



VIA FACSIMILE to (916) 574-8608, Via e-mail to Debra.Brown@dca.ca.gov, and via overnight delivery

Department Of Consumer Affairs
Office of Human Resources
ATTN: Debra Brown
1625 N. Market Blvd, Suite 321
Sacramento, CA 95834

RE: Written Qualification for Executive Officer Position No. 617-110-8875-002

Dear Debra Brown and all pertinent parties,

Please accept this letter as the submission of my written qualifications for the application of the position of Executive Officer for the California State Athletic Commission (CSAC). It is with great pleasure and humility I offer my qualifications as an advanced equivalent for the position of Executive Officer for all of the reasons detailed below. I understand and acknowledge that the position that I seek must have a comprehension of identifying issues, directing changes, providing recommendations, monitoring progress and programs, conferring with attorneys and administrators, directing staff members, acting as the Commission's liaison, and various other tasks associated with managing the position of Executive Officer for Boxing, Kick Boxing, and Mixed Martial Arts (MMA). As a 14 year veteran in the professional kickboxing and MMA industry, I believe I hold a heightened degree of expertise in understanding and working with fighters, matchmakers, managers, promoters, various professional associations, members of the press, venue operators, attorneys, the general public, and the commission and other governmental regulators on an international and national level.

The CSAC is at a crucial crossroads where change is necessary to implement appropriate procedures for reviving the integrity of the CSAC and the sports it regulates. Boxing needs a clean new supporter to bring back its staggering popularity; Kickboxing and MMA are in a fragile state of growth and in dire need of support for their ability to flourish. More specifically, MMA has had a semi-tarnished publicity in California due to past activities of members of the CSAC. It is my opinion that MMA is on the rise and may even surpass Boxing in total revenues to the state and is in dire need of greater organization, structure, and understanding of the industry. As a forefather of the industry that has been on the inside as change has occurred I see very clearly the pros and cons of the industry and the help that most regulators are in need of to make MMA and Kickboxing as much of a valued sport as Basketball or Football. For example, if I am appointed as the Executive Officer of the CSAC I would make recommendations for an appropriate set of checks and balances, so that I would have others to answer to for my own actions. I would make approval of licenses and shows a voting

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process where I would participate and oversee the votes of 4 to 5 other members of the commission so that the valued opinions of those with medical expertise, financial expertise, and other related expertise are utilized properly to make sure our decision to allow someone to enter into the industry, and fines imposed against those in the industry are fair. I think MMA just like Kickboxing and Boxing needs an Amateur division. I never understood how MMA was the only sport to allow fighters to go from street fighter with no ring experience directly into Professional status in the state of California. I believe the entry of fighters needs to be organized and supported and the best way to do that is through an Amateur division. If for no other reason, the Amateur MMA division is needed to build equality amongst the 3 major sports that the CSAC regulates, and to build and maintain the trust of the general public in the sport. Both Boxing and Kickboxing have an Amateur and Professional division regulated by the CSAC, yet MMA only has a Professional division. MMA is the newest of all 3 regulated sports and needs the guidance of a state agency to grow and allow fighters, managers, and promoters an opportunity to prosper and succeed in one of the most complex and scattered industries in this State.

I also understand that the rules that regulate the activities of the Executive Officer and the industries for which the Executive Officer position oversees are the Business and Professions Code, California Code of Regulations, the Federal Boxing Act, the Penal Code, and the California Civil Codes. Rather than making this a daunting and grueling understanding for supporters in the industry there should be ways through regular Press Releases, Outreach activities, and support of the CSAC board members to keep everyone informed of changes, and the obligations for those that are members of the industry.

It is my understanding and my experience that under past CSAC Executive Officer controls, that fighters' medical exams were lost, or claimed to have never have been received, or that the medical structure for a fighters ability to participate in an event would change last minute causing fighters, promoters, managers, and the integrity of the CSAC to suffer, loose money and loose supporters. If appointed I would like to implement a structure of "reasonable notice" where fighters, managers, and promoters are given a reasonable amount of time to have medical exams and other facets of a show reviewed, analyzed and either approved or denied. Something as simple as leaving enough time for an appropriate review could help rebuild the integrity behind the CSAC and allow everyone an opportunity to be treated fairly, with little to no opportunity for claims of discrimination or lack of organization.

