



**UNITED STATES
OLYMPIC & PARALYMPIC
COMMITTEE**
1 Olympic Plaza
Colorado Springs, CO 80909

April 21, 2020

Dear Team USA Athletes and NGB Leaders –

I hope this letter finds you all healthy and well. Like so many around the world, we are doing our best to keep our community safe, while staying focused on the health and sustainability of our Team USA family – both today and into the future.

The reality is we are all feeling the very real impact of both the global COVID-19 pandemic and the Tokyo Games postponement.

As we continue to deliver against our mission of supporting Team USA athletes, both in the near- and long-term, we are taking a very thoughtful approach to managing our organization's financial position. This includes reviewing the state of our relationship with our corporate sector partners and the generous Americans who support Team USA. We are also reflecting on the commitments we have to our dedicated staff and most notably all of you, who we are honored to serve.

We are laser focused on maintaining our commitment to Team USA athletes and to the NGBs who are such valued and essential partners in our collective Olympic and Paralympic journey.

We are also committed to being a leader in transparency and fiscal responsibility as we chart the best course forward – and we won't ask any of those we serve to sacrifice until we have first done so ourselves.

To that end, I voluntarily took a 20% cut to my salary in March, shortly after the decision was made to postpone the Tokyo Games. Since then, our executive team also voluntarily took a 10% cut in salary, which we plan to extend, at a minimum, through the end of this year.

Today, we are taking the next step to adapt our plans and have asked our team to reduce our planned expenses by approximately 10-20%. These reductions are necessary to balance both the current delay in revenue and anticipated decline in revenue that we expect over the next several years.

Rather than attempting a simple across-the-board reduction, we will make strategic decisions based on the resources needed to continue mission-critical programs, services



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and functions. This plan, which we will complete by the end of May – will be thoughtful, proactive and mission-driven.

We remain steadfast in our commitment to preserving safety, wellness and good governance, and our sport teams are focused on athlete training, preparation and qualification for both the Tokyo and Beijing Games. Our five-year strategic plan calls for increased investments in athletes and NGBs, and we want to be in a strong position to deliver – while accountable to the high standards you expect.

Lastly, as we consider safe return to training, events and day-to-day operations, we will need to remain nimble and iterative in our approach. We are fortunate to have an incredible team working on this detail and you will begin to see very specific plans and recommendations to guide that process when the appropriate times comes. While we want to honor athletes who are eager to return to training as soon as possible, we are going to be very intentional in our planning to ensure that we provide a safe environment.

In the meantime, know that the health and well-being of our Team USA community remain our top priority, and we will continue to provide information and support through this difficult time.

I hope this has provided some clarity and direction to what I know are among many unanswered questions right now. To fully honor our commitment to transparency, attached is an FAQ outlining the facts and details we know to date. I look forward to answering questions during our scheduled AAC and NGBC calls on Thursday, and to keeping you informed as we complete our financial evaluations and re-entry recommendations in the coming weeks.

Go Team USA!

My very best to you,

Sarah Hirshland
USOPC CEO