This Annual Review looks back at the final year of the Tennis Integrity Unit (TIU) and its activity in 2020.

On 1st January 2021, the TIU was subsumed into the International Tennis Integrity Agency (ITIA) which became an independent body established by the International Governing Bodies of Tennis to promote, encourage, enhance and safeguard the integrity of professional tennis worldwide.
It is an understatement to say this has been a unique year. When the Board met in January 2020 in Melbourne for the Australian Open, news of a mystery virus was just beginning to enter the conversation. No-one could have anticipated the global impact of COVID-19 and the tragic loss of life we had seen by the end of the year. Everyone has had to adapt, and in this annual review we have tried to give a sense of what that has meant for integrity in tennis, and how we have been able to keep working to protect players and the sport, thanks to the unstinting support of the tennis governing bodies and a magnificent effort by the ITIA team.

What is absolutely clear is that those who wish to corrupt the sport have not gone away – indeed, many of them have seen the current situation as an opportunity to increase their activity. As explained on page 13 in Nigel Willerton’s report, we have continued to receive alerts and intelligence of corrupt activity, even though much less professional tennis has been played.

Although the team have been unable to travel since March, they have continued to investigate, interview and gather intelligence, and this year sees a significant number of sanctions for corruption. The message is clear: if you fix matches you will get caught, and the penalties are serious.

Prevention is, of course, much better than cure, and on page 11 of this review you will find details of our work on education, particularly the ‘Return to Tennis’ program delivered in Spring, specifically designed to help players manage any integrity risks they encountered and make good decisions as they were able to get back to playing the sport.

We have also worked our Board hard this year, using the opportunity of multiple virtual meetings to implement many of the recommendations of the IRP Report. On 1 January 2021, the Tennis Integrity Unit (TIU) became the International Tennis Integrity Agency (ITIA), marking its full independence from the International Tennis Federation.

With new senior resources in the team, more independent governance and streamlined processes in the TACP, the establishment of the ITIA is a hugely significant step for the sport, putting it at the forefront of international best practice for sports integrity bodies. This is by no means the end of this road: the next major milestone is to integrate the anti-doping operations of the ITF into the ITIA. This will happen later in 2021, with a view to starting 2022 as the sport’s first international independent anti-doping and anti-corruption agency.

I want to pay particular tribute to our excellent CEO, Jonny Gray, and his team for their commitment and determination to get through a huge workload in the most challenging circumstances. I would also like to thank the Board members and all seven funders of the ITIA for their absolute commitment to integrity, for increasing our funding at a time of major financial challenge and for devoting their knowledge, time, and energy to our work.

“The ITIA is a hugely significant step for the sport, putting it at the forefront of international best practice for sports integrity bodies”.

Jennie Price CBE
Independent Chair, Tennis Integrity Supervisory Board
When I joined the Tennis Integrity Unit as CEO at the beginning of 2020, I don’t think anyone could have foreseen what was about to happen. After attending just one tournament and spending just a few weeks full-time with the team in the office, the impact of COVID-19 hit and we found ourselves working remotely as tennis all but stopped globally.

Very quickly – like all organisations – we learned to adapt. We focused on areas of the Independent Review Panel’s recommendations that we could deliver and advanced the planning for the launch of the International Tennis Integrity Agency in 2021. Meetings became virtual, hearings became virtual and whilst I have missed being with the team day to day, I have been hugely proud of the way our team has advanced our central mission in the last few months.

We focused on clearing our backlog of cases and continuing cooperation with law enforcement agencies on their backlog. Where possible and appropriate, we were able to conduct interviews online and we held numerous first instance hearings using Zoom. We supported professional players with advice and training about how to best participate in the plethora of private tennis events that sprung up around the world on an opportunity basis.

And we noted the reports from Europol and others that our sport was increasingly being targeted by organized crime groups.

2020 will actually end up being an extraordinarily significant one for us. As we wave farewell to the TIU and become the ITIA, we move up a gear in the fight against corruption in our sport. We have bolstered the team with the appointment of a senior legal counsel meaning we can streamline some of the disciplinary processes and we have also appointed our first full-time head of communications.

After a long period of no sanctioned sport, tennis has managed to restart – albeit without crowds. We see no let up from those who would corrupt the sport; indeed the risks are elevated. The message to those within the sport who are tempted to aid betting, bet themselves or fix matches is simple: it’s not worth it; we will catch you. Rather please support the ITIA’s work to drive this cancer out of our sport so that we can all enjoy tennis you can trust.