In the last few years of my reign in the world of MMA and Kickboxing I have made myself available to help support the industry in a positive light and help give fighters an opportunity for growth within the industry. I took one fighter from neighborhood tough guy to professional fighter in a King of The Cage event in a matter of months. Due to recent controversy surrounding Armando Garcia and New



Era Fighting, Inc. I have had experiences in working with attorneys and understating their thought processes and investigative techniques. I left the USA to fight overseas due to the complexities and controversies surrounding MMA and its organization in the USA. And since it is going to eventually come up in the process, I will address my use of Steroids in this application letter. Yes, I used Steroids in my past to help support my efforts as a professional athlete/fighter. However, my experiences whether negative or positive have given me greater insight into the crutches of life's downfalls and my decisions today come from experiences. I will say that my choices and decision making ability are educated decisions and made from a position of informed consent, as opposed to blind guidance. I can be honest about my past and can look a fighter in the eye and tell him/her with great confidence that use of illicit substances is not worth the future health issues it creates nor is it worth the risk they are taking against their license. I can honestly tell any fighter that tries to use steroids or any other illegal substance that those substances are more of a crutch that will harm their ability to succeed in the industry than an asset that will assist them in moving forward in the industry. The psychological dependency is overwhelming to over come for most people, professional athlete or not. Physically, drugs like steroids in a professional fight make you loose air quicker than if you were not to use steroids, so the use of such a drug defeats the purpose it was intended for in the industry of professional boxing, kickboxing, or MMA.

It is with the greatest of confidence that I apply for Executive Officer Position with the CSAC. My 14 years of international kickboxing and MMA experience has allowed me to the ability to work directly with professional associations, referees, judges, attorneys, peers, consumers, commission members, promoters, managers, members of the media, and various legislative rule makers. My life experiences have allowed me the opportunity to identify issues that warrant attention and involvement, direct recommendations for change, discuss with attorneys and administrators on problems regarding policy decisions and legal opinions, evaluate referees and judges, and act as a link between the CSAC and the press and the public. There is no room for errors in judgment in this position as such errors may have an overwhelming adverse impact on the industry as a whole. I feel that my qualifications are unmatched and that my knowledge would leave little to no room for error.

I have already commit myself to supporting and improving the CSAC current state of affairs and will make a greater impact once appointed.

Thank you for your consideration and support, in advance.

Sincerely,

KIMO

A handwritten signature in blue ink, followed by the date "1/27/09" written in blue ink.

E-mail: Kimo@NewEraFighting.com

Department of Consumer Affairs

Position Duty Statement

HR-041 (new 5/04)

Classification Title Executive Officer	Board/Bureau/Division California State Athletic Commission
Working Title	Office/Unit/Section / Geographic Location
Position Number 617-110-8875-XXX	Effective Date of appointment

General Statement:

Under the general direction of the Commission, the Executive Officer (EO) is responsible for the administration and overall management of Commission activities and functions and provides oversight to nine permanent employees. The EO interprets and executes the intent of all Commission policies to the public and to other private and government agencies.

A. SPECIFIC ACTIVITIES [Essential (E) / Marginal (M) Functions]

40% Program Management - Licensing, Enforcement and Examinations: Oversee the education and licensure of licensees of the California State Athletic Commission (CSAC); consult with the Commission to identify issues that warrant attention and involvement; directs staff to research and prepare issue papers and reports on subjects of Commission interest; recommends changes in Commission policy on the most sensitive and political issues involving programs; implements and maintains overall policy established by the Commission relating to the boxing and martial arts professions; follows up on Commission motions and resolutions to ensure completed staff work; assigns work priorities and establishes deadlines for completion; evaluates job performance of administrative staff.

