

March 19, 2019

TO: The Board of Trustees of the University of Oregon

FR: Angela Wilhelms, Secretary

RE: Notice of Executive and Audit Committee Meeting

The Executive and Audit Committee of the Board of Trustees of the University of Oregon will hold a public meeting via telephone on the date set forth below. The subject of the meeting will be employment contracts for the head men's and women's basketball coaches.

The meeting will occur on **Thursday, March 21, 2019 at 11:00 a.m. PDT** in room 340 of the EMU (Board Room) on the Eugene campus*.

The Erb Memorial Union (EMU) is located at 1395 University Street, Eugene, Oregon. If special accommodations are required, please contact Jennifer La Belle at (541) 346-3166 at least 12 hours in advance.

**This is a telephonic meeting of the Executive and Audit Committee. The physical location is available for members of the public and media to listen to the proceedings.*

BOARD OF TRUSTEES

6227 University of Oregon, Eugene OR 97403-1266 T (541) 346-3166 trustees.uoregon.edu

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**Board of Trustees of the University of Oregon
Executive and Audit Committee | Public Meeting
11:00 a.m. | Thursday, March 21, 2019
EMU Board Room (Room 340)***

Convene

- Call to order, roll call, verification of a quorum

1. Approval of Certain Athletic Contracts (Altman, Graves): Rob Mullens, Director of Intercollegiate Athletics {For Altman, see page 5 et seq; for Graves, see page 33 et seq.}

Meeting Adjourns

**This will be a telephonic meeting of the committee. A location is provided for members of the public and media who wish to listen to the proceedings.*



The Department of Intercollegiate Athletics (Athletics) has reached tentative agreement with Dana Altman, head men’s basketball coach, and Kelly Graves, head women’s basketball coach for extensions to their employment agreements.. Each of these contracts is valued at more than \$5,000,000 in total, thus requiring approval by the Board of Trustees.

Below is a brief summary of key economic terms as articulated in each of the proposed amendments. Attached to reach resolution as Exhibits A and B, respectively, are the amendments and the current long form agreements.

Dana Altman – Head Men’s Intercollegiate Basketball Coach

Term	7 years (2019-2020 through 2025-2026)		
Base Salary	Contract Year 1:	\$2,900,000	(\$100,000 above current)
	Contract Year 2:	\$3,225,000	(\$125,000 above current)
	Contract Year 3:	\$3,525,000	(\$325,000 above current)
	Contract Years 4-7:	\$3,775,000	(\$525,000 above current in year 4; years 5-7 new)
Retention	Retention payment of \$200,000 in year 1 and \$100,000 in years 2-7		
Incentives	No changes proposed		

Kelly Graves – Head Women’s Intercollegiate Basketball Coach

Term	7 years (2019-2020 through 2025-2026)		
Extension	Coach receives automatic one-year contract extension for up to a maximum of three Contract Years (2026-27, 2027-28, 2028-29) by qualifying for NCAA post-season tournament.		
Base Salary	Contract Year 1:	\$700,000	(\$25,000 above current)
	Contract Year 2:	\$750,000	(\$50,000 above current)
	Contract Year 3:	\$800,000	(\$75,000 above current)
	Contract Year 4:	\$850,000	(\$100,000 above current)
	Contract Year 5:	\$900,000	
	Contract Year 6:	\$950,000	
	Contract Year 7:	\$1,000,000	
	Extension Years 1-3:	\$1,050,000	
Incentives	No changes proposed		

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**Executive and Audit Committee
Board of Trustees of the University of Oregon**

Resolution: Authorization to Execute Certain Employment Agreement (Dana Altman)

Whereas, the Department of Intercollegiate Athletics (Athletics) has wishes to engage in a new employment agreement with Dana Altman (Altman), the head men’s intercollegiate basketball coach, in recognition of his continued success;

Whereas, Altman has led the men’s basketball team to winning seasons each year during his tenure at the University of Oregon (UO) and is one of only six active Division I coaches with 20 consecutive winning seasons;

Whereas, retaining Altman at the UO is in the best interest of the men’s basketball program and Athletics as a whole;

Whereas, Athletics and Altman have reached agreement on employment terms for a new seven-year contract, pending approval by the Board of Trustees;

Whereas, ORS 352.107(c) grants the University of Oregon the authority to make any and all contracts and agreements that are appropriate;

Whereas, the Policy on the Retention and Delegation of Authority requires Board of Trustees’ approval for instruments exceeding \$5,000,000; and,

Whereas the Policy on Committees authorizes the Executive and Audit Committee to act on behalf of the Board of Trustees;

Now, therefore, the Executive and Audit Committee (EAC) of the Board of Trustees of the University of Oregon hereby authorizes the president of the University or his designee to enter into a revised employment agreement with Dana Altman that is the same or substantially similar to the amendments attached hereto as Exhibit A.

Moved: _____ Seconded: _____

Trustee	Vote	Trustee	Vote
Bragdon		Lillis	
Ford		Ralph	
Kari		Wilcox	

Record here if voice vote without dissent rather than roll call: _____

Dated: _____ Recorded: _____

EXHIBIT A
Amendments to Employment Agreement
Dana Altman

Employment Agreement Amendment #2

This is Employment Agreement Amendment #2 (Amendment #2) to the Employment Agreement (Original Agreement), as amended by Amendment #1 (Amendment #1). The Original Agreement as amended by Amendment #1 was entered into by the University of Oregon (University) and Dana Altman (Altman) and signed by Altman and University on November 11, 2016. Amendment #1 was entered into by the University of Oregon (University) and Dana Altman (Altman) and signed by Altman and University on June 7, 2017.

The Original Agreement is amended as follows:

1. Paragraph 2.1(e) of the Original Agreement is deleted and in its place the following is substituted:

2.1. e. Ethical Responsibilities: The University has established a tradition of ethical conduct at all levels of University life. In accordance with this tradition, Coach, as a member of the Department, agrees to represent the University in an honorable and ethical manner at all times. Standards for the ethical conduct of Department staff are established and enforced by the athletic director, the University, the PAC-12 Conference and the NCAA. In addition, University Intercollegiate Athletics Policy § 8.036 reflects and specifies certain requirements regarding ethical conduct, as does University's Conflict of Interest and Conflict of Commitment policies, each of which, as amended from time to time, shall be deemed a part of this Agreement. Coach further agrees to comply with all applicable constitutions, bylaws, interpretations, laws, policies, standards, directives, rules or regulations relating to the conduct and administration of the men's basketball program. If Coach becomes aware, or has reasonable cause to believe, that violations of applicable constitutions, bylaws, interpretations, laws, policies, standards, directives, rules or regulations have taken place, he shall report them promptly (and in all cases within seven days) to the athletic director. As set forth in NCAA Bylaw 11.2.1(a) and 19.2.3, Coach has an affirmative obligation to cooperate fully in the NCAA infractions process, including the investigation and adjudication of any case involving allegations of infractions. Such cooperation includes cooperation with any internal University investigation, but also cooperation with an investigative or adjudicative body of the NCAA, in order to further the objectives of the NCAA, its infractions program, and its independent alternative resolution program. Such cooperation shall include disclosing and providing access to all electronic devices used in any way for university purposes and providing access to all social media, messaging and other applications that are or may be relevant to an investigation. Coach will comply with the University's reporting obligations relating to prohibited

discrimination, the Clery Act and the abuse of minors. Coach also agrees to adhere to, to respect and to follow the academic standards, requirements and policies of the University at all times, including with respect to the recruitment of prospective student-athletes and the eligibility of current student-athletes.

