

**Congress of the United States**  
**Washington, DC 20515**

April 2, 2019

Mr. Carlos Cordeiro  
President  
U.S. Soccer Federation  
1801 S. Prairie Ave.  
Chicago, IL 60616

Dear Mr. Cordeiro:

We are deeply disappointed that the U.S. Soccer Federation has failed to address the persistent, substantial compensation inequities between the women and men who play for the U.S. National Soccer Teams. In April 2016, five players on the Women's National Team filed a complaint with the Equal Employment Opportunity Commission (EEOC) accusing U.S. Soccer of wage discrimination. In response, Members of Congress inquired about what U.S. Soccer was doing to address the appalling disparity in pay between the Men's and Women's Team players. Despite assurances U.S. Soccer was committed to remedying this inequity, in a federal lawsuit filed on March 8, 2019, twenty-eight members of the Women's Team allege that the situation has not improved.<sup>[1]</sup> The lack of progress since we inquired about this issue three years ago indicates that addressing pay inequity is not a priority of U.S. Soccer, and we write again to understand U.S. Soccer's position with respect to compensation for its Women's and Men's National Teams.

The *Equal Pay Act* requires that employers compensate men and women equally for the same work. The Men's and Women's Team members perform the same job duties and have jobs that require equal skill, effort, and responsibilities. In addition, in recent years the Women's Team's successes, audiences, and revenues have far exceeded those of the Men's Team. Yet U.S. Soccer is still failing to compensate the Women's Team equal to the Men's Team. We are deeply alarmed by the continued discrepancies in pay and working conditions between players on the two teams.

The persistent pay inequity between the Women's and Men's National Teams sends the wrong message about women's contributions to national and international sport for the next generation of young athletes. It is long past time for U.S. Soccer to promote gender equality and bring parity in pay and working conditions between the Women's and Men's Teams. Please provide the following information and documents no later than April 16, 2019:

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<sup>[1]</sup> <https://int.nyt.com/data/documenthelper/653-us-womens-soccer-complaint/f9367608e2eaf10873f4/optimized/full.pdf#page=1>.

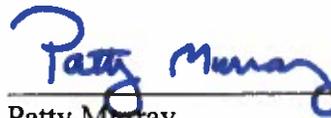
1. Why is U.S. Soccer continuing to pay female players less than male players? What specific actions has U.S. Soccer taken to close the gap in pay since 2016?
2. U.S. Soccer officials have reportedly stated that “market realities are such that the women do not deserve to be paid equally to the men.” Is this the official position of U.S. Soccer? If so, please identify and provide the evidence supporting this statement. If not, what is the official position of U.S. Soccer?
3. The Women’s National Team Players Association proposed a revenue-sharing model under which “player compensation would increase in years in which [U.S. Soccer] derived more revenue from [Women’s National Team] activities and player compensation would be less if revenue from those activities decreased.” U.S. Soccer rejected this model. Please explain why.
4. What actions has U.S. Soccer taken to grow and invest in men’s soccer versus women’s soccer domestically and internationally since 2016?
5. What resources has U.S. Soccer allocated to promoting Women’s and Men’s Team games, respectively, since 2016? What accounts for differences in resources to the Women’s and Men’s Teams?
6. Please provide the breakout of the annual revenue streams and the net profit U.S. Soccer has generated from the Women’s and Men’s Teams, respectively, for each year since 2016.

Thank you in advance for your attention to this important matter. If you have any questions or would like to discuss compliance with this request, please contact Elizabeth Albertine in my legislative office.

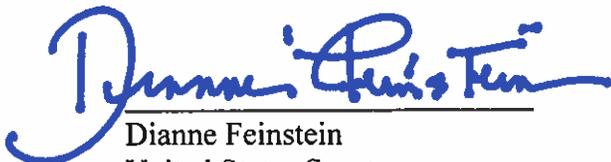
Sincerely,



Rosa L. DeLauro  
United States Representative



Patty Murray  
United States Senator



Dianne Feinstein  
United States Senator