

November 16, 2014

Dear Mr. Garcia,

Last Thursday, FIFA published a 42-page summary of your 430-page report into the 2018/22 World Cup bid process by Hans-Joachim Eckert, the head of the Adjudicatory Chamber of FIFA's Ethics Committee.

I was among more than 70 witnesses who had agreed to speak to you and provide information, documents, data and recordings. Having been dismissed by my respective bid in early-2010 and thus currently falling outside FIFA, I was under no obligation to cooperate with your investigation. I did so in the belief that the true facts known to me are important to the purposes of your investigation.

My cooperation was based on your promise of confidentiality. You have said that, "in the course of any investigation, [you are] bound by confidentiality," and "also want to protect anyone who would wish to come to me in good faith." As an organization, FIFA has stated that the identities of the people you spoke with - other than current serving football officials or employees - would remain confidential. Assurances of confidentiality were publicly reiterated by FIFA's legal counsel, Marco Villiger, just two months ago.


As I have explained to you and your colleagues, confidentiality was crucial to my cooperation with your investigation, considering my personal circumstances, particularly the safety of my two sons and me.

Not only was Herr Eckert's summary a crude, cynical and fundamentally erroneous description of me and the information and materials I provided your investigation, it directly breached FIFA's assurances of my confidentiality. Although Herr Eckert did not name me in his report, he directly identified me and my information by connecting it to my publicly reported statements three years ago. Within hours of publication of Herr Eckert's summary, I had already been widely identified as one of the "whistleblowers" in German and British media. As if identifying me were not enough, Herr Eckert's report falsely discredits me in order to support his indefensible conclusion that the December 2010 bidding was wholly acceptable.

While I share your characterization of Herr Eckert's summary as containing "numerous materially incomplete and erroneous representations of the facts and conclusions," I am further requesting that, as head of the FIFA Investigatory Chamber, you accept my complaint to the Investigatory Chamber of the Ethics Committee that Herr Eckert's report violates Article 16.1 of FIFA's Code of Ethics, which states that the "information of a confidential nature divulged to persons bound by this Code while performing their duties shall be treated as confidential or secret by them as an expression of loyalty, if the information is given with the understanding or communication of confidentiality and is consistent with the FIFA principles."

In any organization – particularly one with huge resources and global reach like FIFA – protection of insiders who expose wrongdoing is essential to an honest and healthy business. Identifying me and falsely discrediting me sends a message to anyone who may think to come forward that their credibility and protection will be in jeopardy for the rest of their lives.

I have taken great personal risks to stand up for the truth in a highly politicized atmosphere. However I have found myself betrayed and denigrated for being courageous enough to come forward with critical information. My fate reveals much about FIFA and its modus operandi. A culture of silence is rewarded; those who speak out and dare to question the system are not just cast aside, but ironically denied any protection or respect under FIFA's own Code of Ethics.

A handwritten signature in black ink, appearing to read 'Phaedra Almajid'. The signature is fluid and cursive, with the first name 'Phaedra' written in a more stylized, looped manner and the last name 'Almajid' in a more straightforward cursive script.

Phaedra Almajid