2. Paragraph 3 of the Original Agreement is deleted and in its place the following is substituted:

3. Term of Agreement

The term (Term) of this Agreement shall begin on April 26, 2016, and end at 11:59 pm Pacific Time on April 25, 2026, at which time this Agreement shall expire without penalty to either party. Each contract year (Contract Year) shall be any twelve (12) month period during the Term from 12:00 am April 26 to 11:59 pm on April 25.

Contract Year 1:	April 26, 2016 – April 25, 2017
Contract Year 2:	April 26, 2017 – April 25, 2018
Contract Year 3:	April 26, 2018 – April 25, 2019
Contract Year 4:	April 26, 2019 – April 25, 2020
Contract Year 5:	April 26, 2020 – April 25, 2021
Contract Year 6:	April 26, 2021 – April 25, 2022
Contract Year 7:	April 26, 2022 – April 25, 2023
Contract Year 8:	April 26, 2023 – April 25, 2024
Contract Year 9:	April 26, 2024 – April 25, 2025
Contract Year 10:	April 26, 2025 – April 25, 2026

This contract does not automatically renew.

3. Paragraph 4.1(a) of the Original Agreement is deleted and in its place the following is substituted:

4.1 Salary

a. For performance of his duties and responsibilities under this Agreement (subject to the terms of this Agreement), University shall pay Coach an annual guaranteed salary (Guaranteed Salary) as follows.

Contract Year 1:	\$1,800,000
Contract Year 2:	\$2,500,000
Contract Year 3:	\$2,500,000
Contract Year 4:	\$2,900,000
Contract Year 5:	\$3,225,000
Contract Year 6:	\$3,525,000
Contract Year 7:	\$3,775,000

Contract Year 8:	\$3,775,000
Contract Year 9:	\$3,775,000
Contract Year 10:	\$3,775,000

4. Paragraph 4.3 of the Original Agreement is deleted and in its place the following is substituted:

4.3 Retention Payments

During the Term of this Agreement, if Coach remains head men’s basketball coach continuously, Coach will be eligible to receive retention payments as follows:

- Upon expiration of Contract Year 1, University pays \$850,000
- Upon expiration of Contract Year 2, University pays \$200,000
- Upon expiration of Contract Year 3, University pays \$300,000
- Upon expiration of Contract Year 4, University pays \$200,000
- Upon expiration of Contract Year 5, University pays \$100,000
- Upon expiration of Contract Year 6, University pays \$100,000
- Upon expiration of Contract Year 7, University pays \$100,000
- Upon expiration of Contract Year 8, University pays \$100,000
- Upon expiration of Contract Year 9, University pays \$100,000
- Upon expiration of Contract Year 10, University pays \$100,000

The retention payments outlined above are not considered part of Guaranteed Salary as outlined in Section 4.1.a. Such retention payments will be made within ten (10) days of expiration of applicable Contract Year.

5. Paragraph 4.5 of the Original Agreement is deleted and in its place the following is substituted:

4.5 Academic Incentives

a. Academic Progress Rate. To the extent permitted by law and in the absence of any adverse impact on any University program, Coach will be eligible to receive academic incentives payments based on the single-year Academic Progress Rate (APR) of the men’s basketball team. The APR rates measured will be based on the following schedule:

<u>Contract Year</u>	<u>APR Criteria</u>	<u>Date APR Issued</u>
Year 1	2016-17 academic year APR	APR Issued June 2018
Year 2	2017-18 academic year APR	APR issued June 2019
Year 3	2018-19 academic year APR	APR Issued June 2020
Year 4	2019-20 academic year APR	APR Issued June 2021

Year 5	2020-21 academic year APR	APR Issued June 2022
Year 6	2021-22 academic year APR	APR Issued June 2023
Year 7	2022-23 academic year APR	APR issued June 2024
Year 8	2023-24 academic year APR	APR Issued June 2025
Year 9	2024-25 academic year APR	APR Issued June 2026
Year 10	2025-26 academic year APR	APR Issued June 2027

b. APR incentive payments will be based on the following schedule:

<u>Academic Progress Rate</u>	<u>Payment</u>
985 or greater	\$50,000

If earned by Coach, the incentive payment shall be made within forty-five (45) days of the date upon which the NCAA academic progress rate data is available to University. Coach must be employed by University as a head men’s basketball coach at the conclusion of each contract year to earn the APR bonus associated with that Contract Year.

6. Paragraph 6.3(c) of the Original Agreement is deleted and in its place the following is substituted:

6.3(c) Termination by Coach shall require Coach to pay, or cause to be paid, as repayment of Compensation, perquisites and benefits paid to or accrued by Coach in anticipation that Coach would fulfill the Term, a fixed sum to University, according to the following schedule:

After the third Contract Year but on or before the end of the fourth (April 25, 2020):	\$4,000,000
After the fourth Contract Year but on or before the end of the fifth (April 25, 2021):	\$3,000,000
After the fifth Contract Year but on or before the end of the sixth (April 25, 2022):	\$2,000,000
After the sixth Contract Year but on or before the end of the seventh (April 25, 2023):	\$2,000,000
After the seventh Contract Year but on or before the end of the eighth (April 25, 2024):	\$1,000,000
After the eighth Contract Year but on or before the end of the ninth (April 25, 2025):	\$1,000,000

7. Paragraph 7.1 of the Original Agreement is deleted and in its place the following is substituted:

7.1 Coach may be disciplined as determined by the athletic director for: (i) any reason for which an Officer of Administration may be disciplined; (ii) for a material violation of any constitution, bylaw, interpretation, rule, regulation, or policy of the NCAA and PAC-12, policy, standard or directive of the University or the President; or (iii) any material violation of local, state or federal law or a material breach of this Agreement. Discipline under this provision may be in addition to discipline imposed by the NCAA or the PAC-12 conference. Depending on the violation, the athletic director may provide an opportunity for Coach to remediate or may impose a reprimand, assess a fine (of a day’s pay or more), suspend (with or without pay) or, consistent with Section 7.2,

terminate Coach. Coach shall cooperate fully with any University personnel in the course of any investigation of illegal or prohibited behavior on the part of Coach, students, boosters, employees, administrators, volunteers, or agents of the University.

