Board of Directors Teleconference Minutes  
The American Society for Nondestructive Testing, Inc.  
Saturday, April 04, 2020

1. Chairperson Cargill called the meeting to order at 11:05 a.m. (EST).

2. Secretary/Treasurer Keck established there was a quorum with 18 voting members present:

   Scott P. Cargill, Chairperson of the Board               John C. Duke, Jr.
   Michael V. McGloin, President                      Sebastian Fernandes.
   John T. Iman, Vice-President                      Lawrence Gill
   Danny L. Keck, Secretary/Treasurer                 Ahmed Arabi Hassen
   Neal Couture, Executive Director (non-voting)          John Kinsey
   Martin Anderson                                      David H. Mitchell, Sr.
   Marwan Basrawi                                       C. Deal Moore
   John Chen                                           Anish Poudel
   Tsuchin Philip Chu                                   William F. Via, Jr.
   James Gerry Churchwell

   Staff: Timothy E. Jones and Brad Pence

3. There were no announcements.

4. Chairperson Cargill introduced the Agenda (Attachment 01).

   Motion:  Via moved that the agenda be approved.

   Keck seconded the motion. The motion carried.

   MOTION CARRIED

5. Keck introduced Item 5 BB 2020-45 Business and Finance Committee Recommendation for the Board on FY20-21 Budget Report and recommended that the same budget process that took place during the Business and Finance Committee work on February 25-26, 2020 be utilized for the development and reporting of all future fiscal year budgets. The Board discussed the following items.

   5.1. FY19 Form 990 Approval (BB 2020-45 Attachment 01)

   Keck and Couture introduced Item 5.1 and explained the purpose of US Tax Form 990 and that it is a form that provides the public with financial information about a non-profit organization.

   Motion:  Keck moved that Form 990 FY19 be approved.

   Iman seconded the motion.
During the discussion it was discovered that most Board members did not receive Form 990 prior to the Board meeting and therefore did not have enough time to do a thorough review of the form.

Keck and Iman agreed to retract the original motion that Form 990 for FY19 be approved.

**Action:** Chairperson Cargill issued Charge 20-013 to Couture with making Form 990 for FY19 available for review either through SharePoint or Microsoft Teams. Once reviewed, Form 990 is to be submitted to IRS.

### 5.2. FY20 Financial Report through February 29, 2020

Keck introduced Item 5.2 and gave a summary of the financial position for ASNT since the pandemic of the COVID-19. The stay-at-home orders that are being issued across the country since about mid-March, have greatly reduced cashflow into the organization.

To avoid liquidating devalued investments, the Business and Finance Committee recommends to the Board that the Board adopt a resolution authorizing Couture to seek a $2,000,000 line of credit (LOC) to ensure ASNT can continue to meet its financial obligations. (BB 2020-45 Attachment 02)

In addition to this LOC, Couture directed Pence to submit a Paycheck Protection Plan (PPP) loan application to Huntington National Bank. Oversight of the PPP program is handled by the US Small Business Administration (SBA). The PPP is an SBA program in which $349 billion in forgivable loans are being offered to small businesses impacted by the COVID-19 pandemic. Funds can be used to cover costs including payroll, healthcare, and if necessary, utilities.

**Motion:** Couture moved the Board approve the following resolution:

> Be it resolved, The Board of Directors of the American Society for Nondestructive Testing, an Ohio nonprofit corporation, hereby authorizes the Executive Director to establish a line of credit in an amount not to exceed $2 million with Huntington National Bank of Columbus, Ohio. The following named individuals shall have authority to withdraw funds from the account on behalf of the corporation: Neal J. Couture, Executive Director; Tim Jones, Deputy Executive Director; Brad Pence, Director of Finance and Controller.

The motion was seconded and discussed. Members expressed desire for the Business and Finance Committee to provide guidelines and oversight for using the line of credit. The Chairperson called for a roll call vote, and the motion carried.
MOTION CARRIED

Action: Chairperson Cargill issued Charge 20-014 to Business and Finance Committee to develop a policy to oversee use of the $2,000,000 line of credit. The policy is to include, determining how monies will be used, recommending spending and stop limits, and the Business and Finance Committee providing monthly updates to the Board with regards to LOC usage.