“2020 will actually end up being an extraordinarily significant one for us. As we wave farewell to the TIU and become the ITIA, we move up a gear in the fight against corruption in our sport”.

Jonny Gray
CEO, International Tennis Integrity Agency
The Tennis Integrity Supervisory Board met during the Australian Open in Melbourne. Members of the Board met with integrity teams from other sports while in Australia, including Cricket Australia, the AFL and Racing Victoria. The Chair also met with the Chair of the Athletics Integrity Unit in New Zealand.

French player Jonathan Kanar was suspended for four years and six months and fined $2,000 for match-fixing and non-reporting offences.

Brazilian player João Otavio Soares de Souza received a lifetime ban and fine of $200,000 for multiple match-fixing and corruption offences.

The TIU Annual Review 2019 was published.

Jonny Gray joined the TIU as its first Chief Executive Officer.

The TIU reported 38 match alerts for the first quarter of 2020.

British player Patrick Keane was suspended for six months and fined $5,000 for betting on tennis. Three months of the ban and $4,500 of the fine were suspended.

French tennis official Anthony Pravettoni was suspended for eight months and fined $5,000 for betting on tennis. Three months of the suspension and $4,500 of the fine were suspended.

The TIU issued guidance to players competing in unsanctioned tennis events during the lockdown of the professional game due to the Coronavirus pandemic.

Egyptian tennis player Youssef Hosam was banned for life following conviction on multiple match-fixing and corruption charges.

Venezuelan match official Armando Alfonso Belardi Gonzalez was suspended for two years and six months and fined $5,000 for failing to report corrupt approaches and not fully cooperating with the TIU. $4,000 of the fine was suspended.

Tunisian player Majed Kilani was banned for seven years and fined $7,000 on match-fixing charges and failing to co-operate with the TIU.

Brazil’s Pertti Vesantera was banned for five years and fined $15,000 for betting on tennis, facilitating betting and non-reporting. Two years of the ban were suspended.

The June meeting of the Tennis Integrity Supervisory Board agreed that the International Tennis Integrity Agency (ITIA) will be responsible for charging decisions in corruption cases, from January 2021.
Belarusian tennis umpire Alexey Izotov was suspended from officiating for three years and fined $10,000 for failing to report a corrupt approach to the TIU and soliciting other officials to manipulate match scores.

Greek tournament director Antonis Kalaitzakis was suspended for 20 months and fined $6,000 for betting on tennis and failing to report knowledge or suspicion of corruption. Four months of the suspension and $3,000 of the fine were suspended.

In separate decisions, independent Anti-Corruption Hearing Officer Prof Richard McLaren denied applications by Bulgarian player Aleksandrina Naydenova and Spanish player Enrique López Pérez to lift provisional suspensions imposed in December 2019.

At its August meeting, the Tennis Integrity Supervisory Board approved the re-appointment of independent Anti-Corruption Hearing Officers Prof Richard H. McLaren QC, Jane Mulcahy QC, Ian Mill QC and Charles Hollander QC. Three new members were appointed to the panel: Raj Parker, Janie Soublière and Amani Khalif.

Spanish player Gerard Joseph Platero Rodríguez was suspended for four years and fined $15,000 for courtsiding, betting and non-co-operation offences. Six months of the ban were suspended.

The Tennis Integrity Supervisory Board held its seventh meeting of 2020 by video conference.

Bulgarian player Karen Khachatryan was banned for life and fined $250,000 for a number of corruption offences. His brother, Yuri Khachatryan was banned for 10 years and fined $50,000 for related offences.

Aleksandrina Naydenova, also from Bulgaria, was banned for life and fined $150,000 for multiple match fixing activity between 2015 and 2019.

The Tennis Integrity Supervisory Board met via video conference and agreed the legal documentation necessary to create the International Tennis Integrity Agency, subsuming the Tennis Integrity Unit and becoming independent from the International Tennis Federation.

Ben Rutherford joined the TIU from World Rugby as Senior Director, Legal.

Spanish Enrique López Pérez was banned for eight years and fined $25,000 for three match fixing-related charges.

Slanislav Poplavskyy from Ukraine was banned for life and fined $10,000 for match fixing and courtsiding offences.

Unranked British player George Kennedy was banned for seven months (with three suspended) for two gambling-related charges.

French line umpire David Rocher was banned for 18 months (with four suspended) for betting on tennis matches and failing to co-operate with the TIU investigation.

