

May 12, 2015

Memorandum to James M. Lally, President of USAS
Re: Your self-disqualification to appoint members of a
Grievance Hearing Panel for the Apr. 24, 2015 Grievance

We are writing to you, as members of both the Executive Committee and Board of Directors of USA Shooting, and at the request and authorization of the four additional members of the Board of Directors of USA Shooting, listed below.

The six of us, who joined with others in filing a Grievance dated April 25, 2015 with USA Shooting were stunned to receive your Memo to the entire Board, dated April 28, 2015, in which you stated that:

“We will contest the allegations [of the April 25, 2015 Grievance] and believe that almost all of them will prove to be unfounded.”

Who besides yourself, are the “we”?

When you say “we,” are you purporting to speak on behalf of the USAS Board? Clearly not, since six members of the USAS Board signed the Grievance!

When you say “we,” are you purporting to speak on behalf of USAS Executive Committee? Again, clearly not, since two members of the USAS Executive Committee signed the Grievance.

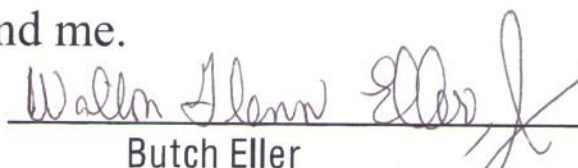
When you say “we,” are you referring to yourself and Bob Mitchell, the ED-CEO of USAS, the two individuals most responsible for USAS’s failure to comply with the requirements of the Sports Act and the USOC Bylaws / Governance Guidelines, which is the subject of the April 25, 2015 Grievance?

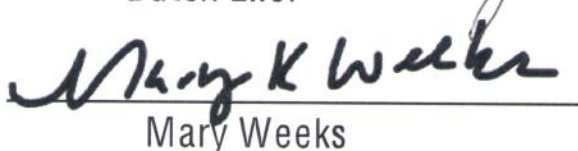
Or, when you say “we,” are you referring to yourself and Steve Smith, Esq. of the law firm Bryan Cave, who reportedly has been hired to “manage” and “guide” USA Shooting (but not represent USAS “against” the Grievants) in connection with the Grievance?

In any event, what you have done, by pre-judging the Grievance in your capacity as President of USAS, is obviously contaminate the USAS’s Grievance process set forth in its bylaws, and personally disqualify yourself, again as President of USAS, from appointing the members of any Grievance Hearing Panel to hear and decide our Grievance (as provided for in Article XXII.D.5 of the USAS Bylaws).

Please note that the April 25, 2015 Grievance, the allegations of which you have declared as almost all being “unfounded” has not only been signed by six board members, including two members of the USAS Executive Committee, but has now also been signed by a total of at least 41 members of USAS, many of them Olympians and World Championship competitors and medalists. You have absolutely no right to send a memo to the entire Board of Directors of USAS announcing that “we” (you and whoever) had found “almost all” of the allegations of the April 25, 2015 Grievance to be “unfounded” without identifying who joins you in the “we.”

Please identify who you were referring to when you said “we” in your April 28 memo to the Board, by reply email to Ms. Weeks and me.


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Mary Weeks

Sent on behalf of ourselves, and on behalf of (and with authorization of) the following USAS Board members who have joined in the filing of the April 25, 2015 Grievance: Janet Raab; Josh Richmond; Bret Tecklenburg and Jason Turner

Cc: USAS Board of Directors