5.3. FY20-21 Budget Approval

Keck reported the Business and Finance Committee worked in collaboration with the staff in reviewing and approving the FY21 Budget. However, due to economic uncertainty created by COVID-19 for the next few months, the Committee does not recommend the Board approve the FY21 Budget at this time. Couture reassured the Board that there would be no consequences for the next three months as the FY21 Budget would not take effect until July 1, 2020. It would be possible for the Board to defer budget adoption past the start of the fiscal year as there were no legal requirements for ASNT to have a budget. The Board could adopt a “continuous resolution” measure to provide guidance on continued operation in the absence of a budget, until the FY21 budget was approved. The staff will revise the proposed FY21 budget in June to reflect current and expected economic conditions for the Committee’s consideration. The Chairperson conducted a straw poll vote and the Board agreed to postpone the approval of the FY20-21 Budget.

Chairperson Cargill asked the Board to consider several financial management issues prior to the next Board meeting, as follows:

• Revising financial policies to require the Business and Finance Committee and staff to work collaboratively in the development and review of the annual budget prior to submittal to the Board.

• Consider the spinoff of another ASNT 501(c)(3) or 501(c)(6) that would focus exclusively on ASNT NDT certification, standards development, and house accreditation programs.

• Review and revise Policy G-16 Requisite Travel and Expense Policy Revision S.

6. Chairperson Cargill introduced Item 6 BB 2020-47 Selection of Officer and Director Candidates that was submitted by Kevin Smith, ASNT Selection Committee Chair. Members discussed how many candidates should be nominated for Director At-large and which candidates should be nominated.

Motion: Chairperson Cargill moved that the Board narrow the list of Director at Large candidates from twelve (12) to four (4).

Mitchell seconded the motion. The motion carried.
MOTION CARRIED

Motion: Chairperson Cargill moved that the Board approve the slate of candidates as amended by the Board.

Officers
Chairperson of the Board: Michael V. McGloin
President: John T. Iman
Vice-President: Danny L. Keck
Secretary/Treasurer:
  Martin T. Anderson
  John Z. Chen
  Flynn Spears

Council Directors
Section Operations Council: Ricky L. Morgan
Certification Management Council: Timothy S. Roach

Directors at Large
Sreenivas Alampalli
Roger W. Engelbart
Cynthia (Cindy) Finley
Clyde May

Mitchell seconded the motion. The motion carried.

MOTION CARRIED

7. Chairperson Cargill closed the following Board Charges and informed the Board these would be managed as Board projects, with guidance to follow:

7.1. Charge 19-014: Charge to the Governance Committee to revise Policy J-5.11 Selection Committee/ASNT Bylaws to state that all qualified candidates for Director at Large be put on the ballot.

7.2. Charge 20-003: Charge Governance to examine and return any recommendations for Bylaws Changes that address the Officer accession process with corrections that consider sudden vacancies that allow the Board of Directors the ability to backfill.

7.3. Charge 20-004: Charge Governance to examine and return any recommendations for Bylaws Changes that address moving approval of Bylaw changes from the membership to the Board of Directors.
7.4. **Charge 20-005**: Charge Governance to examine and return any recommendations for Bylaws Changes that address allowing for 2-year terms for Officers and two-consecutive three-year terms for Directors.

7.5. **Charge 20-007**: Charges OPS Committee to review the Exhibitors Committee to be restructured as an Advisory Group vs. a Committee.

7.6. **Charge 20-010**: Charge Governance to return recommendations for Bylaws changes to change membership categories as recommended by SOC brief.

8. Chairperson Cargill called for an Executive Session at 2:05 p.m. EST.

9. The meeting reconvened at 2:20 p.m.

   **Motion**: Mitchell moved to come out of Executive Session.

   Chen seconded the motion. The motion carried.

   **MOTION CARRIED**

10. **ADJOURNMENT**

    **Motion**: Keck moved to adjourn the meeting.

    Iman seconded the motion. The motion carried.

    **MOTION CARRIED**

    The meeting was adjourned at 2:25 p.m. EST.