Algerian player Aymen Ikhlef was found guilty of multiple match fixing offences and banned for life, with a $100,000 fine.

Mostafa Hatem from Egypt was banned for three years after admitting two breaches of the Tennis Anti-Corruption Program rules.

Temur Ismailov from Uzbekistan was banned for seven years after admitting three match fixing charges.

The final sanction of the year – and the last sanction under the TIU banner – saw Slovakian player Dagmara Baskova banned for 12 years.
THE ITIA 2021 AND BEYOND

The formation of an independent legal entity dealing with anti-corruption was a key recommendation made in the Independent Review Panel report of 2018.

The formation of a new company, the ITIA, was agreed at the board meeting of the Tennis Integrity Supervisory Board in December 2020. But what does that mean?

01. An independent organisation. The ITIA is funded by the international tennis organisations but will be a separate and independent legal entity.

02. Previously charges against players were brought by Professional Tennis Integrity Officers (PTIOs) who represented the major tennis bodies. From 2021, the ITIA will bring charges directly as the independent anti-corruption body.

03. A more streamlined approach to the way cases are dealt with, including an option for the ITIA to agree a sanction with a covered person, where the charge is uncontested to provide a quicker resolution to the case.

04. The Board of the new company has a majority of independent Directors, with five independents joining four directors appointed by the international tennis bodies on the Board. This high level of independent input means that tennis is leading the way in terms of international best practice in integrity.

05. The new organisation will have a wider remit than the TIU, with enhanced education and communication programs, partnerships with individual national associations and programs that focus on prevention and deterrence will all form a key part of its work.

A new brand has been developed for the new organisation and a completely new website – www.itia.tennis will provide a useful resource for all the agency’s activity, from reporting sanctions to educational resources.
BOARD UPDATE

After an initial in-person meeting in January 2020, the Tennis Integrity Supervisory Board (TISB) has met virtually throughout the year, meeting approximately every six weeks to discuss a wide range of issues, including the integrity aspects of the impact of the pandemic on tennis. Virtual meetings will continue for the first part of 2021, until it is safe to meet once again in person.

The Board is made up from senior representatives of the International Governing Bodies of tennis:

Mark Young
ATP

Steve Simon
WTA

David Haggerty
ITF

Philip Brook CBE
Grand Slam Board

Jennie Price CBE
Former Chief Executive Officer of Sport England, who also chairs the Board.

Sir Philip Craven MBE
Former President of the International Paralympic Committee and IOC Member Board.

Avril Martindale
Senior lawyer and former partner with Freshfields Bruckhaus Deringer.

Sal Perna AM
Racing Integrity Commissioner for the state of Victoria, Australia.

Bob Hararyda
Former Senior Vice President, Finance, at the Marina Bay Sands resort in Singapore.

The major business of 2020 for the Board was the formation of the ITIA, which was voted through unanimously, with associated budget and articles of association also agreed. The Tennis Anti-Corruption Program rules for 2021, incorporating numerous IRP recommendations and detailing the role of the ITIA were also agreed by the Board and published on 1 January 2021.
PROGRESS ON INDEPENDENT REVIEW PANEL RECOMMENDATIONS

During the course of 2020 the Tennis Integrity Supervisory Board further considered the outstanding recommendations made by the Independent Review Panel. This year it focused mainly on the recommendations around the governance of integrity risk in the sport and on the changes to the processes in the Tennis Anti-Corruption Program (TACP).

On the former, it has now implemented the body of recommendations through the formation of the ITIA with its role defined in two publicly available documents: Articles of Association and the TACP 2021.

On the TACP, the Board has also approved a series of recommendations around streamlining the TACP processes and these have been incorporated into the 2021 iteration of the TACP (see next page). 2021 should see the Board complete its consideration of the remaining IRP recommendations.

This year it focused mainly on the recommendations around the governance of integrity risk in the sport and on the changes to the processes in the Tennis Anti-Corruption Program (TACP).
All players, coaches, officials and any other ‘covered persons’ in professional tennis sign up to and agree to the terms of the Tennis Anti-Corruption Program (TACP). Taking into account recommendations by the Independent Review Panel, decisions by the Supervisory Board and input from the ITIA, the 2021 TACP has been agreed.

