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By Electronic Mail  
September 4, 2020

Mr. Daniel Snyder  
Washington Football Team  
21300 Redskin Park Drive  
Ashburn, VA 20147

Re: Release of Former and Current Employees from Non-Disclosure Agreements

Dear Mr. Snyder:

The law firm of Katz, Marshall & Banks, LLP, represents a group of more than twenty former employees of the Washington Football Team (“WFT”), previously called the Washington Redskins. We are writing on their behalf to request that the WFT immediately release them and all current and former WFT employees from Non-Disclosure Agreements that put them in legal peril if they talk publicly about the abuse to which they were subjected by employees and others associated with the WFT. These agreements serve no legitimate purpose and are clearly designed to protect the WFT and its executives, including yourself, from scrutiny and accountability by muzzling individuals who have experienced sexual harassment, sexual exploitation and other workplace indignities. Our clients, and witnesses who have contacted our law firm in the aftermath of the exposes published by *The Washington Post*, must be permitted to speak publicly about their experiences, without fear of being subjected to retaliation or lawsuits by the WFT.

Like all victims of sexual harassment and sexual exploitation, these women should be afforded the ability to talk openly about their experiences in order to seek the support and healing they need and also to shine a light on the abuse to which they were subjected to help bring about accountability. In short, these women can regain their sense of power and wellness by speaking out. Those who have been victimized by the WFT during your tenure should be afforded that right. Moreover, there cannot be true accountability without transparency. By releasing former and current employees from their NDA obligations, the WFT can take an important step to bringing about the accountability and culture change you profess to want.

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We look forward to hearing from you on this matter.

Sincerely,



Lisa J. Banks



Debra S. Katz