



**UNITED STATES
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SCOTT BLACKMUN
Chief Executive Officer

January 25, 2018

VIA E-MAIL

Board of Directors
USA Gymnastics
130 E. Washington St., Suite 700
Indianapolis, IN 46204

Re: USA Gymnastics NGB Status

Ladies and Gentlemen:

This letter is to set forth the position of the USOC Board of Directors on USA Gymnastics' status as a US National Governing Body, to set out certain steps USAG must take in order to safeguard that status, and to offer assistance in that regard.

As you know, under the US Ted Stevens Olympic and Amateur Sports Act the USOC is responsible for recognizing sport organizations as National Governing Bodies, for implementing the Act's NGB eligibility requirements, and for enforcing these requirements. Section 8 of the USOC Bylaws set out the USOC's specific terms for this, including the means for terminating NGB recognition.

The shocking and tragic stories surrounding Larry Nassar's years-long abuse of vulnerable athletes are now well known to all of us and the recently concluded Nassar sentencing hearings served to drive home the impact on individual victims in a way we will never forget. We must take further action to ensure that it cannot happen again.

As part of the USOC's work in this regard, the USOC Board of Directors has formed a Board-level working group chaired by independent Board Member Susanne Lyons. That working group has begun efforts in several areas and is available to work with USAG as a resource and day-to-day liaison. Ms. Lyons can be reached at Susanne.lyons@usoc.org.

In the case of USA Gymnastics, the USOC Board and our new working group believe that necessary action includes implementing governance reform. We note that USAG has



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made very good progress in this area, most recently via substantial bylaw amendments last month. We acknowledge and support these positive steps, as they build on the good work in the June 26, 2017 independent investigation report by Deborah Daniels and in the hiring of USAG's new CEO Kerry Perry. We are also aware of the recent resignations of USAG board chair Paul Parilla and three other board members.

Now that these steps have been completed, USAG must build on them with a categorically fresh start at the board level. Thus, while the USOC encourages USAG to think and act broadly on reforming its culture, we also believe that reform must start with an entirely new board continuing to pursue implementation of the Daniels Report recommendations. Specifically, we believe that USAG must take at least the following additional steps in its efforts on governance reform:

1. All current members of the USAG board of directors must resign
2. An interim board must be seated, consistent with USAG's current bylaws. Athlete representatives on this new board must be selected by athlete constituent groups as contemplated in the USAG bylaws, and may include athletes who have resigned from the USAG board under 1, above. No other USAG board member who has resigned in number 1 above may be included in the newly configured board.
3. Within the next 12 months, new board members must be seated to replace interim directors, consistent with USAG's current bylaws and the nominating processes of constituent bodies. The requirement as to resigned board members in 1 above applies here as well.
4. During at least the next 12 months:
 - a. A USOC-designated liaison must be invited to attend each USAG board meeting
 - b. At each USAG board meeting, the board must substantively discuss progress and plans for continued implementation of the findings in the Daniels Report
 - c. After each USAG board meeting, USAG must report such progress and plans to the USOC board
 - d. The USAG Chair and CEO must attend at least one USOC board meeting during the first six months to discuss these and other issues
 - e. USAG must cooperate with an independent investigation of exactly who knew and who should have known of USAG athlete reports of abuse by Dr. Nassar (and when) and did not report these allegations appropriately, and of what systemic failures may have contributed to these failures to report
5. Within three months, USAG must confirm that all staff and board members have completed SafeSport training offered by the US Center for Safe Sport



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6. Within six months, USAG must confirm that all staff and board members have completed a comprehensive ethics training unit

We do not base these requirements on any knowledge that any individual USAG staff or board members had a role in fostering or obscuring Nassar's actions. Our position comes from a clear sense that USAG culture needs fundamental rebuilding. This was the overarching finding in the Daniels report and it was demonstrated again in the recent testimony of Nassar's victims. Every athlete connected in any way with USAG must feel safe, supported, and encouraged to speak freely about threats to their safety whether SafeSport-related or otherwise. USAG culture's must foster this in all ways.

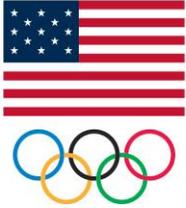
If USAG cannot or does not achieve steps 1 through 6 above promptly and clearly, the USOC will have no choice but to pursue termination of USAG's NGB status. Please refer to Section 8.20 of the USOC Bylaws for details on how that would occur. In order to avoid immediate termination proceedings, USAG must complete all the steps set out above, including achieving step 1 by January 31, 2018 and step 2 by February 28, 2018.

We note that USAG has already made progress on certain of the steps while others will require substantial work and care. With that in mind, the USOC would like to provide resources to assist USAG.

Specifically, the USOC is willing to offer the following:

- A. USOC and/or external resources to assist with the board search and seating process and board transition
- B. Assistance with access to SafeSport and ethics training as needed
- C. Assistance with developing improved ombuds or other avenues for athlete feedback and input
- D. Assistance with driving implementation of the Daniels Report findings down into the larger USAG organization (clubs, etc.)
- E. Full cooperation in the independent investigation in 3.e above
- F. General assistance to Ms. Perry and the new USAG Board Chair as appropriate

Please understand that the circumstances that led to this crisis demand our attention and intervention. Our common focus and motivation needs to be athlete support and protection. These steps are intended to help USAG create a culture that protects and supports its athletes in the way I know we all want to do. USAG has shown resolve in its work on addressing its current issues. The USOC stands ready to help USAG further this job.



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Finally, we have heard concerns that the victims and survivors of Nassar's sexual assault may not be aware that they may want to consult their family physician about whether to seek tests for STDs or other possible conditions, such as the HPV virus, that could possibly result from sexual assault. Relevant information can be found [here](#). We have no information of a particular risk related to Nassar, but this information needs to be provided to his victims and survivors. As you know, we don't have contact information for Nassar's victims. Will you please confirm that USAG will take all available steps to communicate this information as soon as possible.

We are happy to discuss the specifics of this letter and the entire matter and will make ourselves available to do so. In the meantime, please confirm to me or Ms. Lyons that you have reviewed and understand its contents at your first opportunity.

Sincerely,

A handwritten signature in blue ink that reads "S.A. Blackmun".

Scott Blackmun

Cc: Kerry Perry
Susanne Lyons