8. Paragraph 7.2 of the Original Agreement is deleted and in its place the following is substituted:

7.2 University shall have the right to terminate this Agreement for cause prior to its expiration. Coach waives any procedural rights he may have under UO policy or the law except those contained in this Agreement. If University is considering termination for cause, Coach shall be notified of the grounds and shall have the opportunity to present a statement of denial, explanation or excuse before such termination is finalized. Coach understands, however, that as set forth in NCAA Bylaw 11.2.1(b), if Coach is found to be in violation of any rule or regulation of the NCAA, Coach shall be subject to disciplinary or corrective actions as set forth in the provisions of the NCAA enforcement procedures. In that situation, Coach agrees that the University shall implement any such disciplinary or corrective actions imposed by the NCAA and that, notwithstanding anything else in this contract or this section, UO has the right to immediately implement the discipline (including termination) or corrective action required under the NCAA enforcement procedures; such action shall be considered cause, as set forth in Section 7.2(a).

a. "Cause" shall include in addition to its normally understood meaning in employment agreements and in University Policy: (i) A deliberate and serious violation of the duties outlined in this Agreement or refusal or unwillingness to perform such duties in good faith and to the best of Coach's abilities; (ii) Conduct resulting in a conviction for violation of any criminal statute involving moral turpitude or a state or federal felony crime; (iii) A serious violation of any law, rule, regulation, constitutional provision, bylaw, or interpretation of the PAC-12 Conference or the NCAA, which may, in the sole good faith judgment of University, reflect or impact materially and adversely upon University or its athletic program or which may result in University being placed on probation by the PAC-12 Conference or the NCAA, including any violation which may have occurred during prior employment at University or another NCAA member institution, either by Coach or by a member of the coaching staff or any other person Coach supervises or directs; (iv) Absence from duty of 60 continuous days (except due to illness documented by a licensed physician) or 60 business days in any twelve (12) month period (except due to illness documented by a licensed physician) without the athletic director's consent (which shall not be unreasonably withheld); (v) a serious violation of any University or Presidential policy, standard or directive; (vi) Failure to prevent misconduct by student-athletes that results in harm to others in circumstances where the Coach could have prevented the misconduct and failed to take reasonable action to do so; or (vii) misconduct, as that term is defined in the OA Corrective Discipline Procedure.

b. If this Agreement is terminated for cause, all obligations of University to make further payments or to provide any other consideration to Coach shall cease as of the end of the month in which such termination occurs. If the Agreement is terminated for cause, the University shall not be liable to Coach for any compensation, damages or the loss of any collateral business opportunities or any

other benefits, perquisites or income whether from University or other sources.

This Employee Agreement Amendment #2 is effective upon full execution by Coach and University. All other terms and conditions of the Original Agreement remain in full force and effect.

The parties indicate their acceptance of and agreement to the terms and conditions of this Amendment #2 by their signatures below.

Dana Altman

University of Oregon

Dana Altman

Rob Mullens, Director of Athletics

Date

Date

EXHIBIT B
Altman Employment
Agreement (Current)

Employment Agreement

This Employment Agreement (Agreement) is entered into by the University of Oregon (University) and Dana Altman (Coach).

1. Purpose

University and Coach have entered into this Agreement because the University desires to hire Coach, and Coach desires to work as an employee for the University. For these reasons, University has agreed to employ Coach in a salaried position, and Coach has agreed to be employed by the University upon the terms and conditions set forth herein.

2. Position

2.1 Description of Coach's Responsibilities

- a. Title. Coach is employed as head coach of the University's intercollegiate men's basketball team subject to the terms and conditions of this Agreement.
- b. Effort; Compliance. Coach agrees: (i) to devote his best efforts full time to the prompt and efficient performance of all duties and responsibilities of a head men's basketball coach and such other reasonably related duties and responsibilities (so long as they do not interfere with his duties and responsibilities as head men's basketball coach) as may be assigned to him from time to time; (ii) to give proper time and attention to furthering his responsibilities to the University; (iii) to comply with all rules, regulations, policies, and decisions established or issued by the University or the President, the University Department of Intercollegiate Athletics (Athletic Department), the Pacific-12 Conference (PAC-12), and the National Collegiate Athletic Association (NCAA). Coach also agrees that notwithstanding the provisions of Section 4.6, during the Term of this Agreement he will not engage, directly or indirectly, in any business or other activity which would significantly detract from his ability to apply his best efforts to the performance of his duties and responsibilities. Coach also agrees not to usurp any corporate opportunities of University. Coach and University agree to implement the actions described in Exhibit A to this agreement.
- c. General Administration as head men's basketball coach. During the period in which University employs Coach as head men's basketball coach, Coach agrees to perform properly, efficiently, to the best of his ability and consistent with University standards, all duties and responsibilities of a head men's basketball coach in this position. Coach is responsible for the management and administration of all phases of the Intercollegiate men's basketball program fully in keeping with the philosophies and objectives of the Athletic Department and the University, including compliance with NCAA, PAC-12, and University policies which can be found at policies.uoregon.edu.

d. Day to Day responsibilities as head men's basketball coach. As head men's basketball coach, Coach's specific and essential responsibilities include, but are not limited to: (i) Working with student-athletes involving recruitment and selection, leadership and instruction in personal and athletic development, determining eligibility and promoting academic progress; (ii) Participating in activities to generate and maximize revenue to sustain the men's basketball program and to support other activities of the Athletic Department; (iii) Arranging and conducting practices; (iv) Supervising personnel, including assistant coaches, graduate assistants and others, providing orientation and training as appropriate, conducting performance evaluations at least annually; (v) Assisting with the conditioning, training, safety and discipline of student-athletes including developing and communicating team rules and effectively implementing them; (vi) Directing the team at all men's basketball games and events; (vii) Participating in clinics, exhibitions, and camp activities as reasonably requested by the Athletic Director; (viii) Participating in public relations events as reasonably requested by the Athletic Director; (ix) Cooperating with other Athletic Department and University personnel, including other coaches; and (x) Performing other duties as reasonably requested by the Athletic Director.

e. Ethical Responsibilities: The University has established a tradition of ethical conduct at all levels of University life. In accordance with this tradition, Coach, as a member of the Athletic Department, agrees to represent the University in an honorable and ethical manner at all times. Standards for the ethical conduct of Athletic Department staff are established and enforced by the Director of Athletics, the University, the PAC-12 Conference and the NCAA. In addition, University Intercollegiate Athletics Policy 8.036 reflects and specifies certain requirements regarding ethical conduct, as does University's Conflict of Interest and Conflict of Commitment policies, each of which, as amended from time to time, shall be deemed a part of this Agreement. Coach further agrees to comply with all applicable constitutions, bylaws, interpretations, laws, policies, rules or regulations relating to the conduct and administration of the men's basketball program. If Coach becomes aware, or has reasonable cause to believe, that violations of applicable constitutions, bylaws, interpretations, laws, policies, rules or regulations have taken place, he shall report them promptly (and in all cases within seven days) to the Director of Athletics. Coach also agrees to adhere to, to respect and to follow the academic standards, requirements and policies of the University at all times, including with respect to the recruitment of prospective student-athletes and the eligibility of current student-athletes.

