

New Zealand Ice Hockey Federation Incorporated
PO Box 488
Christchurch 8140

13 August 2008

**RE: Peter Anderson, Marie Anderson
Acknowledgement and apology.**

In October last year The New Zealand Ice Hockey Federation Incorporated terminated the positions of Peter and Marie Anderson as Assistant Coach and unpaid Manager of the New Zealand Ice Fernz respectively. In Marie's case, she was asked to resign; Peter was simply given notice that his contract, due to expire at the end of June 30 2008, was terminated as at 16 November 2007. In both cases, the Management Committee's decision was largely the result of a survey it carried out and there was no discussion with the incumbents before issuing the decisions.

Both Peter and Marie responded in strong terms. Apart from early termination without cause in breach of the terms of the contract, Peter took issue with the adequacy of, and reliance on, the survey. Given her status as unpaid volunteer, Marie took issue with the survey, manner in which the process was carried out and purported grounds for the decision. In both cases, they were surprised by the sudden and relatively summary nature of the process against a background of long standing service and dedication to New Zealand Ice Hockey and combined with strong family involvement.

These events also led to Peter ending his voluntary service to the NZIHF as National Coaching Director.

The Federation has looked carefully at its processes, the decision making process and the manner in which the dismissals were carried out. In each case, the Management Committee regards itself as having fallen short of what was required of it. The process leading to the dismissals was wrong, including the lack of a proper and effective disputes resolution or other similar procedure that could have supplied much needed balance prior to the decisions being made. Steps have now been taken to ensure proper processes are in place for the future. It should be noted that in the Management Committee's view, if the process was repeated and carried out properly, the same outcome might not have ensued. It also follows that any criticism of Peter and Marie's performance, be it coaching, managing, administration or other, is withdrawn in its entirety.

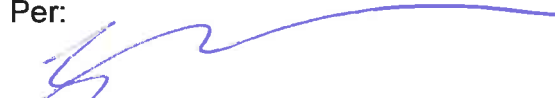
The Management Committee also considers it right, proper and necessary to make an unreserved apology to Peter and Marie. Over many years they have invested a great deal of their own time and have played committed, dedicated roles to the benefit of Ice Hockey in New Zealand. Such efforts are invaluable in

any sporting arena and to ignore or understate them ignores and understates both the worth of those who put in the time and the needs of the sport at its essential level.

The Management Committee's recent process and decisions overlooked and failed to acknowledge Peter and Marie's real and lasting contribution. The Management Committee regrets that and in doing so, it regrets the impact its decisions had, not only on Peter and Marie, but on their family and friends. In particular the Federation is aware that the process has had a heavy impact on Peter and Marie's daughters Alyx, Eve and Hollie, who until recently formed an integral part of the Ice Fernz. The Management Committee apologises for causing Alyx, Eve and Hollie to be in an invidious position and the effect it has had on them.

Following correspondence, discussions and a meeting between Peter, Marie, Graeme and Jerome (for the Management Committee), and respective advisors, the issues have been canvassed and resolved to the satisfaction of those mentioned above. This letter is an important part of that process because as far as it is possible, it seeks to undo some of the damage caused to important relationships and reputations. The Federation is genuine in its desire to redress past wrongs and the views expressed here are firmly held. If anyone has formed a view of Peter or Marie based on what they might have heard of these events, or on the fact of their dismissals, that view can not stand.

Yours sincerely
New Zealand Ice Hockey Federation Incorporated
Per:



PRESIDENT
Graeme Glass



WOMEN'S CONVENOR
Jerome Raateland