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December 31, 2023

Dear Mr. Cayard,

In light of the USOPC's findings arising out of its compliance investigation and assessment of US Sailing's Olympic operations overall (the "USOPC Report") – which ultimately uncovered, among other things, evidence that you engaged in certain retaliatory conduct against athletes after your employment with US Sailing ended, and provided specific USOPC recommendations – I am writing as a courtesy to notify you that US Sailing's Ethics Committee has reviewed the USOPC Report and has initiated a complaint with the US Sailing Review Board. Such Ethics Committee review is required under US Sailing's Statement of Ethics and Code of Conduct and US Sailing's Whistleblower Policy.

The US Sailing Review Board will determine whether a formal hearing conducted pursuant to Section 15 of the US Sailing Regulations will be called. You will be informed of the Review Board's determination as required under Section 15 of the US Sailing Regulations.

At its core, and as you know, US Sailing is responsible for promoting a healthy and supportive environment for its athletes and puts the development and well-being of its athletes at the forefront of its mission. Furthermore, US Sailing is responsible at all times for ensuring compliance with all applicable US Sailing and/or USOPC athlete safety policies.

Accordingly, and consistent with US Sailing's adoption of athlete safety measures under the SafeSport Code for the U.S. Olympic and Paralympic Movement, this letter also serves as notice that you are prohibited from being on-site at any US Sailing organized events, including the 2024 Olympic Trials venue, at least pending the outcome of any US Sailing Review Board proceeding.

Sincerely,

A handwritten signature in cursive script that reads "Justin Sterk".

Justin Sterk
Staff Counsel and Compliance Manager
United States Sailing Association



CC: Rich Jepsen
Alan Ostfield
Pamela Healy