The full TACP is available in six languages via the ITIA app and online at www.itia.tennis/rules/tacp

There are a number of changes to the program for 2021 which are outlined in full on the website. The major changes include:

01. The delineation of “Major Offences” and “Offences”, the latter subject to no more than six months suspension and $10,000 fine with summary disposition available if the individual accepts his/her breach.

02. The addition of ‘Agreed Dispositions’ – for offences where guilt is admitted during the investigation.

03. ‘Courtsiding’ added as a separate offence and now subject to a lifetime ban.

04. An expansion of the scope of offences including inside information and offering or paying for a wildcard.

05. The addition of offences for obtaining accreditation through misrepresentation and delay or manipulation of scoring data entry.

06. The requirement to report corrupt approaches even if no money, benefit or consideration is offered or discussed.

07. A prohibition on dissuading or preventing others from reporting approaches.

08. The ITIA taking over the role of the charging body from the Professional Tennis Integrity Officers (PTIOs).
With professional tennis suspended, or at least impacted for a significant part of 2020, the TIU’s Education Team clearly had to change its approach. With face-to-face presentations and training ruled out, the team swiftly moved to the online delivery of resources and sessions for players, officials and other covered persons.

Working with the ITF Tennis Anti-Doping Program, the team delivered a comprehensive ‘Return to Tennis’ program in the Spring and despite the logistical challenges, has continued to provide information and advice to players, coaches and officials, reaching more players than ever before in our highest risk groups.

Matthew Perry
Senior Manager Education & Training

Return to tennis

Following the suspension of professional tennis, a comprehensive risk assessment was conducted by the TIU in partnership with the ITF TADP team and all governing bodies. The resulting plan and strategic response gave the education team the challenge of delivering this information to players, coaches, agents and officials globally.

Our focus was to support players and others in the sport to make smart and informed decisions on the increased corruption and doping risk during the tour suspension and on return to the game. We published guidance and information quickly and traditional face-to-face sessions were replaced by Zoom webinars.

Utilising our strong partnerships across the sport to achieve success we were able to deliver a comprehensive program.

1,400+ individuals educated.
Delivered to players ranked #1 - #1706 across all tours.
Delivered to tour level and national coaches in regional sessions.

Our team delivered 62 education sessions.

Briefed Gold, Silver and Bronze international officials and delivered regional sessions to national officials.

Sessions delivered across all time zones (from 7 am to 2 am at night in the UK!).

Selected webinars were simultaneously translated in 5 different languages.

Webinars targeting agents of top 100 ranked players.
Looking Forward

With the impact of Covid-19 set to continue into 2021, much of the educations team’s work this year has begun using online resources until the situation allows them to travel to tournaments again.

One focus for 2020 that will move into 2021, is the ambition to partner with individual National Associations to deliver training and education to players, coaches and officials where we believe there is an elevated risk from corruptors.

Heraklion Tournament Pilot

In February 2020, a pilot education outreach project took place at the ITF World Tennis Tour combined $15,000 event in Heraklion, Crete. This new initiative included presentations and an integrity pledge campaign for players, coaches, officials and tournament staff. More than 100 players received face-to-face education, alongside all tournament officials.

Once circumstances allow, this pilot will be replicated at other targeted tournaments in 2021 and beyond.

Partner programs

Despite the challenges, the TIU Education team continued to work with existing partners to deliver integrity programs directly to players and other covered persons. This has included:

- **82**
  tour-level and junior tour players educated in 1-2-1 or small group sessions through partnership with the ATP University, WTA Rookie Hours and ITF/Grand Slam Development Fund grant programs.

- **164**
  Tennis Europe junior players completed the integrity module as part of the Tennis Europe Junior School (TEJS) program this year, bringing the total to 614 since its inception.

- **10,000**
  coaches have completed the ‘Ethics in Coaching’ module for the ITF Academy, with specific anti-corruption content developed by the TIU being the most completed course on the platform.

The ITF Recognition of National Training Centres (NTCs) program has seen 12 NTCs complete or currently working towards achieving a number of integrity standards.

Looking Forward

With the impact of Covid-19 set to continue into 2021, much of the educations team’s work this year has begun using online resources until the situation allows them to travel to tournaments again.

One focus for 2020 that will move into 2021, is the ambition to partner with individual National Associations to deliver training and education to players, coaches and officials where we believe there is an elevated risk from corruptors.
2020 was a year like no other in every regard. Similar to most sports, tennis was severely impacted and indeed interrupted. Tournaments were postponed and players have clearly had fewer opportunities to do their job.

