 20	Jul 21	Jul 22	Jul 23
1	L5 Open Cham SG/DB (32 Draw)						
30	Jul 24	Jul 25	Jul 26	Jul 27	Jul 28	Jul 29	Jul 30
	Gen Gap Tournament - Tentative						Battle Boys Starts
From Week 25-31, Up to 2 L5 Doubles Tournaments May be Sanctioned Mid-Week							
31	Jul 31	Aug 1	Aug 2	Aug 3	Aug 4	Aug 5	Aug 6
	USTA Battle of the Sections						B18/16 Hard Begins
*	L5 Open Team Tournament					National DBs DL	L4 Team
			MOST SCHOOLS BEGIN THIS WEEK				
32	Aug 7	Aug 8	Aug 9	Aug 10	Aug 11	Aug 12	Aug 13
	USTA National Hard Court Championships						
	Level 4 Intersectional Team		Date TBD - Staff Consulting with Sections Prior to Meeting				
3	L5 Open Champ - SG Only x 3						
33	Aug 14	Aug 15	Aug 16	Aug 17	Aug 18	Aug 19	Aug 20
	USTA Ntl Hard Courts						
	L4 Open Excellence Doubles					September L3 DL	
34	Aug 21	Aug 22	Aug 23	Aug 24	Aug 25	Aug 26	Aug 27
3	L5 Open Champ - SG Only x 3						USTA Ntl DB
	Team NorCal Camp						
	SAT (Estim.)						
35	Aug 28	Aug 29	Aug 30	Aug 31	Sep 1	Sep 2	Sep 3
	USTA National Doubles						
	L4 Closed Mixed Dominant Duo						Girls HS Classic EST
36	Sep 4	Sep 5	Sep 6	Sep 7	Sep 8	Sep 9	Sep 10
	Girls HS Classic Est						
	L4 Open Super Series						Pacific Cup (2)
1	L5 Open Super Series						
	ACT (Estim.)		Labor Day				
37	Sep 11	Sep 12	Sep 13	Sep 14	Sep 15	Sep 16	Sep 17
	USTA National L3 Tournament					October L2 DL	
3	L5 Open Champ - SG Only x 3						
	Pacific Cup (L2)		Projected Date				
	SAT (Estim.)						
38	Sep 18	Sep 19	Sep 20	Sep 21	Sep 22	Sep 23	Sep 24
	L3 Closed Doubles Sectionals						
39	Sep 25	Sep 26	Sep 27	Sep 28	Sep 29	Sep 30	Oct 1
	L3 Closed Singles Sectionals						

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EXHIBIT A

	National (Deadlines)	Level 3	Level 4	Level 5	Level 6	Special Events	High School
WK	SAT	SUN	MON	TUES	WED	THURS	FRI
40	Oct 2 L3 Closed Singles Sectionals SAT (Estim.)	Oct 3	Oct 4	Oct 5	Oct 6	Oct 7	Oct 8
41	Oct 9 USTA National L2 Tourn. 3 L5 Open Champ - SG Only x 3	Oct 10	Oct 11 Columbus Day	Oct 12	Oct 13	Oct 14	Oct 15
42	Oct 16 Team NorCal	Oct 17 Herb Cup	Oct 18	Oct 19	Oct 20	Oct 21	Oct 22
43	Oct 23 L4 Closed Excellence SG & DB ACT (Estim.)	Oct 24	Oct 25	Oct 26	Oct 27	Oct 28 Ntl Indoors DL	Oct 29
44	Oct 30 L4 Closed Excellence SG & DB	Oct 31	Nov 1	Nov 2	Nov 3	Nov 4	Nov 5
45	Nov 6 DB L5 Open Championship - DB Only USTA NorCal Section Connection SAT (Estim.)	Nov 7	Nov 8	Nov 9	Nov 10	Nov 11 Veterans Day	Nov 12
46	Nov 13 2 L5 Open Champ - SG Only x2 USTA Section Camp 11-12 Yr Olds	Nov 14	Nov 15	Nov 16 Girls' CIF NorCal Championships	Nov 17	Nov 18	Nov 19 Girls' CIF NorCal Championships
47	Nov 20 Girls' CIF NorCal Championships	Nov 21	Nov 22	Nov 23	Nov 24	Nov 25 Thanksgiving	Nov 26 UST Ntl Indoors
48	Nov 27 Girls' CIF State Championships USTA National Indoor Championships	Nov 28	Nov 29	Nov 30	Dec 1	Dec 2 Ntl Winters DL	Dec 3
49	Dec 4 L4 Open Super Series 1 L5 Open Super Series SAT/ACT (Estim.)	Dec 5	Dec 6	Dec 7	Dec 8	Dec 9	Dec 10
50	Dec 11 DB L5 Closed Championship - DB Only	Dec 12	Dec 13	Dec 14	Dec 15	Dec 16	Dec 17
51	Dec 18	Dec 19	Dec 20	Dec 21	Dec 22	Dec 23	Dec 24
52	Dec 25	Dec 26	Dec 27	Dec 28 USTA Ntl Winter Championships	Dec 29	Dec 30	Dec 31 (ends Jan 3)