

WASHINGTON

FOOTBALL TEAM, EST. 1932

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STATEMENT OF DANIEL M. SNYDER

July 1, 2021

I have learned a lot in the past few months about how my club operated, and the kind of workplace that we had. It is now clear that the culture was not what it should be, but I did not realize the extent of the problems, or my role in allowing that culture to develop and continue. I know that as the owner, I am ultimately responsible for the workplace. I have said that and I say it again.

I feel great remorse for the people who had difficult, even traumatic, experiences while working here. I'm truly sorry for that. I can't turn back the clock, but I promise that nobody who works here will ever have that kind of experience again, at least not as long as Tanya and I are the owners of this team.

Over the last 18 months we have made a lot of changes. We have a new and diverse leadership team, a comprehensive program of training, culture surveys, and employee support, and a commitment to ensuring that every employee of the Washington Football Club comes to a professional and respectful workplace every day. And while there has been real progress, we are not finished, and will continue to improve in every way that we can.

I appreciate the people who came forward and intend fully to implement all of the recommendations coming out of the investigation. Going forward, my focus will be on making the Washington Football Team a source of pride to all of its employees, fans and partners, including my partners in the NFL.

I agree with the Commissioner's decisions in this matter and am committed to implementing his investigation's important recommendations. Tanya will assume the responsibilities of CEO and will oversee all day-to-day team operations and represent the club on all league activities. I will concentrate my time during the next several months on developing a new stadium plan and other matters.

Tanya and I are grateful, and truly blessed, to lead such a wonderful organization that has always stood for excellence and winning. We look forward to focusing on the Team's community-building and charitable efforts, and we are confident that, with Coach Ron Rivera and Team President Jason Wright, we have an outstanding management team who will implement real change and bring a Super Bowl championship back to our nation's capital.