2.2 Reassignment.

The University's intent is for Coach to serve as the head men's basketball coach of the intercollegiate men's basketball team throughout the Term of this Agreement. However, Coach understands that the University retains the right to assign Coach to other positions with different duties during the Term of this Agreement (Reassignment). Should such Reassignment be under consideration, University shall consult with Coach and seek Coach's input at least thirty (30) calendar days before a Reassignment is

made. In no event, however, will Coach be assigned to a position that is not, in University's sole good faith judgment, consistent with his education, expertise or experience, nor will Coach's Guaranteed Salary be reduced during the Term of this Agreement. If University reassigns Coach and Coach refuses to accept such reassignment, University must terminate this Agreement pursuant to the terms and conditions for termination by University set forth in Section 6.2 below.

2.3 Reporting Relationship.

As head men's basketball coach of the intercollegiate men's basketball team, Coach shall report to the Athletic Director or another member of the senior athletic administration as designated by the Athletic Director.

3. Term of Agreement

The term (Term) of this Agreement shall begin on April 26, 2016, and end at 11:59 pm Pacific Time on April 25, 2023, at which time this Agreement shall expire without penalty to either party. Each contract year (Contract Year) shall be any twelve (12) month period during the Term from 12:00 am April 26 to 11:59 pm on April 25.

Contract Year 1:	April 26, 2016 – April 25, 2017
Contract Year 2:	April 26, 2017 – April 25, 2018
Contract Year 3:	April 26, 2018 – April 25, 2019
Contract Year 4:	April 26, 2019 – April 25, 2020
Contract Year 5:	April 26, 2020 – April 25, 2021
Contract Year 6:	April 26, 2021 – April 25, 2022
Contract Year 7:	April 26, 2022 – April 25, 2023

4. Compensation

Coach is entitled to compensation as identified in this Agreement. Coach may earn supplemental income related to his employment as and to the extent approved by the University and consistent with NCAA and PAC-12 regulations. All payments from University are subject to applicable deductions and withholdings for tax purposes and employee benefit programs in which Coach participates. All payments are also subject to the terms and conditions in Sections 6 and 7 regarding termination of this Agreement.

4.1 Salary

a. For performance of his duties and responsibilities under this Agreement (subject to the terms of this Agreement), University shall pay Coach an annual guaranteed salary (Guaranteed Salary) as follows:

Contract Year 1:	\$1,800,000
Contract Year 2:	\$2,500,000
Contract Year 3:	\$2,500,000
Contract Year 4:	\$2,700,000
Contract Year 5:	\$2,900,000
Contract Year 6:	\$3,000,000
Contract Year 7:	\$3,050,000

b. Coach's Guaranteed Salary shall be paid in equal installments on the University's Regular pay days. If this Agreement is terminated for any reason under Section 6 or 7 before the expiration of the Term, the Guaranteed Salary shall be prorated through the effective date of termination as provided in such sections. As a result, University shall cease paying Guaranteed Salary as of the end of the month in which such termination occurs and shall therefore pay all remaining obligations as set forth in Section 6 and 7, as applicable.

4.2 Fringe Benefits

a. Coach shall be entitled to participate in the University fringe benefits offered to other employees that share his status as an Officer of Administration. These include (but are not limited to) group life insurance, medical, dental, and vision insurance; paid vacation and sick leave; disability insurance; participation in the Optional Retirement Plan; and opportunities to invest in tax deferred annuities and deferred compensation plans.

b. Coach will receive reimbursement for all business-related travel and out-of-pocket expenses, including travel expenses for his spouse (whenever deemed appropriate by the Athletic Director), consistent with University policy.

c. University shall provide to Coach at all times during the Term of this Agreement while Coach is on the men's basketball coaching staff one (1) courtesy car plus one car stipend of \$500 per month for a second car. The Athletic Department will insure two cars for official business, but Coach must provide automobile liability (no less than \$1 million limit) and collision insurance for personal use of the car. Should University be unsuccessful in obtaining the courtesy car for Coach, Coach shall receive a stipend of \$750 per month (in addition to the \$500 per month) in lieu of the courtesy car.

d During the term of this Agreement while Coach is head men's basketball coach, Coach will be provided with membership in the Eugene Country Club if such a membership is available (and if not available than an available membership in a country club of Coach's choice in the Eugene area.) The Athletic Department will pay monthly dues and approved business-related expenses. Coach will be responsible for any personal charges including, but not limited to, electric carts, lockers, restaurant charges and lessons. This membership is provided to assist in fund-raising efforts. Should Coach be reassigned, Coach's continued membership will depend upon the wishes of the Eugene Country Club, needs of the new position and its relative (to certain head coach positions) utility to promotional and fund-raising functions.

e. During the Term of this Agreement while Coach is head men's basketball coach, Coach will receive, as part of the standard Athletic Department fringe benefit package and to help him fulfill his duties as head men's basketball coach: twelve (12) tickets to each of the University's men's basketball team's home games, and University shall make a good faith effort to provide Coach with twelve (12) tickets to each away, conference tournament and post-season game. Additionally, Coach will receive two (2) tickets and purchasing privileges for four (4) additional tickets to each home game of each of the University's other varsity intercollegiate athletic teams. In addition, University will pay the costs for Coach's spouse and another family member to travel to all regular season away men's basketball games. If the men's basketball team participates in post-season play (including the conference tournament), University agrees to pay the cost for Coach's spouse and dependent children to travel within the continental Unites States to away post-season games. Coach understands that these benefits, if received, will likely be taxable. University will also provide Coach and his family with reasonable parking accommodations for men's basketball home games.

f. During the Term of this Agreement while Coach is on the men's basketball coaching staff, Coach will be eligible to receive a reasonable amount of apparel, equipment, and shoes from University's contracted provider.

g. During the Term of this Agreement while Coach is head men's basketball coach, and upon presentation of proper receipts, Coach will be eligible to receive up to twenty-five thousand dollars (\$25,000) per Contract Year to reimburse him for travel expenses incurred by him to visit friends or relatives, travel expenses incurred by him to have relatives or friends visit, or travel expenses incurred by him to have friends or relatives attend University athletic events. Coach understands that these benefits, if received, will likely be taxable.

h. Coach is eligible to receive a Nike Elite allowance at the discretion of the Athletic Director.

