

Michael D. English
Chief of Sport Performance



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Tom Virgets
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Annapolis, MD 21402

Dear Tom:

On behalf of the United States Olympic Committee (USOC), thank you for your continued efforts in trying to stabilize USA Boxing (USAB). We believe that progress has been made in this regard.

We are also supportive of your desire to bring about organizational reform. Additionally, we appreciate your efforts to engage your membership in the reform process. However, recently we were provided with a copy of the "AIBA Approved" November 2, 2009 version of your Bylaws ("November 2 version") and are extremely concerned with the direction of the governance reform. Specifically, our concerns are in the following areas:

- Over the past three months, USA Boxing has asked the USOC to review several drafts of proposed Bylaws. We provided detailed feedback based on our experiences with USAB and other NGBs and yet it appears that many of our suggestions and recommendations have been ignored without further discussion. I have attached to this letter our correspondence from August 31st, which addressed many of our concerns with the previously submitted revised Bylaws.
- We respect and support USAB's need to engage AIBA in USAB's reform efforts. However, we want to confirm that you understand the USOC's role in recognizing and in monitoring the compliance of National Governing Bodies ("NGBs") in the United States. That authority is given to the USOC pursuant to the Ted Stevens Olympic and Amateur Sports Act (the "Act"). Any reform undertaken by USAB must be in compliance with the requirements of the Act and the USOC Bylaws and obtain the approval of the USOC.
- We've recently heard that a Transition Committee has been appointed. Is this true? If so, we are unclear about the role of that committee versus the role of the current and future Board of Directors. What is the Transition Committee's purpose? How were the members selected?
- The proposed governance process, as set forth in the November 2 version of USAB's Bylaws, continues to lack the involvement of an empowered Nominating Committee. Rather, it has been replaced by a confusing and diluted combination of a Credentials Committee and an Independent Election Committee. Regardless of what it is called, there needs to be a single empowered body that can facilitate the election process, including the screening of candidates to eliminate those who are not qualified to serve as Board members. This committee should take into consideration, among other things, an individual's ethics and integrity, boxing experience, and an understanding of the Board's role.

- The November 2 version of USAB's Bylaws requires that all Board members be "independent." While this is an intriguing proposition, it is not practical under USAB's existing structure or possible given the definition of independence in Section 6.7 of the Bylaws.
- Under Section 7.2 of the November 2 version of USAB's Bylaws, the Chair's election is once again elected by the membership. The USOC continues to fundamentally disagree with this provision and will not support it. The majority of the Board is elected by the membership and the Board itself is accountable to the membership. The Chair is accountable to the Board in the leadership that he or she provides to the Board and therefore should be selected by the Board for his or her leadership skills and not by the membership based on popularity.

As indicated above, we have very serious reservations regarding the direction of USAB's governance reform as it appears from the November 2 version of USAB's Bylaws. In the USOC's opinion those Bylaws do not provide the most effective structure to move the organization forward. As a result, we are currently considering next steps for addressing our concerns. We have tried to partner with USAB in good faith throughout this process, but we are beginning to feel that partnership is becoming less important to USAB given the direction you are heading.

If you would like to discuss our concerns in a proactive manner, please contact Rachel Isaacs at (719) 866-4662 as we would like to return to a path of partnership as quickly as possible.

Sincerely,



Mike English
Chief of Sport Performance

cc: USA Boxing Board of Directors
Stephanie Streeter
Rachel Isaacs
Gary Johansen