



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

April 11, 2014

USA Field Hockey  
Attn: Steve Locke, Executive Director  
One Olympic Plaza  
Colorado Springs, CO 80909

RE: Proposed Amendment to USA Field Hockey Articles of Incorporation

Dear Steve:

Thank you for contacting the United States Olympic Committee (the "USOC") regarding USA Field Hockey's submission of the Proposed Articles of Amendment to its voting membership for consideration.

The fact that there is currently an inconsistency between USA Field Hockey's Articles of Incorporation (the "Articles") and USA Field Hockey's Bylaws (the "Bylaws") regarding the power to amend USA Field Hockey's Bylaws creates an uncertainty in governance. As you know, the USOC encourages National Governing Bodies (NGBs) such as USA Field Hockey to adopt a governance structure that allows the Board of Directors to define the organization's purpose, goals and strategy, and calls for the Executive Director to manage the organization's day-to-day affairs. Providing the Board with the authority to amend the Bylaws gives the Board the ability to direct the affairs of the NGB in a consistent and effective manner focused on the needs of the NGB. It also allows the Board to make changes to the organization's structure and governance when needed, without having to deal with the complexities and political issues often associated with a membership vote. Good governance requires that the Board be responsible and able to perform its obligations to the NGB. The ability to amend the NGB's Bylaws is a cornerstone of that responsibility.

Therefore, the USOC supports USA Field Hockey's initiative to adopt the Proposed Articles of Amendment so that the Board of Directors' power to amend the Bylaws is consistent in both the Articles and the Bylaws.

Very truly yours,

A handwritten signature in black ink, appearing to read "Rick Adams".

Rick Adams  
Chief of Sport Operations and NGB Relations