What we saw when tournaments were taking place, is that corruption is still a threat. From betting alerts alone, we saw consistent activity during these periods. Of course, betting alerts are a small part of the intelligence we use to investigate potential wrongdoing in the sport, but it is a clear indication that those who seek to negatively influence tennis are still active.

The team at the TIU adapted superbly. When travel to tournaments stopped, we found ways to work remotely, we held online hearings and worked with partners and suppliers all over the world to ensure our investigations continued with minimum disruption and maximum efficiency.

We will move into 2021 under a new name and with renewed vigour. The International Tennis Integrity Agency will continue to work with the tennis bodies, with law enforcement and with the betting and data industry to stamp out match fixing in the sport.

**OPERATIONS OVERVIEW**

**Nigel Willerton**  
Director, International Tennis Integrity Agency

In 2020, the Tennis Integrity Unit received 77 match alerts reported through confidential Memoranda of Understanding held with regulated betting operators and data suppliers. This was down from 138 alerts in 2019, although the season was of course impacted because of Covid-19.

**Match alert data:**

**Q1.**  
In Q1 of 2020, a total of 38 alerts were provided to the TIU, 15 of these were from ITF $15k events for men and 16 from ITF $15k events for women. 6 alerts came through from ATP Challenger matches and 1 from an ITF $25k tournament.

**Q2.**  
Q2 was the most severely impacted period of time for the sport. Just 1 match was retrospectively classified as a match alert following a review by the TIU. This was at a WTA $125k tournament in 2019.

**Q3.**  
In the six weeks between the resumption of professional tennis in mid-August and the end of September 2020, the TIU received a total of 7 match alerts from regulated betting operators. 4 of the alerts came from matches played on the ATP Challenger circuit, 2 from the ITF Men’s Tour $15k events and 1 from a Grand Slam tournament.

**Q4.**  
In Q4, the TIU received 31 alerts with four from ATP Challenger matches, 15 from ITF $15k events for men and 12 from ITF $15k events for women.
2020 SANCTIONS

<table>
<thead>
<tr>
<th>Date</th>
<th>Name</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/1/20</td>
<td>Jonathan Kanar</td>
<td>Player, 25, France. Four years, six months suspension and $2,000 fine. Match fixing &amp; failing to report corrupt approach.</td>
</tr>
<tr>
<td>14/4/20</td>
<td>Anthony Pravettioni</td>
<td>Official, France. Eight months suspension and $5,000 fine. Betting on tennis.</td>
</tr>
<tr>
<td>25/1/20</td>
<td>João Olavo Soares de Souza</td>
<td>Player, 25, Brazil. Lifetime ban and $200,000 fine. Match fixing, failing to report corrupt approaches, failing to co-operate with the TIU, soliciting players to not use best efforts.</td>
</tr>
<tr>
<td>1/4/20</td>
<td>Patrick Keane</td>
<td>Player, 24, UK. Six months suspension and $5,000 fine. Betting on tennis.</td>
</tr>
<tr>
<td>14/4/20</td>
<td>Youssef Hossam</td>
<td>Player, 21, Egypt. Lifetime ban. Match fixing, facilitating gambling, soliciting players not to use best efforts, failing to report corrupt approaches and failing to co-operate with TIU investigation.</td>
</tr>
<tr>
<td>4/5/20</td>
<td>Armando Alfonso Belardi Gonzalez</td>
<td>Official, Venezuela. Two years and six months suspension and $5,000 fine. Failing to report corrupt approaches and failing to co-operate with TIU investigation.</td>
</tr>
<tr>
<td>26/6/20</td>
<td>Majed Kilani</td>
<td>Player, 23, Tunisia. Two years suspension and $7,000 fine. Match fixing and failing to co-operate with TIU investigation.</td>
</tr>
<tr>
<td>30/6/20</td>
<td>Pertti Vesantera</td>
<td>Coach, 38, Brazil. Five years suspension and $15,000 fine. Betting on tennis, facilitating betting, failing to report knowledge or suspicion of corrupt activity, facilitating betting of a third party and failing to co-operate with TIU investigation.</td>
</tr>
<tr>
<td>16/7/20</td>
<td>Antionis Kalaitzakis</td>
<td>Official, Greece. Sixteen months suspension and $6,000 fine. Betting on tennis and failing to report knowledge or suspicion of corrupt activity.</td>
</tr>
<tr>
<td>30/9/20</td>
<td>Gerard Joseph Platero Rodriguez</td>
<td>Player, 25, Spain. Four years suspension and $15,000 fine. Courtsiding, betting on tennis, failing to co-operate with TIU investigation.</td>
</tr>
<tr>
<td>19/6/20</td>
<td>Alexey Izotov</td>
<td>Official, Belarus. Three years suspension and $10,000 fine. Failing to report corrupt approach and soliciting others to manipulate match scoring.</td>
</tr>
<tr>
<td>30/6/20</td>
<td>Majed Kilani</td>
<td>Player, 23, Tunisia. Two years suspension and $7,000 fine. Match fixing and failing to co-operate with TIU investigation.</td>
</tr>
</tbody>
</table>
2200 SANCTIONS  Continued

