



March 28, 2019

Carlos Cordeiro
President
United States Soccer Federation
1801 South Prairie Avenue
Chicago, IL 60616

Dear Mr. Cordeiro,

We are deeply concerned that the U.S. Soccer Federation has made limited progress to address compensation inequities between the women and men who play for the U.S. National Soccer Teams since many of us last wrote to your organization, and the Senate passed a resolution urging the U.S. Soccer Federation to immediately eliminate gender pay inequity in 2016.¹ Twenty-eight women who play for the U.S. Women's National Team recently filed a lawsuit against the U.S. Soccer Federation arguing that they have consistently been paid less than their male counterparts. Unfortunately, the pay disparity experienced by the U.S. Women's National Team is representative of the gender pay gap experienced by women across the country.

The extraordinary success of the U.S. Women's National Team and the team's outsized contribution to Federation profits make clear that U.S. Women's National Team members deserve to be paid at least as much as their male counterparts. The U.S. Women's National Team is ranked first in the world² and will travel to France in a few months to defend their Women's World Cup title. Over the past few years, they have also contributed higher revenues and profit to the Federation than the men's team. In fact, as many of us have previously noted, the Federation had initially projected a net loss of approximately \$430,000 for Fiscal Year 2015,³ but, largely as a result of the women's team victory in the 2015 Women's World Cup, the Federation revised its projections and posted a \$10 million profit.⁴

¹ S.Res.462 (114th Congress) – A resolution urging the United States Soccer Federation to immediately eliminate gender pay inequity and treat all athletes with the same respect and dignity.

² FIFA Women's Ranking: <https://www.fifa.com/fifa-world-ranking/ranking-table/women/>.

³ Morgan et al v. US Soccer Federation, p. 7 paragraph 43.

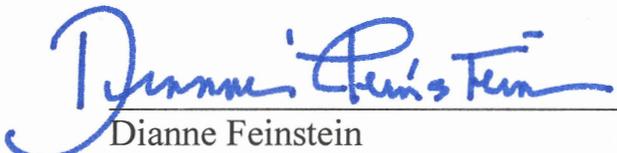
⁴ 2015 Audited Financial Statements, United States Soccer Federation.

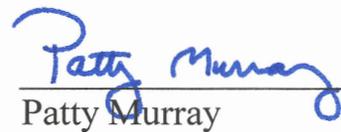
While we recognize that the U.S. Women's National Team and the U.S. Men's National Team have different pay structures, the pay outcomes nevertheless demonstrate striking inequities. For example, the U.S. Men's National Team received nearly \$5.4 million in total performance bonuses after losing in the Round of 16 of the 2014 World Cup, while the U.S. Women's National Team received less than a third of that amount for winning the World Cup the following year.⁵ This type of pay disparity is difficult to justify, and in stark contrast to what the U.S. Senate unanimously urged in 2016—that the U.S. Soccer Federation immediately end all gender pay inequity and treat all athletes with the respect and dignity those athletes deserve.

We hope you, as the Federation's president, will fully address this issue for a team that represents the best our country has to offer and serves as inspiration for young athletes around the world. We are encouraged by statements you made prior to your election in February 2018, including that "[W]e clearly need to work toward equal pay for the national teams. I believe that where existing agreements are unfair, adjustments should be made immediately."⁶ We urge you to now take immediate action to ensure that the U.S. Women's National Team is fairly compensated.

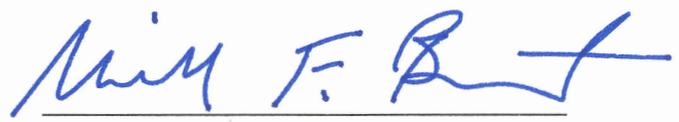
Thank you for your attention to this important matter.

Sincerely,


Dianne Feinstein
United States Senator


Patty Murray
United States Senator


Tammy Baldwin
United States Senator

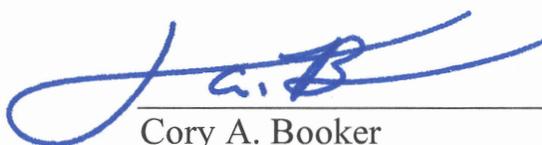

Michael F. Bennet
United States Senator

⁵ Morgan et al v. US Soccer Federation, p. 7 paragraph 61.

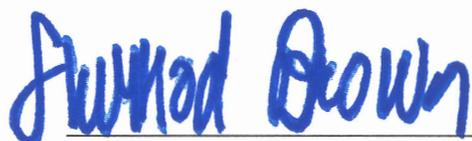
⁶ Jeff Carlisle, ESPN, *Carlos Cordeiro, USSF Presidential Candidate, answers ESPN's questions*, January 12, 2018; <http://www.espn.com/soccer/club/united-states/660/blog/post/3345079/carlos-cordeiro-ussf-presidential-candidate-answers-espn-fc-questions>.



