

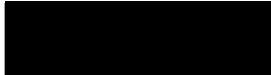


NFL PLAYERS
ASSOCIATION

LEGAL DEPARTMENT

June 28, 2016

Adolpho Birch, Senior Vice President of Labor Policy
NFL



Re: NFL Investigation of James Harrison

Dear Adolpho:

As you know, on behalf of Mr. Harrison, we have repeatedly requested that the NFL inform him and the NFLPA whether the NFL possesses *any* credible evidence (*e.g.*, verified documents or verified testimony of witnesses) that warrants an interview of Mr. Harrison regarding a potential violation of the Policy on Performance Enhancing Substances (PES Policy). The NFL's June 3rd response to our most recent written inquiry about this matter did not provide copies of any such credible evidence, nor did you inform us that the NFL possesses or is even aware of the existence of any such credible evidence. Thus, it appears that the entire basis for the NFL's investigation of Mr. Harrison consists of verbal remarks that appeared in a report broadcast by Al Jazeera and were subsequently recanted.

As you also know, the PES Policy specifically invokes and defines the concept of "sufficient credible evidence;" the Parties to the PES Policy made a diligent effort to enumerate what the types of factual basis which must exist in order to invoke certain aspects of the Policy in the absence of a positive specimen:

[S]ufficient credible evidence includes but is not limited to: criminal convictions of plea arrangements; admissions, declarations, affidavits, authenticated witness statements, corroborated law enforcement reports or testimony in legal proceedings; authenticated banking, telephone, medical or pharmacy records or credible information obtained from Players who provide assistance to Section 10 of the Policy. (*See* PES Policy, footnote 4, p.6)

Especially in a business where the mere mention of a player-employee's name can generate ratings for a broadcaster, the NFLPA and Mr. Harrison do not believe that unsupported, unsubstantiated verbal remarks provide "sufficient credible evidence" to initiate an investigation of, and require an interview with, an employee.



WWW.NFLPA.COM



NFL PLAYERS
ASSOCIATION

LEGAL DEPARTMENT

Mr. Harrison is a responsible employee who takes his professional obligations very seriously; therefore, if there is any credible evidence (beyond the verbal remarks in the report aired by Al Jazeera) that gives rise to a legitimate employer investigation of Mr. Harrison under the PES Policy, please share or describe that information so that he can reassess his obligations as an employee in light of any such information.

Very truly yours,

A handwritten signature in black ink that reads "Heather M. McPhee".

Heather M. McPhee
NFLPA Associate General Counsel

cc: James Harrison
Tom DePaso