Respectfully submitted,

Danny L. Keck
ASNT Secretary/Treasurer
Board of Directors Meeting Agenda
The American Society for Nondestructive Testing, Inc.
By teleconference
Saturday, April 4, 2020, 11:00 a.m. eastern time

1. CALL TO ORDER Cargill
2. ESTABLISH QUORUM Keck
3. ANNOUNCEMENTS
4. APPROVAL OF AGENDA Cargill
5. BUSINESS AND FINANCE COMMITTEE (BB 2020-45) Keck
   5.1. FY19 990 Approval
   5.2. FY20 Financial Report through February 29, 2020
   5.3. FY21 Budget Approval
6. SELECTION OF OFFICER AND DIRECTOR CANDIDATES (BB 2020-47) Smith
7. NEXT MEETING Cargill
   April 25, 2020 Telecom Microsoft Teams 9:00 a.m. PST (12:00 p.m. EST)
8. ADJOURNMENT Cargill
Resolution to Establish Credit with Huntington Bank

Be it resolved,

The Board of Directors of the American Society for Nondestructive Testing, an Ohio nonprofit corporation, hereby authorizes the Executive Director to establish a line of credit in an amount not to exceed $2 million with Huntington National Bank of Columbus, Ohio. The following named individuals shall have authority to withdraw funds from the account on behalf of the corporation:

Neal J. Couture, Executive Director
Tim Jones, Deputy Executive Director
Brad Pence, Director of Finance and Controller

I certify the Board of Directors approved this resolution at the Board of Directors meeting held on April 4, 2020.

________________________________________
Danny Keck, Secretary/Treasurer
The American Society for Nondestructive Testing, Inc.
B & F Committee’s Recommendation for the proposed FY 20/21 Annual Budget

Executive Summary

B & F held a workshop in late February at ISC with the ED and his executive staff as well as a two-hour teleconference on March 26th, 2020 to discuss the FY 20/21 Annual Budget. It was originally planned that the committee would review the revised budget (based on the changes recommended during the Feb. face to face meeting) at the Research Symposium and provide the recommendations to the Board of Directors at that conference.

As we all know many things have transpired since that workshop in Feb. The CoVid 19 pandemic has nearly 1/3 of Humanity on lockdown and Oil prices have collapsed by more than half this year, to ~$23 per barrel for WTI crude, which leaves nothing but uncertainty in the economy with no real consensus to if and when this will all turn around.

The budget proposed in February, even with the revisions the committee recommended does not reflect the current economic situation and we felt the dynamics of the situation were such that anything presented today would be useless in July. There are just too many unknowns economically currently therefore, the B & F committee does not recommend the Board of Directors approve the Current FY 20/21 budget.

Discussion & Recommendations

B & F committee has, based on the outcome of the Meeting on March 26th, 2020, the following recommendations to the Board of Directors for their consideration.

- **FORM 990**
  - During the teleconference held on March 26, 2020, the committee reviewed the 2018 (July 1, 2018 to June 30, 2019) form 990 to be submitted to the IRS. The Form 990 is a United States Internal Revenue Service form which is our annual tax filing and that provides the public with financial information about a nonprofit organization. It is also used by government agencies to prevent organizations from abusing their tax-exempt status. The only changes this year (other than the actual numbers for expenses and revenues), is the box is now being checked that confirms the completed forms have been circulated to the Board of Directors prior to submittal. This was never done in the past.
  
  - B&F Committee voted unanimously to recommend to the Board they approve the 2018 form 990 for submittal.
• **Line of Credit for short term needs**

  o In the past 6 to 7 years we (ASNT) have survived off the returns on our investments as those investments have historically performed quite well. With the current economic situation, Vanguard have informed us in at the B & F meeting on March 26th that our investments are losing quite rapidly. In the February financial statements, our investments start to reflect the state of the markets, which is not good by any means and it is expected to be even worse in March. As a result, now is not a good time for us to liquidate investments as they are deeply undervalued. Since the end of Jan. 2020, the value of our investment portfolio has gone from ~ $27M to ~ $22MM. This leaves us in a situation whereby we will need cash to continue to work through the next few months of uncertainty and we cannot depend on our Investment returns to produce that. The ED made a motion to the B & F to allow the ED to obtain a letter of Credit from a Bank for $1MM to assure we have the cash on hand for continued operations. After some serious discussions and knowing the interest rates that are available, the B & F committee recommended the motion be revised to allow for up to and not to exceed $2MM line of Credit. The motion passed by Unanimous vote, therefore:

  o **the B & F committee recommends the Board of Directors authorize the ED to move forward with the immediate acquisition of a $2MM line of Credit.**

  o **Committee also recommends the Board consider establishing a Stop limit for the line of Credit, that which, if a draw on the credit line exceeds a specific limit, the ED should inform the Board and obtain prior approval.**

To further support obtaining that line of Credit the graph below shows the year to year comparison of the cash receipts situation. As you can see from the graph, we were generally consistent with or better than prior years, until March 13, which is when the communications on COVID-19 really took a turn for the worse with stay-at-home orders starting around the country.

