

## Media Conference Talking Points

### Background Information

In my hypothetical scenario, a (fake) former Team U.S.A. figure skater tweeted about their experience being with U.S. Figure Skating and competing in different championships in response to a question from a fan. They mostly tweeted about how the competitors are overworked to the point of having major health problems as a result and are not seeing any of the money from sponsorships they accrue. People are very upset about this, and backlash ensues.

For this scenario, Samuel Auxier, who is the president of U.S. Figure Skating, would be the one to make the statement.

### Talking Points

Good afternoon.

On March 3, former figure skater Jane Smith tweeted about her time working with U.S. Figure Skating and her U.S.A. Prevagen Championship training regimen. This was said in response to a fan asking her what her day-to-day life as a figure skater looked like prior to her retirement in 2022.

Smith claimed the work hours and compensation for the Team USA Prevagen athletes competing in the upcoming championships are “still just as unfair as they were when [she] was competing.”

Going forward, U.S. Figure Skating will create an annual press release containing financial and compensation information as part of our commitment to transparency. Our athletic directors, CFO and accounting team are reevaluating the working hours and compensation of our Team U.S.A. athletes and will adjust them accordingly, considering feedback they collect from those athletes along the way.

Following this evaluation, we will host a private health forum, where former and current members of U.S. Figure Skating can voice their opinions and suggest solutions for how to go about adjusting our practices should the consensus be that working conditions are causing a decline in our members’ health.

We will continue to provide updates on our website as we respond to this situation. These can be found under “News.”

U.S. Figure Skating is committed to demonstrating integrity in all aspects of our work, especially in regard to our work with athletes. Part of our mission is to maintain a sense of financial stability for ourselves and our athletes. Showing respect to our team and community alike is our number one priority, and we will continue to show the resilience we value as we work through this. Thank you.

### Questions and Answers

Q: Will we get any updates or information following the health forum?

A: The information shared by the skaters will be completely confidential. If any large-scale changes are made that will impact the community or our athletes when they are in the public eye, this information will be published in a news release, if appropriate.

Q: What did the compensation and training regimen for Smith look like?

A: We paid Smith more than the mean hourly rate for the average national level skater in the United States. Smith was told in her contract that she would be paid this amount, and she was given information on the hours she would have to work per week. None of our skaters are allowed to train more than two additional hours beyond their required work time per week. After long competition days, skaters are ensured at least two days to rest in addition to any off days they already have. All of this is mentioned to a member before joining the team and reinforced throughout their time working with us.

Q: Have these numbers changed since Smith retired?

A: Some of them, yes. Our skaters' salaries have been increased in response to inflation, but they are still paid on an hourly basis. The working hours for skaters are the same, mentioned to them up front and reinforced throughout their time with us. On longer competition days with press-related work and publicity involved, we have been known to give skaters extra recovery days. We never reduce the number of off days they get or increase the number of hours they work outside of competitions.

### Discussion

U.S. Figure Skating describes themselves as an organization who shows compassion and respect for their team by prioritizing their health, wellbeing and needs. Someone is questioning the accuracy of those views, and it's really important that they address them truthfully and dispel those concerns. If they are able to do this and verify that the information this skater shared is untrue, they will be handling the situation with the integrity that their statement says they value. Additionally, working through this situation diligently, which involves a lot of additional effort and promises on their part, can show their resilience and demonstrate that they can work through challenges and come out of them successful.