



Minutes to the 145th Executive Committee Meeting in Copenhagen, Denmark

Date/Time: 4 April 2019 / 15:00 – 17:30 / Session I

5 April 2019 / 09:00 - 11:00 / Session II

Venue: Scandic Copenhagen Hotel

Participants: Michael Wiederer President

Predrag Bošković First Vice President
Henrik La Cour Vice President Finances

Božidar Djurković Chairman Competitions Commission
Jerzy Eliasz Chairman Methods Commission
Ole R. Jørstad Chairman Beach Handball Commission

Stefan Lövgren Member Gabriella Horvath Member Anrijs Brencans Member

Gerd Butzeck Chairman Professional Handball Board

Martin Hausleitner Secretary General
Andrea Moser Chief Finance Officer
Markus Glaser Chief Sports Officer
Vesna Lazić PA to the President
Marsha Brown Corporate Liaison

Excused: Nodjialem Myaro Chairwoman Women's Handball Board

1. Welcome, programme and agenda

President Wiederer welcomed the members of the Executive Committee to the meeting in Copenhagen held on the fringes of the Women's EHF EURO 2020 Qualifiers draw and the 11th Conference for Secretaries General. The email from Member Myaro was acknowledged.

2. Minutes Executive Committee 01/2019

The following points were raised for the purpose of clarity. The amendments will be written into the Minutes of 144th meeting.

■ 3.4. Legal Management (§5 – p.4): 'Concerning the two potential cases that came to the attention of the EHF towards the end of 2018, it was explained that one was handled directly by Sportradar, and to the other (suspicious betting activity in France during the EHF EURO 2018) all documentation was provided to the relevant authorities.'

It was underlined that the documentation for both cases was provided to the authorities.

• 6. Miscellaneous (§1 – p.8): '...the upcoming changes to the playing systems (i.e. EURO 2020 and World Championship 2021) the playing schedules would be different. Thus, in this respect, steps have already been taken on an international level.'

It was underlined that there will be rest days according to the schedule worked out.

3. Reports and decisions

3.1. Finance Delegation 03/2019

3.1.1. General report

Due to the absence of Predrag Bošković at the meeting in March, all points and motions relevant to the current Executive Committee meeting were discussed in advance with the 1st Vice President and his input is reflected accordingly. All other FD matters of interests appear on the agenda of the EXEC meeting and only one further point was raised.





■ Education compensation: following an enquiry to the EHF, a hole in the system regarding transfers and education compensation (for amateur players concluding a contract) was uncovered. Having described the situation, it was stated that the educating club must be compensated. The Executive Committee agreed that the IHF would be expeditiously approached in order to seek clarification and amendment to the IHF Regulations Article 11 § 1.3 and settle the matter with a view to 1 July 2019.

3.1.2. 2018 Finances / Accounting

Vice President Finances, Henrik La Cour drew attention to the final accounting of the year 2018. The forecast presented at the Congress 2018 projected loss of EUR 121k, whereas the final result shows a surplus of EUR 835k. La Cour explained that despite the bankruptcy of MP&Silva a very positive result was achieved also because of effective cost controlling. CFO Andrea Moser continued with specific details in the areas of cost accounting. Compared to the original budget presented at the Congress 2016 revenues increased due to additional partnership contracts and the signing fee for the new contract with Infront/DAZN covering the national team competitions after 2020. Regarding the balance sheet in hand the CFO highlighted some items. The lower amount shown under "securities" does not indicate a loss, but a bond that matured and subsequently increased cash in the bank. The significant increase in the reserves is earmarked for infrastructure. In the areas of ECA and Social Fund accounting, there was nothing special to report as the activities within both areas did not deviate from the standard undertakings. The CFO asked the Executive to approve the result based on the premise that there are no changes by the external auditor or the EHF Comptrollers and to give the mandate to the Finance Delegation to approve the result in case of any changes. The Executive agreed to the requests of the CFO.

3.1.3. 2019 Budget

It was reported that 2019 started very stable; a more comprehensive report will be given in June where adjustments will be indicated; the budget will be amended in September, and the budget for 2020 will be reviewed and discussed prior to its presentation at E.o. Congress. The organisation is staying within the framework of the given budget especially as to what concerns costs and at the same time it is increasing revenues; thus, a surplus can be expected.