To date the ED has received very favorable responses from one bank and we await another response coming in soon. Interest rates of from 2.4% (collateralized with our investments) to 3.1% (secured with fixed assets, i.e. the building) are available to ASNT based on the excellent credit and our Investment portfolio.
As previously noted, the committee does not, at this time recommend the approval of the FY 20/21 annual budget. The committee discussed some options, and the consensus was we need to look at multiple scenarios over the next few weeks and meet on a bi-weekly basis to ultimately provide a budget that reflects actuals (as much as reasonably achievable) rather than submit a budget that is not only inaccurate due to the current economic situation, some of the assumptions provided in the narrative had already proven to be the wrong assumption, at no fault of the those preparing the budget I might add.

B & F committee offers the following as an interim way forward:

- B & F committee will meet every two weeks to monitor the situation and will be able to recommend a budget once we have some level of certainty moving forward.
- ED prepare a contingency plan to identify options for coping financially for the duration of the pandemic.
- Should this situation continue into June, we recommend the Board consider a “continuing resolution” approach, whereby we continue to operate within certain financial parameters, usually on a 90 to 120-day window.

**For Consideration**

In addition to the recommendations included in this Board Brief, the B & F committee, through discussions with the ED and executive staff, would like to suggest the Board of Directors consider the following.
• Revise the financial policies to mandate B&F review budgets with Staff prior to roll-out. This was very beneficial to both the members of the committee as well as the Staff at ISC.

• Seriously consider the split of ASNT Association to Mitigate Risks
  o Lawyer to Speak to BOD on Risks and Advantages
  o Spin off a new 501c3 or 6 nonprofit entity; one would house the certification programs with a Board of Directors composed similar to CMC, and the other would retain the balance of the association’s operations (e.g., membership, conferences, etc.) under the present Board.
  o Also consider an LLC to house accreditation programs to contain risks.

• Review and revise G-16 Policy
  o Disconnect volunteer perks and travel allocations from the travel policy. These are functions of annual operating plans and budgeting and should not be specified in the policy.
  o Eliminate reimbursement for Spouse Trips
  o Lower # of Trips/Personnel
  o Restrict International Travel to 2 persons.

All the above suggested items should be considered to minimize risk and lower costs of the Society.

Respectively submitted

_______________________________
Danny Keck, Chairman
B & F Committee

Attachment A  ASNT Financials for period ended February 29, 2020
Attachment B  Investment Programs
## Attachment A


<table>
<thead>
<tr>
<th></th>
<th>February 29, 2020 ($K)</th>
<th>Variance from Prior Year Actual</th>
<th>Variance from Budget</th>
<th>Year to Date as of February 29, 2020 ($K)</th>
<th>Variance from Prior Year Actual</th>
<th>Variance from Budget</th>
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</thead>
<tbody>
<tr>
<td>Operating revenues</td>
<td>595.4</td>
<td>0.7%</td>
<td>-5.1%</td>
<td>6,331.4</td>
<td>2.7%</td>
<td>-2.3%</td>
</tr>
<tr>
<td>Operating expenses</td>
<td>857.4</td>
<td>10.1%</td>
<td>35.1%</td>
<td>6,423.2</td>
<td>2.7%</td>
<td>11.6%</td>
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<tr>
<td>Net operating gain (loss)</td>
<td>-262.0</td>
<td></td>
<td></td>
<td>-91.8</td>
<td></td>
<td></td>
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<tr>
<td>Net operating gain (loss) with Investments</td>
<td>-1,532.0</td>
<td></td>
<td></td>
<td>273.0</td>
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</tr>
</tbody>
</table>

Overall revenues are greater than prior year to date by $165K but lower than plan by $150K.

Conference revenues are up over $176K compared to prior year to date and up $64K compared to plan.

Book revenues are up $20K compared to prior year to date but lower than plan by $77K.

Advertising revenues are up $21K compared to prior year to date and higher than plan by $11K.

Revenues from Membership and Subscriptions are down slightly compared with prior year to date.

Revenues from Certifications are down $21K compared to prior year and down $68K compared to plan.