4.3 Retention Payments

During the Term of this Agreement, if Coach remains head men's basketball coach continuously, Coach will be eligible to receive retention payments as follows:

Upon expiration of Contract Year 1, University pays \$850,000
Upon expiration of Contract Year 2, University pays \$200,000
Upon expiration of Contract Year 3, University pays \$300,000
Upon expiration of Contract Year 4, University pays \$300,000
Upon expiration of Contract Year 5, University pays \$300,000
Upon expiration of Contract Year 6, University pays \$300,000
Upon expiration of Contract Year 7, University pays \$300,000

The retention payments outlined above are not considered part of Guaranteed Salary as outlined in Section 4.1.a. Such retention payments will be made within ten (10) days of expiration of applicable Contract Year.

4.4 Annual Performance Incentives

Each Year during the Term of this Agreement if Coach remains head men's basketball coach, Coach will be eligible to receive performance incentive payments as follows:

NCAA Tournament:

Selection to Participate	\$25,000
Advance to Sweet 16	\$50,000
Advance to Final 4	\$100,000
Win National Championship	\$250,000

(Cumulative maximum for winning NCAA Tournament: \$425,000)

Pac-12 Regular Season First Place Finish: \$40,000

Pac-12 Tournament Champion: \$40,000

Pac-12 Regular Season First Place AND Pac-12 Tournament Champions: Additional \$20,000

Total Cumulative Maximum Bonus for Pac-12 Regular Season First Place AND Pac-12 Tournament Champions: \$100,000

If earned by Coach, the incentive payments shall be made within forty-five (45) days following the season in which such incentive payments are earned. Coach must be employed by University as a head men's basketball coach on the date any of the above incentives are earned to be eligible to receive payment for each specific incentive.

4.5 Academic Incentives

a. Academic Progress Rate. To the extent permitted by law and in the absence of any adverse impact on any University program, Coach will be eligible to receive academic incentives payments based on the single-year Academic Progress Rate (APR) of the men’s basketball team. The APR rates measured will be based on the following schedule:

<u>Contract Year</u>	<u>APR Criteria</u>	<u>Date APR Issued</u>
Year 1	2016-17 academic year APR	APR Issued June 2018
Year 2	2017-18 academic year APR	APR issued June 2019
Year 3	2018-19 academic year APR	APR Issued June 2020
Year 4	2019-20 academic year APR	APR Issued June 2021
Year 5	2020-21 academic year APR	APR Issued June 2022
Year 6	2021-22 academic year APR	APR Issued June 2023
Year 7	2022-23 academic year APR	APR issued June 2024

b. APR incentive payments will be based on the following schedule:

<u>Academic Progress Rate</u>	<u>Payment</u>
985 or greater	\$50,000

If earned by Coach, the incentive payment shall be made within forty-five (45) days of the date upon which the NCAA academic progress rate data is available to University. Coach must be employed by University as a head men’s basketball coach at the conclusion of each contract year to earn the APR bonus associated with that Contract Year.

4.6 Opportunities to Earn Outside Income.

While Coach is head men’s basketball coach, Coach shall have the opportunity to earn income from outside the University as a result of his position on the terms and conditions set forth herein.

a. The following general terms and conditions shall apply whenever Coach wishes to earn outside income related to his expertise, experience, or occupation as a head men’s basketball coach: (i) Any outside activities shall not interfere with the full, complete, and satisfactory performance of Coach's duties and obligations as a University employee, recognizing always that his primary obligations lie with the University; (ii) In no event shall Coach knowingly accept or receive directly or indirectly any monies, benefit, or any other gratuity whatsoever from any person, corporation, University booster club or alumni association or other benefactor if such action would violate NCAA or PAC-12 Conference legislation or the constitution, bylaws, rules and regulations, or their interpretations in effect at the time, and changes of such legislation, constitution, bylaws, rules and regulations or interpretations automatically apply to this Agreement without the necessity of written modification; (iii) Coach shall

disclose to, and obtain the advance written approval of the Athletic Director before entering into agreements for outside income or in-kind or financial benefits. Subject to other terms of this Agreement, such approval shall not be unreasonably withheld as to arrangements not directly related to coaching responsibilities, information and activities. Except as required by the Athletic Department, Coach shall not endorse or be a spokesperson or celebrity personality for goods or services manufactured, sold or provided by persons or entities other than those with which University has contracted, without prior written approval of University. Such approval shall not be unreasonably withheld.

b. Coach may earn additional compensation as a result of his responsibilities operating University's men's basketball youth summer camps. Camp operation is subject to all the rules and procedures outlined in the Athletic Department's Procedural Manual and University policy. The opportunity to operate a camp on or using University facilities is exclusively available to Coach only while he is serving as head men's basketball coach. University shall have no responsibility or liability for loss of camp income resulting from termination of this Agreement. University does not guarantee any minimal camp-related income. Income shall be determined consistent with Athletic Department procedures and practices.

c. Any income produced by outside activities is independent of this Agreement, and University shall have no responsibility or liability for any loss of such outside income resulting from termination of this Agreement or from the reassignment of Coach, regardless of Coach's expectations based on past history or representations and regardless of whether either party could have foreseen or contemplated such a loss upon termination or reassignment or whether such a loss resulted directly or indirectly from the termination or reassignment.

d. Coach shall not earn outside income from pre-game, post-game or coach's show, "highlights" and other television and radio show broadcasts. Except for spontaneous, live sideline interviews consistent with any restrictions arising out of any University media rights holder agreement, Coach shall not provide any such services, commentary or performance relating to University of Oregon men's basketball except as consistent with any University media rights holder agreement unless approved by the Athletic Department.

e. The Athletic Department reserves the right to deal directly with manufacturers, importers, or distributors of athletic shoes, apparel or equipment, and to negotiate and contract for usage and endorsement of their products. Coach shall not enter into any such contracts.

f. Coach shall provide, as and when directed by the University, a detailed accounting in writing of all income and benefits from all sources outside the University.

5. Performance Evaluations

5.1 The Athletic Director will evaluate Coach's performance of his job duties and responsibilities

annually on the same basis as performance evaluations are done for other employees of Coach's classification. These evaluations may take into account prior evaluations and the expectations and goals set for Coach in such prior evaluations.

