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Schwerzenbach, November 9, 2023

Dear Lucie,

the current situation with Anne's coaching as well as weekly plans in support of your and her goal, to possibly reach a second qualification for the Swiss Championships in her category, was discussed between you and the three of us a little while ago in person. Additionally, you suggested to set-up a coaching and status booklet from Anne's side to document her progress on dedicated spins and jumps as well as other elements of relevance.

This open-minded and constructive discussion was based on the key assumption communicated to you that Anne is until end of January 2024 in the qualifying period for the Kantonsschule Bülrain Winterthur. And we clarified at this point as well that this is and has to be the "priority one" target for her now, since this will pave her path toward any possible profession Anne may be interested in picking up later.

Thus, the respective times available on a typical weekly schedule had been discussed with you on a daily basis from Monday to Friday school-driven and for Saturdays and Sundays under the premis that home work from school does need time on weekends, too.

If you allow us here for the summary of these timing options discussed, they read as follows, and this includes the assumption that a 7.45 hour school start in Winterthur requires Anne to catch the 6.47 hours S9 at Schwerzenbach to reach Winterthur via a change in Stettbach in time (a typical door-to-door travel time of app. 45-47 min one way (10 min footpath, 28 min S-Bahn+Bus, 7-9 min footpath):

- Mondays show a full day of school, since a week time even extended to 17.50 hours, which lead to an decision of Anne to even skip piano lessons on Mondays, since only a late arrival with her Ballett lessons (75 min) in Wallisellen (directly from Winterthur) can be accommodated for after 18.15 hours Ballett lesson arrivals. Overall, Monday's do not leave any room for home work.
- Tuesdays are with a full day of school, too, lasting until 16.00 hours. Thus, there is some remaining time for home work and the subsequent Ballett lessons on Tuesdays from 19.15 hours for 75 min.
- Wednesdays school days end in Winterthur at 16.00 hours, thus, possible figure skating lessons had been discussed to possibly span the time between 17.45 and 19.45 hours, since leaving Winterthur after 16.00 hours is only possible with the S12 at 16.22 hours — all figure skating is due to the availabiliy of patches and you/your team. Including these coaching times, no room for home work remains.

- Thursdays school days are full ones every second week, ending in long days as well at 16.00 hours and in short days at 12.30 hours. Thus, on a bi-weekly basis (if the school plan will be run the way as formally planned for) a 15.15 coaching slot until 17.15 hours would be possible or on the long-days between 17.45 and 19.45 hours. Thus, for short days some room for home work exists.
- Fridays are really long school days, lasting until 17.50 hours. Depending on the possible — if the school agrees — leave of absence of Anne from 16.55 hours (reaching the 17.22 hours S-Bahn in Winterthur only), a coaching slot of 18.15 hours onward can be planned for. Again, no time for home work would be available.
- Saturdays did show so far and can show in the future as well an 11 or 11.30 until 13.30 or even 14.30 hours time slot for coaching and off-ice. The remaining time is for home work and very few slots for really free time.
- Sundays will be required to run home work and offering some recovery time; which is for the upcoming weeks already not possible as well, since the Eulach Cup next Sunday, the Züri-Leu cup in two weeks time, and the Flimser Trophy as well as the Glat-tal-Cup will take those days off from home work time.

Having listed these timing details gave us the chance to formally apply with Anne's school (including the Swiss Olympic card) for a leave of absence for the last hour on Fridays (since it is a sports lesson at school) as well as the afternoon from 14.20 to 16.00 hours on Wednesdays, also showing sports lessons in school. However, the school didn't formally react, only indicating implicitly that we need the formal coaching schedule (including a signature of yours or the club) and that they won't allow for a leave of absence for all three sport class hours (two on Wednesdays and one on Fridays). Since we have not yet such a document set-up for your or a DEC's signature, we have not tried again, but plan to do very soon.

Overall, this very clear and time-wise very limited setting reveals two important observations: (a) Anne tries her very best in the context of the school's schedule (which is outside her and our control) to run as many coaching sessions as possible and (b) you mentioned in our discussion that this is not optimal, but doable in the sense that it is worth a try to reach that goal determined above. In addition, it had been clear to the four of us that this will become challenging ... but it is not impossible either.

Therefore, today's coaching with Anne in Dübendorf on the ice rink seemed to have forgotten all such details about that situation and Anne's dedication, still very much in place. Even worse, the coaches' statements of today that what Annes does invest in terms of time is too small, not good, and not helpful, generated a few hours ago a psychological break down and an immense demotivation, which impacted today's open home work elements in such a way that these could not be solved anymore.

You know very well, that we do respect your and your team's coaching in multiple dimensions, and we do fully understand that more is (at least in certain cases) better, but adding even discrepancies of technical goals between Laurent and Chiara in face of Anne today

and telling her in person that she is not investing a sufficient amount of time is very counter-productive. In the worst case, you reach the opposite of what your intentions are.

Please consider these thoughts and observations very closely tomorrow for the Eulach-Cup warm-ups and for Sunday, too, if you or someone else will coach Anne during the Eulach-Cup in Winterthur. Hope to learn about who can be there. It is not about "not willing", not at all, it is about the fact that a day has 24 hours, school does come and needs to come first, and that home work is prioritized above anything else.

If you and the team may not agree with that motivation or demotivation perspectives described in that situation, we have to talk very soon again in person, to enable all of us to resolve that situation in one way or another.

Kind regards,

Handwritten signature in blue ink, appearing to read "B. Hiller".Handwritten signature in blue ink, appearing to read "R. Sch..." with a long horizontal stroke.