Overall expenses are greater than prior year to date by $56K and greater than plan by $446K.

Membership expenses are up slightly compared to prior year to date and plan.

Books Sales expenses are up compared to prior year to date and plan. This cost increase is correlated to the increase in book sales as well as an increase in the estimate of obsolete inventory.

Certification expenses are down compared to prior year to date but slightly higher that plan. This is the result of an increase in exam delivery expenses compared to budget.

Publications expenses are up compared to prior year to date but higher that plan. This is the result of an increases in salaries and travel offset by reduced spending on printing and postage.

Administrative expenses are higher when compared to prior year to date and plan. This is the result of increased spend on salaries, supplies, board and council expenses, facility maintenance, and marketing.

Depreciation expense has increased from an acceleration in the estimated depreciation of capitalized software.

The investments reserves are down $1,270K for the month of February and up $365K fiscal year to date.
**Attachment B**

**Investment Programs**

A brief look at the New programs, the expenses of those programs and the net expected over the next year. This was requested by the B & F committee during our Feb.

<table>
<thead>
<tr>
<th>Department</th>
<th>Program and/or Activity</th>
<th>Revenue</th>
<th>Expenses</th>
<th>Net</th>
</tr>
</thead>
<tbody>
<tr>
<td>Standards</td>
<td>EBC Audit Program</td>
<td>71,500</td>
<td>181,215</td>
<td>(109,715)</td>
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<tr>
<td>Standards</td>
<td>AEC Program</td>
<td>11,500</td>
<td>98,993</td>
<td>(87,493)</td>
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<tr>
<td>Standards</td>
<td>Standards</td>
<td>94,895</td>
<td>(94,895)</td>
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<tr>
<td>Publications</td>
<td>ASNT Blog</td>
<td>5,000</td>
<td>3,000</td>
<td>2,000</td>
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<tr>
<td>Publications</td>
<td>Translations</td>
<td>22,460</td>
<td>104,459</td>
<td>(82,000)</td>
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<tr>
<td>Publications</td>
<td>ME issue archive</td>
<td>-</td>
<td>640</td>
<td>(640)</td>
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<tr>
<td>Membership</td>
<td>online community</td>
<td>67,800</td>
<td>(67,800)</td>
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<tr>
<td>Operations</td>
<td>Live Chat</td>
<td>3,000</td>
<td>(3,000)</td>
<td></td>
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<tr>
<td>Operations</td>
<td>Call in Recordings (AQ Productions)</td>
<td>895</td>
<td>(895)</td>
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<tr>
<td>Operations</td>
<td>Call in analytics (BrightMetrics)</td>
<td>1,089</td>
<td>(1,089)</td>
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<td>Finance</td>
<td>Sage Intact Accounting System</td>
<td>36,000</td>
<td>(36,000)</td>
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<td>Marketing</td>
<td>Software tools &amp; systems</td>
<td>60,400</td>
<td>(60,400)</td>
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<tr>
<td>Marketing</td>
<td>Consultants</td>
<td>20,000</td>
<td>(20,000)</td>
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<tr>
<td>Marketing</td>
<td>Temporary &amp; contract labor</td>
<td>10,000</td>
<td>(10,000)</td>
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<tr>
<td>Conference</td>
<td>AC Decorator</td>
<td>17,000</td>
<td>(17,000)</td>
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<tr>
<td>Conference</td>
<td>AC Audio Visual</td>
<td>15,000</td>
<td>(15,000)</td>
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<tr>
<td>Conference</td>
<td>AC Speakers</td>
<td>5,000</td>
<td>(5,000)</td>
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<tr>
<td>Conference</td>
<td>AC Food &amp; Beverage -Added closing lunch</td>
<td>60,000</td>
<td>(60,000)</td>
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<tr>
<td>Conference</td>
<td>AC Live Streaming</td>
<td>45,000</td>
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<td>Conference</td>
<td>AC Scan Trivia</td>
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<tr>
<td>Conference</td>
<td>AC Onsite Registration</td>
<td>7,500</td>
<td>(7,500)</td>
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<tr>
<td>Conference</td>
<td>AC Main Stage Entertainment</td>
<td>10,000</td>
<td>(10,000)</td>
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<tr>
<td>Conference</td>
<td>AC Daily News</td>
<td>15,000</td>
<td>(15,000)</td>
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<td>Conference</td>
<td>DI Live Streaming</td>
<td>21,000</td>
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<tr>
<td>Conference</td>
<td>DI Food &amp; Beverage</td>
<td>8,500</td>
<td>(8,500)</td>
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<td>Learning</td>
<td>Learning Programs</td>
<td>259,604</td>
<td>311,793</td>
<td>(52,189)</td>
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<tr>
<td>Governance</td>
<td>International Federation Reps</td>
<td>14,200</td>
<td>(14,200)</td>
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<td>Governance</td>
<td>Past Presidents Forum</td>
<td>19,400</td>
<td>(19,400)</td>
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<td>Governance</td>
<td>Executive Advisory Forum</td>
<td>5,000</td>
<td>(5,000)</td>
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<td>Governance</td>
<td>Engineering Council</td>
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<td>(5,000)</td>
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<tr>
<td>Certification</td>
<td>ISQ UTT &amp; Shear Wave Exams</td>
<td>419,375</td>
<td>196,750</td>
<td>222,625</td>
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<tr>
<td>Certification</td>
<td>ACCP/ISO9712 Conversion</td>
<td>12,989</td>
<td>111,500</td>
<td>(98,511)</td>
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<tr>
<td>Certification</td>
<td>Paper-based Testing Implementation in Targeted Regions</td>
<td>112,525</td>
<td>94,875</td>
<td>17,650</td>
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914,953 1,654,904 (739,951)
The Selection Committee met on 25 March 2020 via web meeting. The Chair thanks the members of the Committee for their diligent work in preparing for the meeting and their positive engagement in discussion. The Chair extends special thanks to M. Thomas for her diligent work in supporting the committee without which it would have been extremely challenging to complete the process.