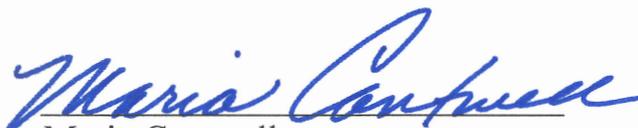
Richard Blumenthal
United States Senator



Cory A. Booker
United States Senator



Sherrod Brown
United States Senator



Maria Cantwell
United States Senator



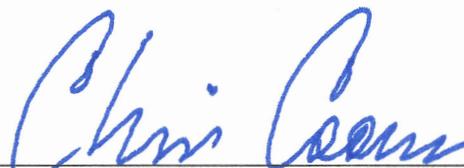
Benjamin L. Cardin
United States Senator



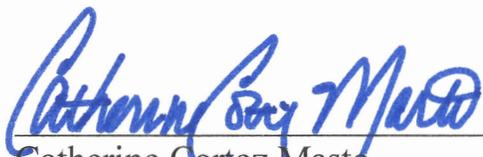
Thomas R. Carper
United States Senator



Robert P. Casey, Jr.
United States Senator



Christopher A. Coons
United States Senator



Catherine Cortez Masto
United States Senator



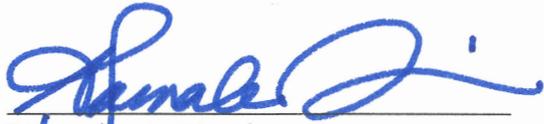
Tammy Duckworth
United States Senator



Richard J. Durbin
United States Senator



Kirsten Gillibrand
United States Senator



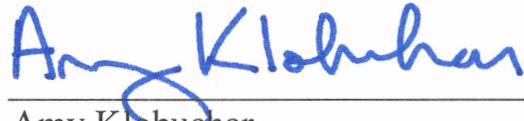
Kamala D. Harris
United States Senator



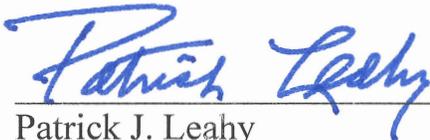
Margaret Wood Hassan
United States Senator



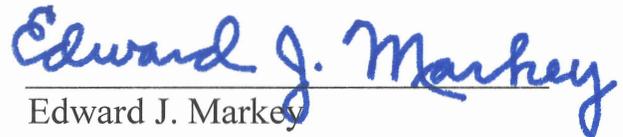
Mazie K. Hirono
United States Senator



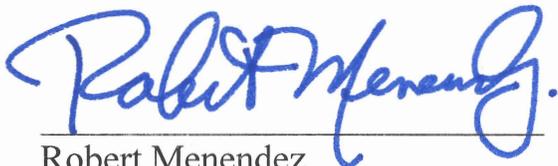
Amy Klobuchar
United States Senator



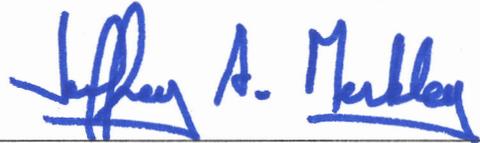
Patrick J. Leahy
United States Senator



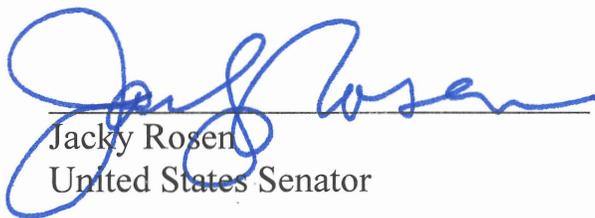
Edward J. Markey
United States Senator



Robert Menendez
United States Senator



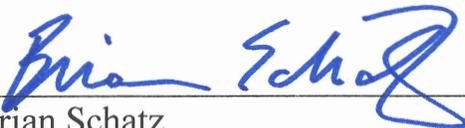
Jeffrey A. Merkley
United States Senator



Jacky Rosen
United States Senator



Bernard Sanders
United States Senator



Brian Schatz
United States Senator



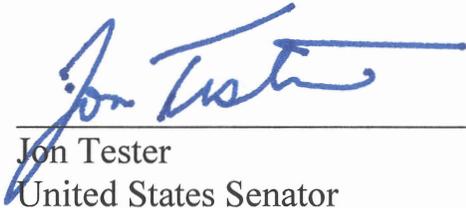
Jeanne Shaheen
United States Senator



Tina Smith
United States Senator



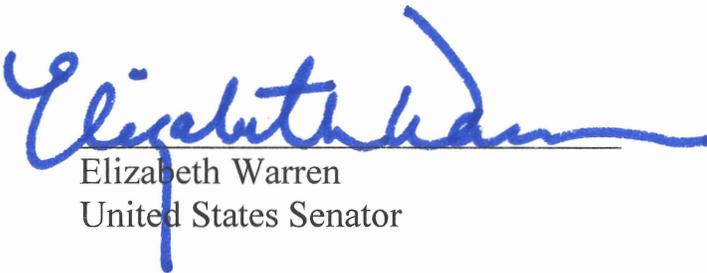
Debbie Stabenow
United States Senator



Jon Tester
United States Senator



Chris Van Hollen
United States Senator



Elizabeth Warren
United States Senator



Sheldon Whitehouse
United States Senator



Ron Wyden
United States Senator