3.2. Secretary General – business report

With the report at hand in written from, Secretary General Hausleitner elaborated on the following points:

- **Ticketing Tender Process:** the project is in its second phase in the search for an EHF partner. The basic idea is to identify the clients and to find a system that would link and serve all the clients; the final decision will be taken at the next meeting in June.
- Digital Strategy: the dedicated team continues to work on defining and clarifying the situation; concerning the 'Home of Handball' website, the organisation is ready to sign an agreement with a new partner on 1 July. The costs for the digital strategy was mentioned in the meeting of the Finance Delegation and it was mentioned that the reserves previously held for the projects are now being used.
- **Brand Strategy**: the initial process was presented to the EHF office staff; the rebrand process is urgently needed at this time, in cooperation with I&D, as there will be new competitions and the identity (logos, etc.) are needed.
- Business partnerships: negotiations are still ongoing with Salming and Select

3.3. Legal Management

Through discussions between the EHF and the legal bodies about the complex nature of the work, it was noted that due to complete transparency, the structure can be regarded as a best practice





example. The EHF secures the proper operation and information processes, and concerning the decisions, all the bodies are wholly independent. The system continues to work well, however new situations continue to arise, and these are reflected in the reports delivered to the Executive Committee. The recommendations from the legal bodies will be dealt with under AP 5.5 and 5.6. From the brief discussion the following remark was noted:

'Nordstream' Cases: many efforts on different levels were undertaken to find resolution to the matter of sleeve advertising with the partner 'Nordstream' and the clubs concerned; the issue has been concluded in a satisfactory way in a negotiation process on the level of EHFM and will be completed via the adaptation of the regulations.

3.4. Anti-doping Unit

President Wiederer noted the comprehensive report at hand that included not only information on the normal doping controls where all tests (72) in the last period were negative, but also more information on AD activities on the level of the Council of Europe, NADOs, WADA, etc.

1st Vice President assumes the Chairmanship to the delivery of the upcoming reports.

3.5. Report EHF Marketing GmbH

3.5.1. Overall report

The meetings took place in early March, and as the Men's Club Board (MCB) and the Advisory Board (AB) are comprised of different representatives, the topics for the meetings were carefully selected. The MCB mainly dealt with topics of the development of club competitions in the future; the discussion process has begun, but no decisions have been made. It was noted that the clubs are taking the responsibility very seriously.

3.5.2. Advisory Board meeting 03/2019

At the meeting the EHFM Managing Director, David Szlezak, gave an overview of the current business year and a brief outlook to the next business year. The TV figures to the men's and women's Champions League, as well as the EHF Cups were provided to the attendees; the majority of the figures are rising, and those that are not remain reasonable. Hausleitner stated that the operations of the EHFM and the club competitions continue to run smoothly. A notable highlight was the signing of a presenting sponsor for three years; the DELO WOMEN'S EHF Champions League will begin with the 2019 Final 4 and continue with the 2019/20 season.

3.5.3. Club Boards

Based on the input, as well as the responsibilities of the MCB, it was noted that an additional meeting has been scheduled for 17 June 2019 to discuss specific points that relate to competition regulations; decisions/resolutions that need Executive Committee approval/confirmation can be then dealt with at the 28 June session; this will enable for all relevant stakeholders to be informed on changes/amendments one year prior to implementation/activation. The WCB meeting will take place in Budapest on the occasion of the Final4.

3.6. Further reports

The EHF President and 1st Vice President were in attendance at the most recent IHF Council meeting that took place in Herning, DEN in January; the minutes have been distributed. It was noted that the change in venue of the IHF Super Globe (2019 – 2022) from Doha, QAT to Saudi Arabia, KSA was a decision taken by the IHF Executive Committee and reconfirmed by the IHF Council.

4. Marketing agreement 2020+

4.1. Status report

A joint meeting of the Steering Board and the Strategy Committee (overseeing I&D partnership) took place on 1 April 2019 in Zug, SUI. With a range of topics on the agenda, the following points were highlighted.





