

February 24, 2014

Mr. Ed Barocas
Legal Director
American Civil Liberties Union of New Jersey
P.O. Box 32159
Newark, NJ 07102

Re: Gay athletes and New Jersey's Law Against Discrimination
Response to letter dated February 12, 2014

Dear Mr. Barocas:

Thank you for your letter. We understand that University of Missouri defensive end Michael Sam and his sexual orientation are currently the subject of much public discussion and interest. The New York Jets are, and have been, an equal opportunity employer, meaning the team's hiring and other employment decisions are based solely on merit and qualifications, regardless of an individual's race, color, religion, sex, national origin, age, disability, sexual orientation, or other status protected by applicable law. Furthermore, the Collective Bargaining Agreement between the National Football League and the NFL Players Association provides, "There will be no discrimination in any form against any player by the NFL, the Management Council, any Club or by the NFLPA because of race, religion, national origin, sexual orientation..."

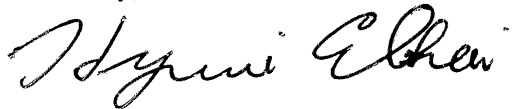
These principles and policies apply to all team personnel and job applicants, including prospective draft-eligible players, and are well established throughout our organization. In fact, General Manager John Idzik, at last week's NFL Combine, made the following comment when asked about Michael Sam: "He would be like any other player in the draft. We evaluate them and project them on how they can potentially help the New York Jets, as a football player and as a teammate."¹ In addition, similar sentiments have been publicly expressed by Head Coach Rex Ryan and defensive lineman Sheldon Richardson, the NFL's Defensive Rookie of the Year, who was Michael Sam's former teammate and roommate at Missouri.

¹http://www.nj.com/superbowl/index.ssf/2014/02/nfl_combine_jets_rex_ryan_on_michael_sam_hed_fit_in_just_like_the_rest_of_our_guys.html

The New York Jets are a team that embraces diversity and we welcome anyone who can contribute to our organization's success both on and off the field. In that regard, we wish Michael Sam, and every other draft-eligible player, all the best as they attempt to pursue their dream of playing in the NFL.

Thank you for your interest in the New York Jets.

Sincerely,

A handwritten signature in black ink, appearing to read "Hymie Elhai". The signature is fluid and cursive, with the first name "Hymie" written in a larger, more prominent script than the last name "Elhai".

Hymie Elhai
Vice President, Business Affairs & General Counsel

cc: Woody Johnson, Chairman & CEO
Neil Glat, President
John Idzik, General Manager