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To: Giguere Families and Clients.

RE: The recent Larry Nassar/USA Gymnastics sexual misconduct trial.

I hope this letter finds everyone enjoying a happy and healthy start to 2018! I am reaching out to all of the wonderful families we have here at Gigueres due to the unprecedented situation involving Larry Nassar, the USA Gymnastics team doctor convicted of sexual assault, and sentenced to over 100 years in prison on January 24th. As a parent to three beautiful children ages 1,6, and 9, this, and other stories alike, induce large amounts of emotion ranging from sadness for the victims to anger towards the convicted. As a business owner, these stories are constantly making me think of what I am doing to protect our clients, their parents, and our staff from these vile actions, among other things.

I started my employ at Gigueres in 2001 at 15 years old. Gigueres has always been such a positive environment for me. For that reason I have thoroughly enjoyed the ability to offer that same, positive experience to everyone that walks through our doors since I took the business over in 2014. In my time here, I have never had to address an issue as seriously as this. I feel as though it is important however, to address this issue now.

USA Gymnastics is the governing body for the major sport of our business, Gymnastics and Trampoline. We are a USAG registered club, which means we are able to participate in sanctioned events with our competitive teams. As a member club, we are afforded several learning opportunities in the form of online and live courses. Also, as a member club, we are required to meet certain criteria with our staff in order to participate in any sanctioned event. These requirements include a bi-yearly background check, a bi-yearly safety certification, and basic gymnastics online course, and now (Started last year) a Safe Sport online course specializing in sexual assault, how to identify it and prevent it. Beyond these requirements for the few coaches in our gym, there is nothing more USAG requires of our staff to retain our Member Club status.

Gigueres recognizes the efforts in the past of USAG to continue education and safety for its coaches and athletes. Due to this, we have been utilizing not only USAG tools, but also some we have built ourselves to go above and beyond with what is required.

- We require all of our staff to be Cori and Sori checked on a yearly basis.
- All of our gym instructors are required to take the Safe Sport course.
- Rules and Policies are in place to avoid any staff member left alone with a child.
- Our gym staff meets every Tuesday to cover a variety of topics (i.e. concussion prevention/skill development/etc.)
- We have a very extensive training program compared to the industry standard for each incoming staff member that we tailor to each individual.

It is important to understand that we are constantly growing. Not all of our growth is physical, as we are constantly revisiting our policies and procedures to ensure that what we offer to all of our clients and staff is a safe, and positive program.

The purpose of this letter is nothing more than a proactive, informational letter as to the measures USAG and more importantly, Gigueres, takes to ensure your child's safety. As always, I pride myself in the ability to take questions, comments, suggestions, and criticisms as I know we can always work to improve. Please pass on any feedback you may have to my personal email below. I appreciate your dedication to your children and our programs!

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