- Digital: the will be integration of OTT via 'Home of Handball', and Facebook© and Instagram© are to be utilised to transmit selected matches.
- **Brand:** a brand manager will be installed and there will be cooperation with an external agency to create the brand family.
- **Media Sales:** the first contracts have been signed; the product is attractive and good prices have been secured for the packages.
- Marketing Sales: an agreement on how to package the product was reached and individual sponsors are being sought for different competitions.
- Production: underlined that it influences many areas, and the topic does not only work
 around the camera aspect, but also factors such as what happens to content, distribution to
 stakeholders, accreditation systems, etc.
- Finance: all discussions were successfully concluded.
- Events: the distribution of tasks was discussed.

On a general level, the meeting schedule of the Steering Board and Strategy Committee was agreed; these meetings will take place after the EHFM AB and prior to the Executive Committee meetings.

4.2. Commercial partnership / Working flow

The creation and purpose of the EHF/M HUB was explained to the Executive Committee. Due to the partnership with I&D, and in order to 'bring the project to life', the need for an in-house coordination platform was identified. Thus, President Wiederer convened the EHF/M HUB to safeguard the communication within the EHF house between EHF and EHFM, the various Task Forces, and the different projects; meetings will take place bi-monthly. During the brief discussion that followed, the example was given that external partners do not understand what and why certain things are done i.e. the two contracts (EHF/I&D and EHFM/I&D); thus there is no mixing of financial matters, but at the same time, the HUB creates a common platform for discussion of common, as well as cross-over, topics.

4.3. Finances

President Wiederer gave a comprehensive reiteration of the value and distribution of the partnership with I&D. The breakdown of distribution key for clubs and national teams was given. On the EHF side, there will be separate accounting for each two-year periods, and again after three years following the EURO. It was underlined that although financial security has been secured in a difficult market, all expenditure is to be carefully considered.

4.4. Follow up decisions

Based on the voiced proposal, the Executive Committee agreed to have this information presented to National Federations at the Conference of Presidents in Cologne in order to complete the full picture.

5. Commissions / Delegations 02 and 03/2019

5.1. Technical Delegation / CAN

With the minutes of the meeting at hand, TD Member Jørstad highlighted the attendance of the EHF President and Secretary General at the beginning of the meeting. Though various topics were discussed, a key focus of the meeting was the new structure of officiating; here it was underlined that the motivation was not centrally about nominations, but the education of officiators and involvement in the future (eLearning platforms). The TD also referenced the previous decision to deliver a survey that centred on the rules; the input was submitted to the IHF where it was used in the working group in Basel. The minutes from the meeting are awaited. Additional topics from the TD meeting will be mentioned under the respective point of the Technical Commissions.





5.2. Competitions Commission

With the report of the February meeting at hand, CC Chairman Božidar Djurković highlighted a few key points. The current season of competition continues to run smoothly and there have been no major incidents; he noted the upcoming quarter-finals and semi-finals in the club competitions, as well as rounds 3 and 4 of the 2020 Men's Euro Qualifiers and also the Euro Cup.

Djurković also informed on the postponement of the TRC meeting (from February to April) due to the new proposed officiating structure being incomplete in February. The proposed structure will impact the future tasks of the TRC. Additionally, and based on the report of CSO Glaser, there will be a parallel Seminar for EHF referee Candidates and Delegate Candidates for the first time at the end of May at the Handball Academy of the Hungarian Handball Federation in Balatonböglar. Information was provided on the nomination of candidates and the EXEC confirmed that priority has to be given to the referees from Federation with currently less listed couples.

Closing the main report, he mentioned that the preparations for the summer events are ongoing; there will be six YAC events, the European Open in Gothenburg, the EUSA Championships in Poland, as well as EYOF in Baku/AZE.

The Executive Committee was also informed that the working group on the IHF Rules of the Game took place in a structured way. Input from the side of the EHF was given, and was represented by H. Höritsch together with D Nachevski. The analysis is underway, and conclusions are awaited.

CC Motions to Regulation Changes:

Motion I - Women's EHF Cup - Draw resp. seeding of the Women's EHF Cup Group Phase: wherein Chapter 2 – Point 2.7.2. of the EHF Cup Regulations shall be adapted as follows

"In the Group Phase teams from the same country shall not play against each other **except there are** more than 4 participating teams from the same country in the Group Phase."

Motion II - valid for all EHF Competition Regulations - Different advertising logos on the playing kits of the same team: wherein the following text shall be added to the regulations as follows

"The display of different main sponsor logos on the front of the shirt as well as on the back of the shirt is now allowed. The display of a different additional sponsor logo on the front as well as on the back of the shirt of different players is possible; however, all those different logos must have the same colour and the same size. Logos that are changing the general look of the shirts are not allowed. The shirt number must remain visible in the upper part of the shirt."

