

**Cal McNair Statement**

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As the CEO of the Houston Texans, it is my responsibility and honor to lead this organization. Since I decided to make a change at our GM and Head Coach level earlier this year, attention and speculation about who made those decisions has been under scrutiny. I have stated this several times but let me say it one more time - I am the one that made the decision to part ways with our GM and Head Coach. I also want to make it clear that I, along with the Club's controlling owner Janice McNair, will have the final say on who will be leading this team into the future. As to other personnel moves that have been made, I will not get into specifics about any decisions made regarding former employees of the Texans other than to say that I was aware of and approved every decision, and I hold the responsibility and accountability for each one.

I hired Jack Easterby in 2019 to be an integral part of our Football Operations. Before doing so, we fully vetted Jack's background and reputation. I stand by my decision to bring him here and have found his intellect, leadership and collaboration skills, and relationships in the League to be valuable to our team. Because of those attributes, I asked Jack to serve as our interim GM after I made the change at the GM and Head Coach position. I believe he has done a great job picking up these responsibilities in addition to his other duties, all while being required to navigate personal attacks for decisions made by others, including me. Jack has been a tireless and dedicated member of the leadership team since he joined the Texans organization and I appreciate everything that he has done, especially this season. Again, I have stated this before but let me say it once more - Jack will not be our next general manager. I also want to make it clear that Jack is not on our internal search committee for the next GM or Head Coach, which consists of our President Jamey Rootes and me. However, I value Jack's input and if he has first-hand knowledge about a specific candidate, I will ask for his observations and feedback. But let me be clear, the final decision will be mine. Once I make my decision, I plan to work with the new general manager to define the Football Operations roles and responsibilities in a way that will lead the Texans to the excellence we all want.

I acknowledge that this has been a season in transition, but I am proud of the work that is being done, both on the field and off, to build an organization that fosters excellence from the top down. I'm excited and optimistic about our future and am committed to doing the hard work needed to earn a Super Bowl title for Houston.

**Jack Easterby Statement**

I would like to address the questions that have been raised about my experience. I acknowledge that my career path has been unconventional. However, I stand by my 15-year career working with collegiate and professional teams, and am proud of the impact I've had on those organizations. I have made no false claims about my experience, nor my work with my Foundation.

Since joining the Texans in 2019 as EVP of Team Development and now as EVP of Football Operations, I have been an integral part of the leadership team. It's been an honor to help this organization in whatever way I can. I appreciate the confidence shown by Cal and Janice McNair by entrusting me to help see this season through as interim GM. I place tremendous value on the importance of trust. If there is additional work to be done to gain the trust of others, I am committed to make that happen. I look forward to the leadership our new GM and Head Coach will bring to the Texans as we build this team for the future.