



## Update on PTFC

*Today, we want to share an update on steps that have been taken by the organization to address workplace-related issues, elevate women leaders, and improve our club culture.*

### **Path Forward**

- We continue to review the Yates Report and cooperate with the ongoing NWSL/NWSLPA joint investigation. Importantly, many of the team-specific recommendations set out in the Yates Report had already been implemented at our club prior to it being published. We look forward to working closely with the NWSL and the NWSLPA to implement the changes recommended by both reports, which will be essential to the future of our sport.
- We are launching our Game Plan 2.0 Initiative to guide the organization forward with a focus on player health and safety. The first phase of this initiative will be to form the Game Plan 2.0 Committee, comprised of internal and external stakeholders, to continue to review our internal practices, establish goals looking ahead and learn from the best practices of our sponsors and partners in the community.
- We have reaffirmed our Stand Together mission, which is to harness the power of sport to improve the lives of children and families through targeted programs, deep partnerships and philanthropic giving.

### **Elevating Women Leaders**

- Last year, we hired Karina LeBlanc, former Thorns and Canadian national team goalkeeper, as General Manager. In her role she oversees all aspects of player safety as former player who understands the unique needs of professional athletes.
- Also last year, we hired Rhian Wilkinson, former Portland Thorns and Canadian national team player, as Thorns head coach. She is the first female head coach since 2013.
- Heather Davis has been appointed interim President and interim CEO of Peregrine Sports, overseeing business for both the Timbers and the Thorns. Sarah Keane, our CFO, has been appointed interim Chief Operating Officer.
- Sarah Keane has started the global search for a new Chief Executive Officer for Peregrine Sports.

### **Process Improvements**

- We adopted internal and external anonymous reporting systems for allegations of harassment and discrimination involving our organization.
- We launched new committees to improve communication between players and staff.
- We have ensured that staff who regularly interact with players complete annual SafeSport training and we have expanded our anti-harassment and anti-discrimination training for all full-time staff.
- We have enhanced the background check process for all team personnel.
- Supplemental crisis, mental health and wellness resources have been made available to player and non-player personnel.
- We created an internal hotline for employees to share feedback, and a form on our website to enable our fans and community to provide anonymized feedback and input.
- This season, we broadened communications and engagement opportunities for Annual Members to ensure a wide range of voices were heard, offered more ways to engage with the club and increase transparency. New fan engagement programs included access to team Town Halls, a series of small-scale open house meetings with club officials, monthly newsletters with engagement opportunities and surveys to gather input and drive club decision making.
- We retained outside lawyers, including a female former federal prosecutor, to conduct a comprehensive and deliberate independent investigation of our original 2015 investigation. We continue to work with them to address improvements within the culture of our organization.

These actions continue to guide us now and, in the future, to ensure our players and everyone else associated with our clubs are safe, respected and accepted. A successful club is built on trust, equality and accountability and these steps are only the beginning as we continue to learn from our mistakes and lead the league in a new direction. There is certainly work to do, but we are committed to being part of the solution for the future.