



March 6, 2015

Via Email

Mr. Tim Baker  
429 N Street SW, Apt S805  
Washington, DC 20024  
[Tbaker03@verizon.net](mailto:Tbaker03@verizon.net)

Dear Tim:

You have a long history of contributions to USATF, and I appreciate your active engagement in USATF committee efforts in particular. I write today because your activities at the 2015 USATF Annual Meeting in Anaheim were cause for concern, particularly given your position and role in USATF.

As you know, USATF is experiencing tremendous growth, and this is an exciting time in the history of our organization. Along with this growth comes change. These changes are extremely positive, particularly our growth in revenue. Some changes are uncomfortable for some, but they are part of our evolution and necessary to move us forward.

Those of us who are constituent leaders must take care to engage in productive debate. But in the end, we must ultimately unite in the shared goal of improving and growing the sport.

During the Annual Meeting, in your public statements and committee activity, you were very outspoken and critical of decisions made by the board and committees, and critical of the overall direction of USATF. These statements were not part of constructive debate, they were destructive statements seemingly made with the intent of undermining the direction of the organization.

Tim, you have long been one of the leaders of the law & legislation committee, but you need to understand that this type of behavior is counter-productive to our mutual goals and is not conducive to the overall success of USATF. The members of the law & legislation committee are critical to ensuring the organization's governance structure is best suited to help the USATF achieve success. You are my appointee on my committee, but your statements and activities seem to indicate that your commitment to advancing mutual organizational goals may be waning.

If you would like to continue as my appointee, please call me so we can discuss.

Sincerely,

Stephanie Hightower  
USATF President

cc (via email only): Jim Murphy, USATF L&L Chair

**STEPHANIE HIGHTOWER, PRESIDENT**  
**MAX SIEGEL, CEO**

**USA TRACK & FIELD**  
132 E. Washington St., Ste 800  
Indianapolis, IN 46204 | 317 261 0500

**USATF.ORG**