



# ERIC DeCOSTA

ASSISTANT GENERAL MANAGER

COLLEGE: COLBY

BORN: 4/10/71, TAUNTON, MA

EXP. (NFL/RAVENS): 22/22

**ERIC DeCOSTA** has been a part of the Ravens organization since the beginning. A graduate of the Ravens' "20/20 Club" (includes members of the personnel staff who started with the team as young assistants and grew into evaluators with more input), DeCosta joined the franchise in an entry-level position in 1996. He moved up the personnel ranks, first as an area scout, then as director of college scouting (six years) and director of player personnel (three years) before his most recent promotion to assistant general manager (2012). DeCosta assists GM Ozzie Newsome in overseeing both the college scouting and pro personnel departments. The Taunton, MA, native was honored in 2005 by *The Sporting News* as one of the top young stars in sports and was selected to both the 2008 *Baltimore Business Journal* and *Baltimore Magazine* "40 Under 40" group. He also served on the eight-member committee to interview and select Ravens head coach John Harbaugh in 2008.

During DeCosta's tenure as scouting director, the Ravens drafted Pro Bowlers OLB Terrell Suggs ('03), DT Haloti Ngata ('06), P Sam Koch ('06), G Ben Grubbs ('07), FB Le'Ron McClain ('07), G Marshal Yanda ('07) and RB Ray Rice ('08) and a number of other key contributors, including OLB Jarret Johnson ('03) and Super Bowl XLVII MVP QB Joe Flacco ('08).

**1996-2017: (with Baltimore) 2017:** Selected Alabama CB Marlon Humphrey in the first round, followed by OLB Tyus Bowser (second) and two third-rounders: DE Chris Wormley and OLB Tim Williams...Ravens signed CB Brandon Carr, S Tony Jefferson, WR Jeremy Maclin and RB Danny Woodhead in free agency. **2016:** Draft picks T Ronnie Stanley (No. 6 overall), G/T Alex Lewis (fourth round), CB Tavon Young (fourth) and RB Kenneth Dixon (fourth) all earned significant playing time as rookies...Ravens also signed key free agents WR Mike Wallace and S Eric Weddle, who earned his fourth Pro Bowl in his first year as a Raven. **2015:** WR Breshad Perriman (first) and TE Maxx Williams (second) were tabbed



Eric DeCosta and general manager/executive vice president Ozzie Newsome attend Ravens practices together, working closely to make decisions on the team's football personnel.

*"While Eric continues to help and direct the personnel department, he has become a vital part of the decision-making process for everything we do in football."*

