



TO: Keith Sanderson

FROM: Keith Enlow, Executive Director

DATE: March 13, 2018

SUBJECT: Notice of Disciplinary Action

USA Shooting has performed an independent investigation into eight (8) Code of Conduct complaints against you, including complying with Code of Conduct, Section II.4 (providing you the opportunity to respond). USA Shooting has received such investigation's results and after careful consideration, USA Shooting has determined that you have violated the Code of Conduct as follows:

1. Fort Benning Selection Match – September 21, 2017
VIOLATED - Code of Conduct Sections I.D.1, I.D.14 and III.33
2. Incident at USA Shooting facility - week of June 19, 2017
VIOLATED - Code of Conduct Section I.D.1
3. Interactions with Elizabeth Callahan, National Coach – March 2017
VIOLATED - Code of Conduct Sections I.D.1, III.8, III.18, and III.24
4. World Cup Munich – Spring 2017
VIOLATED - Code of Conduct Section I.D.1
5. USA Shooting Range, Colorado Springs - May 22, 2017
VIOLATED - Code of Conduct Sections I.D.1, I.D.3 and I.D.5
6. Interaction with Sergey Luzov – February 2018
VIOLATED - Code of Conduct Section I.D.1
7. Making false statements to USA Shooting staff re: Elizabeth Callahan - February 22, 2018
VIOLATED - Code of Conduct Section I.D.1
8. Red Bull Suicide video incident - date unknown
VIOLATED - Code of Conduct Sections I.D.1, I.D.14 and I.D.15

The investigator also analyzed these incidents under USA Shooting's Safe Sport Policy and found seven (7) violations.

Given the seriousness of these violations, and in compliance with Code of Conduct, Section II.5, USA Shooting is issuing you the following disciplinary action:

1. Pursuant to the Code of Conduct, Section II.1 and II.4., USA Shooting is withdrawing all financial support, and suspending you from the National Team; and

2. Pursuant to the Safe Sport Policy, your USA Shooting membership and participation is immediately suspended to ensure participant safety.

If further violations are reported, and the subsequent investigation proves credible, USA Shooting reserves the right to escalate the disciplinary action.

As stated in the Code of Conduct, Section II.9., you may appeal this decision to a Hearing Panel within ten (10) business days from your receipt of this decision.