Both motions were unanimously approved by the Executive Committee.

5.3. Methods Commission

Chairman Jerzy Eliasz informed on the most recent activity following the last meeting and presented the recommendations of the Methods Commission:

- Analysis 2019: a letter to request the nomination of a national expert to undertake the qualitative analyses of the 2019 YAC events was distributed to the Federations of SLO, HUN, GEO, ITA, LTU, and BUL.
- RINCK Convention Task Force: in order to conceptualise a new strategy for the RINCK Convention and the Master Coach course, the first RC Task Force will be called to order on 11/12 May 2019 in Budapest, HUN.





- Young Coaches Workshops: the 6th edition of the Young Coaches' Workshop is scheduled for June 2019; the official call for participants is planned for mid-April 2019.
- **European Week of Sport (EWOS) 2019:** the proposal to prolong the cooperation (analogous to previous years) was approved by the Executive Committee.
- 2019 European Wheelchair Handball Nations' Tournament: a call for an organiser was sent to all Member Federations.
- 2020 European Wheelchair Handball Championship: based on the motion submitted; the Executive Committee conditionally approved the motion regarding the introduction of an official European Championship; for the event to go ahead, the number of participants must exceed four (4), and any financial support shall not exceed EUR 30.000 unless a business plan is submitted by the Methods Commission and approved by the Executive Committee.
- Special Handball: the MC recommendation to sign a memorandum of understanding with a Special Olympics organisation was postponed by the Executive Committee until further clarification was sought.
- **SMART programme:** at the request of the MC, and based on the documentation supplied, the SMART programme with UKR was confirmed.
- EHF Scientific Conference 2019: the date (21/22.11.2019) and location (GER) are confirmed; the event will be organised in cooperation with the German Sport University Cologne. The first announcement will be sent in April 2019.

5.4. Beach Handball Commission

Chairman Jørstad opened his report by extending his gratitude to the President for raising the topic of beach handball in the information exchange with the IHF. Presenting the activities of the Beach Handball Commission briefly, the following topics were mentioned.

- Strategic plan BH 2019/20 Actions: the following National Federations requested support (ebt, basic package) RUS, CYP, LAT, MLT, and SWE. All material support is connected to the organisation of the course with a beach handball mentor nominated by the EHF and tailored to the needs of the Federation.
- EUSA-EHF European Beach Handball Universities Championship 2019: it was reiterated that the venue had changed from Belgrade to Zagreb; the registration deadline for participation is 15 April. The EHF will nominate 4 delegates and 4 referee pairs to the event.
- **Beach Handball EUROs 2019 (YAC & Senior):** the second workshop with the OC was held in Vienna in February and the minutes are available. The contract with the POL federation was signed by the EHF leadership in March.
- **ebt Finals 2019:** the contract with the local organiser will be signed in the coming weeks. On a general level and due to the ongoing interest in the ebt, Jørstad indicated that the BC would submit a motion in June to increase the number of participants for future events.
- Champions Cup 2019: the workshop and site inspection were completed in Italy and the venue and hotels are confirmed.
- Mediterranean Beach Games 2019: it was noted that some teams (ALB, KOS, and MLT) participating in the Games have not participated in EHF beach handball competitions. However, it shows those countries are interested in BH competitions. Special focus will be laid on those three countries in order to help them to take part in EHF competitions as well in the future.
- EHF Beach Handball Lecturers: the appointment of Alexander Novakovic (GER) was confirmed.





SESSION II - 5 April - 09:00 - 12:00

5.5. Legal Delegation

The Executive Committee took note of the document at hand, and dealt with the recommendations of the Legal Delegation respectively motions resulting from the legal meetings:

Motion I - Anti-Doping: the Executive Committee supported the suggestion to reinforce the education strategy and programme dedicated mainly to young athletes.

Motion II – Substitute Initiator of Proceedings: the Executive Committee took note of the approach and would explore the legal possibilities.

Motion III – Creation of a Legal Fund: the Executive Committee took note of the approach and, following discussion, an alternative proposal (expansion of the EHF Social Fund) was derived; a motion will be prepared and submitted to the Executive Committee at the next meeting.