5.2 As part of the evaluation process, win-loss record, post-season appearance performance (if any), recruiting success, compliance with University, Presidential, and NCAA policies, rules and regulations, student-athlete academic progress, student-athlete development, and fund-raising success shall be taken into account and evaluated against comparably situated and funded Division I intercollegiate athletics programs.

6. Termination without Cause

6.1 Termination due to Death or Disability.

a. This Agreement shall terminate upon Coach's death. This Agreement shall also terminate upon Coach's total disability (within the meaning of University's disability insurance for employees of Coach's classification or within the meaning of Oregon Public Employees Retirement System (PERS) regulations or federal Social Security Administration Regulations).

b. If this Agreement is terminated pursuant to this section because of Coach's death, Coach's compensation and all other benefits shall terminate as of the calendar month in which death occurs, except that his estate or other designated beneficiary shall be paid all such death benefits, if any, as may be contained in any benefit plan now in force or hereafter adopted by University and due to Coach pursuant to that plan. Coach's dependents' continued eligibility for benefits shall be in accordance with the standard eligibility of dependents of Officers of Administration at the University. In addition, University shall pay to Coach's estate any compensation already fully earned but not yet payable under this Agreement.

c. If this Agreement is terminated because Coach becomes totally disabled, Coach shall continue to receive the Guaranteed Salary and any other standard University fringe benefits provided for under this Agreement until such time as Coach becomes eligible for (even if subsequently paid retroactively) total disability benefits from PERS, Social Security, or a private or group insurer, whichever first occurs. At the end of such transition period, if any, all compensation and other University fringe benefits shall terminate.

6.2 Termination by University (not for cause)

a. The University shall have the right to terminate this Agreement at any time for any or no reason.

Such termination shall be effectuated by delivering to Coach written notice of University's intent to terminate this Agreement without cause, and shall be effective upon the later of a date stated or thirty (30) days after University's mailing of such notice. University shall not be obligated to state a reason for termination of Coach without cause. If University exercises its right under this Section 6.2, Coach shall be entitled to damages only as provided for in Section 6.2.b below.

b. If University terminates this Agreement under this Section 6.2, University shall pay to Coach, as liquidated damages, the following:

Remaining Guaranteed Salary owed for the remainder of the Term as set forth in Section 4.1(a) or \$9,000,000, whichever is less.

c. University's obligation under Section 6.2.b shall not accrue interest (so long as not in arrears) and shall be paid on a monthly basis over the balance of the scheduled Term of this Agreement. University's obligations shall be subject to Coach's duty to mitigate, as set forth in Section 6.2.e. Failure to pay timely such liquidated damages shall constitute a breach of this Agreement and such sum shall be recoverable, together with reasonable attorney fees (subject to the limitations and conditions of ORS 30.260 to 30.300) in any state court of competent jurisdiction in the State of Oregon. Coach will not be entitled to any other employee benefits except as otherwise provided herein or required by applicable law. In no case shall University be liable for the loss of any collateral business opportunities or any other benefits (including unemployment compensation), or perquisites, or income resulting from activities such as but not limited to, camps, clinics, media appearances, broadcast talent fees, apparel, equipment or shoe contracts, consulting relationships, or from any other (inside-the-University or outside-the-University) sources that may ensue as a result of University's termination of this Agreement under this Section 6.2.

d. Coach and University have bargained for and agreed to the foregoing liquidated damages provisions, giving consideration to the fact that termination of this Agreement by University under this Section 6.2 may precipitate or lead to Coach's loss of certain salary, benefits, supplemental compensation or other economic advantages or income related to his employment at the University, which damages are extremely difficult to determine fairly, adequately, or with certainty. The parties further agree that the payment of such liquidated damages by University shall constitute sufficient, adequate and reasonable compensation to Coach for any loss, damages or injury Coach suffers because of such termination by University. The foregoing shall not be, nor be construed to be, a penalty. The provisions of this Section 6.2 shall be without prejudice to any other right (excluding unemployment compensation) Coach may have under applicable law. Coach acknowledges that state and federal taxes must be withheld and paid on liquidated damages as required by law.

e. If University terminates this Agreement under this Section 6.2, Coach agrees to mitigate University's obligations to pay liquidated damages under Section 6.2.b by making reasonable, good faith,

and diligent efforts to obtain Comparable Employment, defined as a coaching position (not necessarily as a head coach) or a senior athletic administrative position (such as athletic director or associate athletic director position) at a college or university or with a professional team as soon as reasonably possible after termination of this Agreement. Should Coach obtain any employment, including, but not limited to, Comparable Employment, University's financial obligations under this Agreement, including Section 6.2.b, shall cease if Coach's Monthly Compensation (defined as 1/12th of Coach's annual compensation, inclusive of all bonuses and any form of monetary compensation, including any payments into special programs, including special insurance vehicles or corporations or trusts, but excluding usual and customary non-monetary fringe benefits such as health and life insurance, club memberships and use of vehicles), is equal to or greater than University's obligation to pay liquidated damages under Section 6.2.b, prorated on a monthly basis. If Coach's Monthly Compensation, from new Comparable Employment is less than University's monthly obligation to pay liquidated damages under Section 6.2.b, the amount of University's obligation to pay liquidated damages shall be reduced by the greater of: a) the amount of Coach's Monthly Compensation from such new employment or b) the median Monthly Compensation, as determined from publically available sources, of incumbents in equivalent coaching or senior athletic administrative positions in, as relevant, the NCAA Division or professional sports league in which Coach has obtained Comparable Employment. Should Coach obtain employment other than Comparable Employment and Coach's Monthly Compensation is less than University's monthly obligation to pay liquidated damages, the amount of University's obligation to pay liquidated damages shall be reduced by the amount of Coach's Monthly Compensation in excess of \$16,667. Coach shall promptly inform University of changes in his employment status (including monthly salary and type and value of fringe benefits that are included in the calculation of Coach's compensation) for purposes of the implementation of this Section 6.2.e. Coach agrees to provide University with a copy of any employment agreement relevant to mitigating Comparable Employment, as well as other information necessary to establish compliance with this mitigation obligation including, upon request, information relating to income Coach has received in a manner that did not generate a form W-2 or 1099. Should Coach fail to make a good faith effort to obtain employment, University's obligations to pay liquidated damages under Section 6.2.b shall cease.

