



7/9/23

PHF League & Team Staff,

First, let me thank you for your continued professionalism during this challenging circumstance. We realize and appreciate the weight this deal has on each of you. Our vision and effort here have been focused on aligning the women's professional game and we know that it comes at a personal cost given the unknowns you have been managing.

The uncertainty and stress associated with this shift are real. The future gains may be hard to appreciate in this moment amidst the player, staff, and personal unknowns. The Board and I recognize the burden that has been laid upon each of you.

On a personal note, I want to apologize for some gap in my communication. We made the announcement on June 30th and over that weekend I had to shift my focus to my father who suddenly became and remains critically ill. If it wasn't for this unexpected circumstance that required my full attention, I would have been in touch with you more frequently. You have my sincerest apologies for any uncertainty the gap in updates from the league office has caused.

Transparency remains a priority and I know many of you are appropriately anxious for feedback and clarity on your roles moving forward. The best thing we can continue to provide to you is honesty. While we have championed for the team and league staff to all advance into the new league, the decision-making process rests solely with the ownership of the new league. And those decisions are being shared with us in real-time. As such, you will in most cases be hearing from us today.

- We (PHF Board members and I, along with team leadership) will be communicating your status in the coming hours. Again, it is important to note that we are not the ones making these decisions. However, as your current employer in the final hours we are the ones who manage the termination process on behalf of the new ownership.
- Tomorrow is the date set for the deal to close (we signed the deal on June 29th, but July 10th is when the transaction closes and new ownership becomes official) and therefore any new arrangements would go into effect on July 11th.
- For those who are not advancing, new ownership has indicated that they will not prohibit you from applying for other opportunities with the new league.

Our vision has been for the future league to reflect a genuine and equitable mix of our PHF team and league staff, alongside other industry leaders who have worked in and outside of the sport. Similarly, we have envisioned and discussed extensively with new ownership the



importance of a fair and equitable process for players. We anticipate and expect, with such a process in place, that we see a healthy number of the PHF players advance into this new league. Please know that we share your eagerness for clarity and for confirmation on your status and we will be communicating as efficiently as possible between now and the end of business tomorrow (July 10th – the official closing date).

If you have any immediate questions, we encourage team staff to reach out to your respective team Governor and for league staff to reach out to me.

Again, we appreciate the high road, class, and patience you continue to bring each day despite all the factors and pressures at play. We will provide updates as quickly and clearly as possible.

Thank you,
Reagan