– GM & Executive Vice President Ozzie Newsome

early in the draft...Also drafted DT Carl Davis (third), OLB Za'Darius Smith (fourth) and RB Javorius Allen (fourth), all of whom gained valuable playing experience as rookies. **2014:** Ravens signed five-time Pro Bowl WR Steve Smith Sr. and RB Justin Forsett, who earned his first Pro Bowl, finishing fifth in the league with a career-best 1,266 rushing yards...Also drafted LB C.J. Mosley, who became the team's first-ever rookie Pro Bowler. **2013:** Ravens signed Pro Bowl OLB Elvis Dumervil, DE Chris Canty and LB Daryl Smith as key free agents...Smith led the Ravens in tackles (123), and Dumervil was second with 9.5 sacks. **2012:** Promoted to assistant general manager following the NFL Draft...Strong moves both in free agency and the draft helped Baltimore win Super Bowl XLVII...Free agent WR/RS Jacoby Jones, who earned his first Pro Bowl, rookie free agent K Justin Tucker, and draft picks OLB Courtney Upshaw (second round), G Kelechi Osemele (second round) and RB Bernard Pierce (third round) each made significant contributions en route to the title...Tucker, a two-time Pro Bowler, is the NFL's most accurate kicker (89.8%), entering 2017. **2011:** Baltimore signed key free agents FB Vonta Leach, who earned two Pro Bowls with the Ravens (2011-12), and S Bernard Pollard, who started 26 games in two seasons (2011-12)...Team selected CB Jimmy Smith (Colorado) in the first round and standout WR Torrey Smith (Maryland) in the second round. **2010:** Ravens traded for Pro Bowl WR Anquan Boldin, added quality veteran free agent DE Cory Redding and strengthened team depth, including TEs Ed Dickson (third round) and Dennis Pitta (fourth round) through the draft. **2009:** Promoted to director of player personnel, following six successful seasons as scouting director...Ravens drafted All-Rookie team honoree T Michael Oher (first round) and picked up CB Lardarius Webb (Nicholls State) in the third round...Also signed free agent K Billy Cundiff, who earned his first Pro Bowl in 2010. **2008:** Led the Ravens during the NFL Draft, selecting Delaware QB Joe Flacco (18th overall), the Super Bowl XLVII MVP, and Rutgers RB Ray Rice, a three-time Pro Bowler. **2007:** Ravens drafted 2011 Pro Bowl G Ben Grubbs, the team's first-round pick (29th overall), and six-time Pro Bowl G Marshal Yanda (Iowa) in the third round. **2006:** Drafted All-Rookie Team standouts DT Haloti Ngata (12th overall), a five-time Pro Bowler, and S Dawan Landry (fifth round)...Baltimore also selected Pro Bowl P Sam Koch (sixth round) out of Nebraska. **2005:** Selected All-Rookie Team honoree WR Mark Clayton (22nd overall) from Oklahoma, who had a record-breaking first year in Baltimore, and UNC C/G Jason Brown (fourth round). **2003:** Was named director

# ERIC DeCOSTA

of college scouting...Drafted 2011 NFL Defensive Player of the Year and 2003 Defensive Rookie of the Year OLB Terrell Suggs, a six-time Pro Bowler. **1998-2002:** Was the Ravens' Midwest area scout...Spent time researching and analyzing draft-day trades and helped evaluate free agent prospects for the pro personnel department...Worked with both the college and pro scouting staffs on the draft and free agency. **1998:** Was promoted to area scout after spending time in the fall of 1997 scouting the Midwest.

**1995: (with Washington)** First NFL experience was a training camp internship in the Redskins' player personnel department.

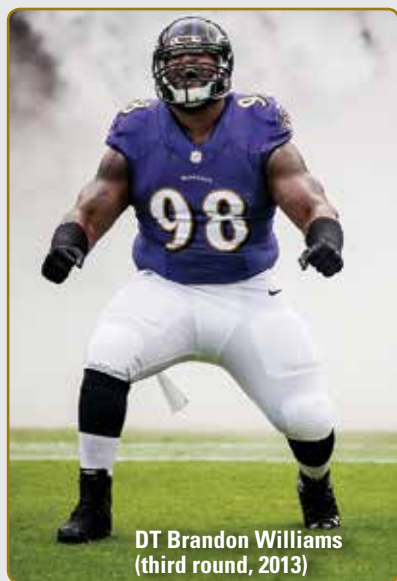
**1993-95: (with Trinity College) 1994-95:** In a graduate fellowship, Eric coached the defensive line and linebackers while earning his master's degree in English. **1993:** Was an intern coach for Trinity's wide receivers.

**COLLEGE:** Earned degrees in English and the classics from Colby, receiving dean's list honors (1990-92)...Was a three-year football letterman and captain at LB...As a senior, he was selected as the Millett Award recipient for outstanding athletic contributions over his four years...Was recently asked by Colby to be one of the school's Overseers.