The committee membership is:
K. Smith (chair)
D. Bajula
J. Duke (Board member)
G. Garcia (Board member)
L. Gill
D. Mandina
J. Monroe
J. Kinsey (alternate for S. Singh due to illness)

Process
Due to the COVID-19 outbreak and large number of candidates, the Chair asked that an alternate process be used due to extraordinary circumstances which was granted by the Chairperson of the Board. The Committee was charged with reporting to the Board all qualified candidates as well as an ordered list of the candidates. The candidates were asked to provide written answers to questions selected by the committee in addition to the normal application. The committee members individually reviewed the documents for each of the candidates and created a list of the top 6 candidates prior to the meeting. The candidates were evaluated to determine if they met the qualifications to be on the Board. During the meeting, there was discussion among the committee to gather perspectives from the committee where wide disagreements in scoring existed. The order of the top 6 candidates for each Committee member were tabulated and the compiled. The resulting order was reviewed as a sanity check.

Results
The Selection Committee recognizes that the results presented are only a recommendation to the Board and as such may be used in total, in part, or not at all at the Board's discretion.

All candidates for Director at Large, Council Director, and Officer were found to meet the criteria for the positions for which they applied. The Directors at Large are provided in an ordered list as determined by the process described above.
The 2020 Selection Committee is pleased to present the following candidates:

**Officers**
Chairperson of the Board – M. McGloin
President – J. Iman
Vice President – D. Keck
Secretary / Treasurer
  M. Anderson
  J. Chen
  F. Speers

**Immediate Past Chairperson of the Board** – S. Cargill

**Council Directors**
  SOC – R. Morgan
  CMC – D. Roach

**Directors at Large**
Roger Engelbart
Karen Bruer
Robert Potter
Sreenivas Alampalli
Cynthia (Cindy) Finley
Clyde May Top 6
Doron Kishoni
Marcus Keiser
**John Pariseau** Next 3
Yiming Deng
Larry Culbertson
Richard Mitchell

**Recommendations**
The Selection Committee recognizes that during this time and given these extraordinary challenges of our world and society that many processes are being handled out of the norm. If there will be an on-going requirement for delivering a ranked order of candidates it would be helpful to future Selection Committees in delivering the product the Board / Membership expects if the Board would provide additional detail on the characteristics desired so the process can be more focused in the questions and the ranking process. It is further recommend that Policy J-5.11 be revised in two areas: 1) rename the “Selection Committee” to the “Nominating Committee” to be more representative of the task of the committee 2) include requirements on putting forth all qualified candidates with details on ranking system and provision for maximum number of candidates to be recommended for the slate.

Respectfully submitted by
Kevin D. Smith
2020 ASNT Selection Committee Chair
4 April 2020