Oversees the activities of the Commission's Inspectors; provides recommendations/proposals to the committee for final decisions regarding the application of Commission laws and regulations relative to licensing; monitors the licensing program; issues licenses in accordance with policies, rules and regulations established by the Commission; develops and presents licensing program changes and/or modifications to the Commission for approval; takes punitive action against licensees when situations warrant in accordance with policies established by the Commission; confers with attorneys and administrators on problems regarding policy decisions and legal opinions.

35% Administrative and Managerial: Monitors the medical examination program; makes final decisions regarding the application of Commission regulations relative to medical examinations; develops and presents medical examination program changes and/or modifications to the Commission for approval.

Coordinates fiscal, management, and staff functions with appropriate departmental staff; reviews, modifies, and approves program budget proposals; establishes fiscal controls to assure that expenditures do not exceed budgeted funds and are in conformance with approved fiscal programs; directs the preparation and submission of the Annual Report to the Governor. Supervises the regulatory activities of the Commission staff and each event.

Coordinates and disseminates necessary background information and research materials needed by the Commission for consideration of issues and/or agenda items that come before the Commission. Compiles and organizes data relevant to the operations of the Commission and presents these to the Commissioners in a timely fashion.

15% Legislation and Regulations: Directs the analysis of legislative proposals that affect the Commission's programs; recommends modification of proposed legislation to align with Commission policy, programs, or procedures; identifies the need for new legislation and, under Commission direction, acts to support or oppose such legislation; represents the Commission before the California State Legislature.

10% Public Contact: Assigns officials to, and approves all boxing and martial arts events; conducts post show audits and makes reports; evaluates referees and judges.

Acts as Commission's liaison with the administration, the legislature, voluntary and professional associations, other governmental agencies, the press, and the public.

B. Supervision Received

The incumbent is exempt from civil service and receives administrative direction from the appointed members of the California State Athletic Commission.

C. Supervision Exercised

The incumbent is responsible for determining and participating in making policy, formulating long-range programs and objectives, and reviewing implementation of programs and conformance with policies and objectives, for the integration and coordination of multiple functions, and for planning, directing, assigning and reviewing the work performed by the staff of 9 permanent employees and approximately 60 temporary staff of the California State Athletic Commission.

D. Administrative Responsibility

The incumbent is the chief administrative and operating officer for the Commission and is responsible for the interpreting and executing the intent of all Commission policies to the public and other governmental entities.

E. Personal Contacts

The incumbent represents the CSAC before the State legislature, professional and boxing associations, other State, local or Federal governmental agencies, organizations, consumer groups, and other regulatory agencies. In addition the incumbent interacts with peers, staff, applicants, consumers, attorneys, commission members, and the Department of Consumer Affairs.

F. Actions and Consequences

Errors in judgment by the incumbent could have significant adverse impact on California consumers, licensees, applicants for licensure of the boxing and martial arts professions, and on the operations and functions of the CSAC and the Department of Consumer Affairs.

G. Functional Requirements

No specific physical requirements are present. The incumbent must possess sound management, organizational and administrative skills, be able to communicate orally and in writing, exercise good judgment and tact while representing the Committee, demonstrate creativity and flexibility in problem solving, make effective use of time and resources available and possess an understanding of the legislative and regulatory mandates governing the administration of the commission. Daily access to and use of a personal computer and telephone are essential. Travel to various meetings and regulated events occurs regularly and is an essential function of this position.

H. Other Information

Incumbent must possess a valid California Driver License.

I have read and understand the duties listed above and I can perform these duties with or without reasonable accommodation. (If you believe reasonable accommodation is necessary, discuss your concerns with the hiring supervisor. If unsure of a need for reasonable accommodation, inform the hiring supervisor, who will discuss your concerns with the Health & Safety analyst.)

Executive Officer Signature

Date

KIMO LEOPOLDO

Printed Name

I have discussed the duties of this position with and have provided a copy of this duty statement to the employee named above.

Commission Representative

Date

Printed Name

Revision (12/08)