6.3 Termination by Coach

a. Coach recognizes that his promise to work for the University for the entire Term of this Agreement is of essence to this Agreement. Coach also recognizes that the University is making a highly valuable investment in his continued employment by entering into this Agreement and that its investment would be lost were he to resign or otherwise terminate his employment with the University prior to the expiration of the Term of this Agreement. In recognition of these facts, the parties agree that Coach's decision to terminate this Agreement prior to its expiration will be subjected to the following terms and conditions.

b. If Coach wishes to pursue other employment opportunities, Coach is required to provide Athletic Director with written or verbal notice prior to meeting with representatives from another entity to

discuss such employment opportunities. If Coach terminates this Agreement during its Term he must notify Athletic Director in writing. While Coach is assigned to the position of head men's basketball coach, such termination by Coach must occur at a time other than during the men's basketball season (including post-season), unless both parties mutually agree otherwise. However, so long as the termination occurs other than during the men's basketball season, nothing limits Coach's ability to provide notice at any time. If Coach gives notice prior to the completion of play, University may require Coach to continue his coaching and other responsibilities, or University may reassign Coach until the completion of all play. Simultaneously with such notice, Coach shall inform University in writing of his employment plans following the termination of his employment with University.

c. Termination by Coach shall require Coach to pay, or cause to be paid, as repayment of Compensation, perquisites and benefits paid to or accrued by Coach in anticipation that Coach would fulfill the Term, a fixed sum to University, according to the following schedule:

On or before the end of 2 nd Contract Year (April 25, 2018):	\$2,000,000
After the second Contract Year but on or before the end of the third (April 25, 2019):	\$1,700,000
After the third Contract Year but on or before the end of the fourth (April 25, 2020):	\$1,350,000
After the fourth Contract Year but on or before the end of the fifth (April 25, 2021):	\$1,000,000
After the fifth Contract Year but on or before the end of the sixth (April 25, 2022):	\$700,000
After the sixth Contract Year but on or before the end of the seventh (April 25, 2023):	\$350,000

Coach's obligations under this Section 6.3.c shall apply only:

(1) If Coach terminates this Agreement on or prior to the expiration of the 3rd Contract Year (April 25, 2019) and he subsequently assumes before the expiration of what would have been the 7th Contract Year (conclusion of the 2022-23 season) any position associated with college or professional basketball or any position associated with television, radio or multimedia presentations of college basketball.

(2) If Coach terminates this Agreement after the expiration of the 3rd Contract Year (April 25, 2019) but only if Coach subsequently assumes a coaching position, whether head coach or otherwise, before the expiration of what would have been the 7th Contract Year (conclusion of the 2022-23 season), in the National Basketball Association or in one of the following conferences, including their successor conferences: Big East, Big Ten, Big 12, Southeastern, Atlantic Coast, Pacific-12 or Missouri Valley.

d. Coach may prorate the foregoing applicable amount over the remaining months in the Term without interest or may pre-pay in one or more lump sums. The parties recognize and agree that the foregoing amounts also constitute a projection or measurement of University's damages which, in such a case, would be extremely difficult to determine, and that this provision is a sufficient and reasonable

estimate of the potential injury to University and that it shall be enforceable as liquidated damages and not as a penalty. Provided, however, that if University membership in the Pac-12 Conference ends and the University does not join without a competition- season interruption, a conference of comparable stature and NCAA classification level, this subsection shall not apply and Coach shall not be obligated to pay any liquidated damages.

e. Coach and University have bargained for and agree to the foregoing liquidated damages Provisions, giving consideration to the fact that termination of the Agreement by Coach under this section 6.3 may precipitate or lead to University's loss of revenue or other economic advantages or income related to University's athletic program, which damages are extremely difficult to determine fairly, adequately or with certainty. The parties further agree that the payment of such liquidated damages by Coach shall constitute sufficient, adequate and reasonable compensation to University for any loss, damages or injury that University suffers because of such termination by Coach. The foregoing shall not be, nor be construed to be, a penalty.

7. Termination for Cause and Discipline

7.1 Coach may be disciplined as determined by the Athletic Director for: (i) any reason for which an Officer of Administration may be disciplined; (ii) for a material violation of any constitution, bylaw, interpretation, rule, regulation, or policy of the NCAA and PAC-12, policy, standard or directive of the University or the President; or (iii) any material violation of local, state or federal law or a material breach of this Agreement. Discipline under this provision may be in addition to discipline imposed by the NCAA or the PAC-12 conference. Depending on the violation, the Athletic Director may provide an opportunity for Coach to remediate or may impose a reprimand, assess a fine (of a day's pay or more), suspend (with or without pay) or, consistent with Section 7.2, terminate Coach. Coach shall cooperate fully with any University personnel in the course of any investigation of illegal or prohibited behavior on the part of students, boosters, employees, administrators, volunteers, or agents of the University.

7.2 University shall have the right to terminate this Agreement for cause prior to its expiration. Coach waives any procedural rights he may have except those contained in this Agreement. If University is considering termination for cause, Coach shall be notified of the grounds and shall have the opportunity to present a statement of denial, explanation or excuse before such termination is finalized.

a. "Cause" shall include in addition to its normally understood meaning in employment agreements and in University Policy (Resignations & Terminations as applied to the University policies), any of the following: (i) A deliberate and serious violation of the duties outlined in this Agreement or refusal or unwillingness to perform such duties in good faith and to the best of Coach's abilities; (ii) Conduct resulting in a conviction for violation of any criminal statute involving moral turpitude or a state or

federal felony crime; (iii) A serious and knowing violation of any material law, rule, regulation, constitutional provision, bylaw, or interpretation of the PAC-12 Conference or the NCAA, which may, in the sole good faith judgment of University, reflect or impact materially and adversely upon University or its athletic program or which may result in University being placed on probation by the PAC-12 Conference or the NCAA, including any such violation which may have occurred during prior employment at University or another NCAA member institution, either by Coach or, if known to Coach that results in a finding of a violation of NCAA Bylaw 11.1.1.1, by a member of the coaching staff or any other person Coach supervises or directs; (iv) Absence from duty of 60 continuous days (except due to illness documented by a licensed physician) or 60 business days in any twelve (12) month period (except due to illness documented by a licensed physician) without the Athletic Director's consent (which shall not be unreasonably withheld); (v) a serious and knowing violation of any University or Presidential policy, standard or directive; or (vi) Any cause adequate to sustain the termination of any other Officer of Administration.

b. If this Agreement is terminated for cause, all obligations of University to make further payments or to provide any other consideration (notwithstanding University Policy (Resignations & Terminations as applied to the University or its successor policy, standard or directive) shall cease as of the end of the month in which such termination occurs. In no case shall University be liable to Coach for the loss of any collateral business opportunities or any other benefits, perquisites or income whether from University or other sources.

8. Miscellaneous

8.1 This Agreement will be governed and construed in accordance with the laws of the State of Oregon without regard to principles of conflicts of law. In no event shall any part of this Agreement be construed as a waiver of sovereign and governmental immunities or limits of liability enforceable in the courts of the State of Oregon.