**PERSONAL:** Attended Taunton (MA) HS, where he played FB and LB, earned three varsity letters, and as a senior, was voted team captain...Is active with a number of charities, including the Sports Boosters of Maryland and the Boys and Girls Club... Has assisted with countless fundraisers and other charitable events for those organizations...DeCosta is the Vice President of the Board of Directors for the Maryland SPCA...Eric serves as a celebrity judge at the charity's largest annual fundraiser, the March for the Animals, which raises over \$350,000 each year to help support the Maryland SPCA's mission to improve the lives of pets and people in the community...Also serves on the Board of Trustees for the Irvine Nature Center, a nonprofit environmental educational center in Owings Mills, MD... From 2010-13, Eric reviewed scholarship applications and interviewed high school candidates for the Ravens Scholars program... The initiative, which was created in 2010, awards a \$5,000 renewable scholarship (up to \$20,000 per scholar) to five local high school students each year...Eric and his wife, Lacie, are actively involved with The Family Tree, a nonprofit organization in Maryland dedicated to preventing child abuse and providing families with solutions...Eric, Lacie, their daughter, Jane Elizabeth (14), and two sons, Michael Litz (10) and Jackson James (6), reside in Owings Mills.

## SUCCESS ACROSS THE BOARD

Since the team's first year (1996) in Baltimore, the Ravens organization has been praised for its success selecting players throughout the draft. Hall of Famer Jonathan Ogden was tabbed with the franchise's first-ever draft pick, followed closely by future Hall of Famer Ray Lewis, who was the second first-round pick in 1996. The team has also found gems in lower rounds, like Marshal Yanda (third round), Jarret Johnson (fourth), Rick Wagner (fifth), Sam Koch (sixth) and Adalius Thomas (sixth), and has excelled with the signings of rookie free agents who became starters and made key contributions.



DT Brandon Williams  
(third round, 2013)

### Round Players (Years Drafted)

|            |  |
|------------|--|
| <b>1</b>   | Jonathan Ogden ('96), Ray Lewis ('96), Peter Boulware ('97), Chris McAlister ('99), Todd Heap ('01), Ed Reed ('02), Terrell Suggs ('03), Haloti Ngata ('06), Joe Flacco ('08), Jimmy Smith ('11), C.J. Mosley ('14) & Ronnie Stanley ('16) |
| <b>2</b>   | Jamie Sharper ('97), Ray Rice ('08), Torrey Smith ('11), Courtney Upshaw ('12), Kelechi Osemele ('12) & Timmy Jernigan ('14)   |
| <b>3</b>   | Casey Rabach ('01), Marshal Yanda ('07), Lardarius Webb ('09), Brandon Williams ('13) & Crockett Gillmore ('14)  |
| <b>4</b>   | Edwin Mulitalo ('99), Jarret Johnson ('03), Le'Ron McClain ('07), Dennis Pitta ('10), Kyle Juszczyk ('13), Alex Lewis ('16) & Tavon Young ('16)  |
| <b>5</b>   | Jermaine Lewis ('96), Dawan Landry ('06), Arthur Jones ('10), Pernell McPhee ('11), Rick Wagner ('13) & John Urschel ('14)   |
| <b>6</b>   | Adalius Thomas ('00), Chester Taylor ('02), Sam Koch ('06) & Haruki Nakamura ('08)   |
| <b>7</b>   | DeAngelo Tyson ('12) & Michael Campanaro ('14)   |
| <b>RFA</b> | Mike Flynn ('97), Priest Holmes ('97), Will Demps ('02), Bart Scott ('02), Ma'ake Kemoeatu ('02), Jameel McClain ('08), Dannell Ellerbe ('09), Albert McClellan ('10), Justin Tucker ('12), James Hurst ('14) & Michael Pierce ('16)       |

**Draft Quick Hit:** The Ravens are one of just a few teams that do not belong to the National Football Scouting group, which provides reports to member teams of players who are eligible for the draft. "We make our own list, and that means we look at all players on a college roster," Eric DeCosta says. "We do a lot of cross-checking. A number of us in the department look at everyone, and then we have the area scouts look at certain players from other regions so we get multiple grades and opinions on all the players."