Motion IV - Centralisation of Security and Good Order Fines: the Executive Committee approved the recommendation as written.

Motion V – Whistle Blower Platform: based on the document submitted, the proposal was approved as written.

Motion VI – ECA Name: the Executive Committee took note of the proposal and deemed that the matter required further discussion.

Motion VII – Reporting Platform Partnership: based on the document submitted, the proposal was approved as written.

5.6. Legal Commissions

With no questions or comment to the document at hand, the Executive Committee took note of the minutes from the meetings of the EHF Court of Handball (CoH), the EHF Court of Appeal (CoA), and the EHF Court of Arbitration Council (ECC).

6. Boards and Stakeholder Groups 03/2019

6.1. Nations Board (Men)

The Executive Committee took note of the minutes; a brief status update was given during the meeting on the upcoming future changes as of 2021 with the installation of Nations Committees, etc. The Nations Board opened the dialogue as to the changes; it was reiterated that the Executive Committee is the political body representing the National Federations, and the Nations Board is an advisory body. In the current situation the Nations Board is responsible for men's handball and the coordination of issues regarding the PHB.

6.2. European Handball League Board (Men)

The 3rd meeting took place in early March; with the minutes at hand, no special report was given. It was mentioned that league activity on this level is undertaken by a rather small group, and a request for support (in order to enlarge the platform) was received. The matter was dealt with on the level of the Finance Delegation; it was decided that support would be granted via the SMART programme – the financial support (EUR 15k), following discussion and agreement within the Executive Committee, is to be earmarked to support the travel costs of gathering the leagues.





6.3. Professional Handball Board (Men)

The Executive Committee took note of the minutes and was briefed on the current issue with the French league representatives and the 'problem' with the new schedule and the complaint that was submitted. It was underlined that information throughout the process (from the dialogues to the outcome) was provided to the stakeholders at many points in time. The new schedule is accepted by the other stakeholders; however, the discussion with LNH is still ongoing. The PHB also discussed the new officiating proposal and explicitly share the same information delivered to the Executive Committee.

EHPU – Exchange of Information: President Wiederer informed the EXEC on the letter (EHPU letterhead) received on 1 April electronically signed by approx. 25 players, but not by the EHPU leaders. This letter led to media interest to which Wiederer responded also understanding that the schedule of the previous World Championship started the initative. It was regarded as positive that top players from now on want to enter the discussion process and an invitation for further dialogue was extended. In the ensuing the discussion, it was noted that there are many elements to the issues that surround the players (coaches, clubs, schedules); however, it was mentioned that the current unrest among the players was not raised by the EHPU at the EHPU General Assembly or at the meeting of the PHB. Closing the point, it was also clarified that within team sports, handball currently has the lowest number of games per season, and when a player signs a contract with a team they are made aware of the number of matches to be played in a season. As this is an ongoing matter, the EHPU will be contacted. Moreover, the request to have the FINAL4 played on Friday (semi-finals) and Sunday (Final) was analysed several times and will be analysed for the future again.

6.4. Women's Handball Board

With the minutes at hand, no additional comment was raised to the meeting that took place in March. The elements of the proposed WHB initiative 'Respect your talent' was discussed; the proposal contains an online platform, the expansion of the ambassador campaign, the introduction of the MVP, etc. Based on the documents provided, the Executive Committee accepted the proposal as written. Substituting the excused Chairwoman, Member Horvath also briefed the Executive Committee on the positive outcome of the working group that dealt with the question of whether to expand the Women's EHF EURO to a 24-team event. The group discussed the ways such an extension would aid in the development of the global handball environment in terms of youth players, teams registrations to events, education of trainers, involvement of clubs and leagues, etc. The topic was discussed further at the Conference of Secretaries General.

7. Competitions – reports and decisions

7.1. Organization of events

In addition to the detailed report at hand, it was mentioned that the final accounting of the Women's EHF EURO 2018 FRA has been settled. The investment plan for the 2020 events was also concluded, the disposition includes player tracking, as well as media and marketing elements. EURO organiser workshops have taken place with GER, HUN/SVK, and NOR/DEN.