4/11/20  
Karen Khachatryan  
Player, 26, Bulgaria  
Lifetime ban and $250,000  
Match fixing, soliciting other players not to use best efforts, failing to co-operate with TIU investigation

4/11/20  
Yuri Khachatryan  
Player, 20, Bulgaria  
Ten years suspension and $50,000 fine  
Making corrupt approaches to fellow player, delaying in complying with TIU demands for information, betting on tennis, facilitating others betting on tennis

4/12/20  
Aleksandrina Naydenova  
Player, 28, Bulgaria  
Lifetime ban and $150,000 fine  
Match fixing, failing to co-operate with TIU investigation

1/12/20  
Enriqué López Pérez  
Player, 29, Spain  
Eight years suspension and $25,000 fine  
Match fixing

4/12/20  
Stanislav Poplavskyy  
Player, 29, Ukraine  
Lifetime ban and $10,000 fine  
Match fixing, courtsiding and failing to report corrupt approaches

4/12/20  
George Kennedy  
Player, 27, UK  
Seven months suspension and $9,000 fine  
Betting on tennis

9/12/20  
David Rocher  
Official, France  
Eighteen months suspension and $5,000 fine  
Betting on tennis and failing to co-operate with TIU investigation

14/12/20  
Aymen Ikhlef  
Player, 23, Algeria  
Lifetime ban and $100,000 fine  
Match fixing, soliciting other players to not use best efforts, failing to report corrupt approaches and failing to co-operate with TIU investigation

21/12/20  
Mostafa Hatem  
Player, 26, Egypt  
Three years suspension and $3,000 fine  
Match fixing and failing to report corrupt approaches

22/12/20  
Temur Ismailov  
Player, 25, Uzbekistan  
Seven years suspension and $12,000 fine  
Match fixing

31/12/20  
Dagmara Baskova  
Player, 28, Slovakia  
Twelve years suspension and $40,000 fine  
Match fixing and failing to report corrupt approach

22 SANCTIONS  
16 PLAYERS  
05 OFFICIALS  
01 COACH
The Tennis Integrity Supervisory Board agreed the plans and budget for the new ITIA to be $8.4m for 2021. Despite the financial pressures faced by the sport due to COVID-19, the seven funders (ATP, WTA, ITF, Australian Open, Roland Garros, All England Lawn Tennis Club and US Open) increased provision from $6.1m (after Covid-19-related savings) to $8.4m to ensure the ITIA is able to meet anticipated operational requirements as well as implement various IRP recommendations. A major change which requires investment during the year will be a plan to bring legal costs under control by achieving a more optimal in-house/outsourced mix.

### TIU Budget 2016 to 2021

<table>
<thead>
<tr>
<th>Year</th>
<th>Budget</th>
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<tbody>
<tr>
<td>2016</td>
<td>$2.4M</td>
</tr>
<tr>
<td>2017</td>
<td>$3.23M</td>
</tr>
<tr>
<td>2018</td>
<td>$4.65M</td>
</tr>
<tr>
<td>2019</td>
<td>$5.9M</td>
</tr>
<tr>
<td>2020</td>
<td>$7.23M (adjusted to $6.1m following savings due to Covid-19 situation)</td>
</tr>
<tr>
<td>2021</td>
<td>$8.4M</td>
</tr>
</tbody>
</table>

### Major areas of TIU expenditure in 2020

- **$2.15M** Staff salaries and employment costs
- **$2.5M** Legal expenses: disciplinary hearings and opinion
- **$300K** IRP implementation costs
- **$480K** Supervisory Board Costs
- **$125K** Travel costs: investigations, hearings, events
- **$280K** Office accommodation, IT, HR, administration costs
- **$265K** Operational costs: equipment, translations, interpreters
Tennis you can trust.