7.2. National Team Competitions

Based on the evaluation and subsequent recommendation of the Competitions Commission, the Executive Committee awarded the 2020 YAC events as follows:

- M18 EHF EURO SLO (Celje) with 16 participants
- M18 EHF Championship BUL (Burgas) with 8 participants
- M18 EHF Championship to MKD (Skopje) with 8 participants
- M18 EHF Championship to MNE (Podgorica) with 8 participants
- M20 EHF EURO to AUT/ITA (Innsbruck and Brixen) with 16 participants
- M20 EHF Championship to BIH (Bugojno) with 10 participants
- M20 EHF Championship to LAT (Riga) with 11 participants.





7.3. Club Competitions

CSO Glaser presented two motions on behalf of the Competitions Commission as follows:

- Motion I Advertising set up Women's Champions League: based on the new title sponsor agreement, the Executive Committee approved the new advertising set-up for the DELO WOMEN's EHF Champions League for the 2019/20 season; the correspondingly regulations are to be adapted accordingly.
- Motion II- Relative allocation of possible additional payments to Men's and Women's Champions League Clubs: the Executive Committee approved the distribution keys (according to the current system) that are relevant to the Champions League Regulations for the 2019/20 season.

Taking reference to the awarding of places for the 2019/20 Men's Champions League season, it was mentioned that the rundown would differ from previous years due to time constraints. Following the seeding meeting, the Executive Committee will be contacted by email and the decision on the matter will be taken via circular vote, in order to have the decision published on time, and by that enabling the preparation of the draw on 27 June.

7.4. Other Competitions

No items tabled.

7.5. Competition related issues

7.5.1. Women's EURO with 24 teams

In addition to the various reports given and the documentation at hand, Hausleitner mentioned that the deep dive into the data (number of players, teams, etc.) provided significant information that supported the investigation of the question if the event could be successfully increased from 16 to 24 players in the future with a good qualification format (QP1 and QP2). It was underlined that the question has been discussed not only on the level of Conference for Secretaries General, but has also had the full involvement of all relevant the EHF bodies and stakeholder groups. The clear recommendation to expand the event in 2024 to 24 teams was unanimously agreed. From the ensuing discussion it was agreed that the bidding process would begin, and the event would be awarded by the Executive Committee in December 2019.

Due to the change to 24 teams in the upcoming Men's EHF EURO 2020, the Executive Committee agreed to bear the additional costs of the officials and players (daily rates, on the basis of 2018) out of the surplus from the expected Infront income.

7.5.2. Younger Age Category events

CSO Glaser gave a status report to the work being undertaken in the area of Younger Age Category (YAC) events. He underlined that from the input received to date including that resulting from the Conference for Secretaries General, there is a clear interest in additional competition in the YAC stable. Further procedure will follow the given timeline, presented at the 11th Conference for Secretaries General; the final decision on the topic is scheduled to be taken by the Executive Committee in September 2019.

7.5.3. New Officiating system

With the documentation at hand, in addition to the information previously given, a brief reiteration of the process was given; a system was developed, made visible and was presented to all stakeholders. It was underlined that more attention was to be given to the area of officiating in order to stabilise the environment around the EHF competitions. With no negative feedback, the system design has support of the Federations and all stakeholders. The implementation will occur on an incremental basis starting with 1 July 2019, but will not impact the 2019 YAC events. For the work to be undertaken according to the new system, an increase of experts is foreseen.

The Executive Committee confirmed the proposal that will come into force on 1 July 2019.





8. Actual / Upcoming activities

8.1. EHF Conference for Secretaries General

Comprehensive information was provided to the participants with a special focus on the area of digital developments. The conference provided a good opportunity to have open discussions to the topics of YAC events in the future and also to the matter of women's handball. It was noted that there has been a significant change in the constitution of the representatives within the National Federation; the potential impact of having to reintroduce many topics was stated.

8.2. 2019 EHF Conference of Presidents

Organisation for the event in Germany at the beginning of June is ongoing; 'Info 2' was distributed to the National Federations on 1 April 2019.

9. Various

The Executive Committee was informed that the November meeting will take place in Cologne parallel to the 5th EHF Scientific Conference. Taking into consideration the many events in the summer period, Honorary President will be asked to represent the EHF at the 2019 W17 European Championship in Bulgaria.

With no further points on the agenda, President Wiederer thanked the members of the Executive Committee for their participation and closed the meeting.

For the Minutes: M Brown Vienna, 10 April 2019