8.2 The captions or headings in this Agreement are for convenience only and in no way define, limit, or describe the scope or intent of any provisions of this Agreement.

8.3 The parties agree that if any term or provision of this Agreement is declared by a court of competent jurisdiction to be illegal or in conflict with any law, the validity of the remaining terms and provisions will not be affected, and the parties agree to attempt to substitute for any illegal, invalid, or unenforceable provision a valid or enforceable one, which achieves the economic, legal and commercial objectives of the invalid or unenforceable provision to the greatest extent possible.

8.4 No waiver, consent, modification, or change of any term of this Agreement shall bind either party unless the same is in writing and signed by both parties and all necessary approvals have been obtained.

Such express waiver, consent, modification, or change, if made, shall be effective only in the specific instance and for the specific purpose set forth in such signed writing. Failure of either party to enforce any provision of this Agreement shall not constitute a waiver of the right to future enforcement of that or any other provision.

8.5 This Agreement may be executed in counterparts, and via facsimile or electronically transmitted signature (i.e. emailed scanned true and correct copy of the signed Agreement), each of which will be considered an original and all of which together will constitute one and the same agreement. At the request of a party, the other party will confirm facsimile or electronically transmitted signature page by delivering an original signature page to the requesting party.

8.6 This Agreement may be publicly disclosed in its entirety.

8.7 Coach's position as head men's basketball coach is not tenure-related and has no academic rank.

8.8 This Agreement, together with all incorporated documents and exhibits attached hereto and referenced herein, constitutes the entire agreement between the parties with respect to the subject matter hereof and merges all prior and contemporaneous communications with respect to such subject matter. This Agreement shall not be modified except by a signed writing dated subsequent to the date of this Agreement and signed by Coach and on behalf of University by its duly authorized representative. The parties hereby acknowledge and agree that this Agreement has been negotiated by the parties and their respective counsel and shall be interpreted fairly in accordance with its terms and without any strict construction in favor of or against either party.

8.9 All notices, claims, requests, demands and other communications hereunder shall be made in writing and shall be deemed given if delivered or mailed (registered or certified mail, postage prepaid, return receipt requested) as follows:

To Coach: Dana Altman
Last known address on file with Human Resources

To the University: Director of Athletics
University of Oregon
2727 Leo Harris Parkway
Eugene, OR 97401

8.10 All compensation payable to Coach under this Agreement or sums payable to Coach for breach of this Agreement are payable only from revenues of the Department of Athletics or funds made available to the Department of Athletics by University's affiliated foundation. University is not obligated to use

state general fund money to pay compensation payable to Coach or to pay sums payable to Coach for breach of this Agreement. Nothing in this Section 8.10 shall be construed to affect University's obligation to pay compensation to Coach under this Agreement from the sources of funds identified in this Section 8.10.

The parties indicate their acceptance of and agreement to the terms and conditions of this Agreement by their signatures below.

Coach

University of Oregon





Dana Altman

Rob Mullens

11-11-16

11/11/2016

Date

Date

Exhibit A

Communication

The President of the University will meet with Coach annually to discuss the President's expectations for NCAA rules compliance.

The Athletics Director will meet with Coach annually to discuss the Athletics Director's expectations for NCAA rules compliance. The meeting will address the following:

- Athletics Director's philosophy and expectations on rules compliance.
- Compliance resources for the men's basketball program.
- The men's basketball program's shared responsibility with compliance staff.
- Continued dialogue with Athletics Director to discuss the institution and men's basketball program's compliance environment and expectations.

The Compliance Director will meet with Coach at least annually to discuss his/her expectations for NCAA rules compliance. The meeting will address the following:

- Compliance Director's philosophy and expectations on rules compliance.
- Compliance resources for the men's basketball program.
- A discussion of the compliance staff's and men's basketball program's expectations for submitting rules interpretations and waiver requests and how to best resolve any disagreements over the submission of such requests.
- Men's basketball program's shared responsibility with compliance staff.
- Expectations for reporting actual and suspected NCAA rules issues (e.g., immediate action; reporting lines).
- Establishment of a plan for continued dialogue with Compliance Director to discuss the institution and program's compliance environment and expectations.
- Establishment of a plan for ongoing dialogue between coaching staff and compliance staff to discuss key issues facing the sport and program (e.g., agents; initial eligibility; pre-enrollment amateurism, etc.).

The President, Athletics Director, Compliance Director and Coach will meet annually to discuss the institution and program's compliance environment and expectations.

Monitoring

Coach will actively look for red flags of potential violations.

In consultation with the Compliance Director, Coach will create written procedures to ensure that the men's basketball staff, including assistant coaches, is monitoring the men's basketball program's rules compliance.

In consultation with the Compliance Director, Coach will:

- Assign a men's basketball staff liaison to the University's compliance staff.
- Assign men's basketball staff members to monitor specific areas of compliance (e.g., recruiting contacts, initial eligibility, amateurism, telephone contacts).
- Regularly evaluate men's basketball staff members to ensure their areas of compliance are monitored and that all responsibilities are executed in a timely manner.
- Ensure that the men's basketball program has adequate and ongoing compliance training and that there is a plan in place for discussion of important information.
- Determine reporting lines for resolving actual and potential NCAA rules issues.
- Determine reporting lines to alert compliance staff of issues involving prospective student-athletes and current student-athletes (e.g., agents, initial eligibility, pre-enrollment amateurism, etc.).
- Regularly solicit feedback from the men's basketball staff concerning their areas of compliance and the program's overall compliance environment in order to ensure that the monitoring systems are functioning properly.
- Ensure that men's basketball staff immediately notifies the compliance staff when concerns or red flags occur related to potential NCAA rules violations.

Employee Agreement Amendment #1

This is Employee Agreement Amendment #1 (Amendment #1) to the Employment Agreement (Original Agreement). The Original Agreement was entered into by the University of Oregon (University) and Dana Altman (Altman) and signed by Altman and University on November 11, 2016.

The Original Agreement is amended as follows:

1. Paragraph 6.2.b of the Original Agreement is deleted and in its place the following is substituted:

If University terminates this Agreement under this Section 6.2, University shall pay to Coach, as liquidated damages, the following:

The Guaranteed Salary owed for the remainder of the Term as set forth in Section 4.1(a). Any partial Contract Year shall be prorated based the number of months and days remaining in that Contract Year at the time of termination.

2. Paragraph 6.3.c of the Original Agreement is deleted and in its place the following is substituted:

Termination by Coach shall require Coach to pay, or cause to be paid, as repayment of Compensation, perquisites and benefits paid to or accrued by Coach in anticipation that Coach would fulfill the Term, a fixed sum to University, according to the following schedule:

On or before the end of 2 nd Contract Year (April 25, 2018):	\$2,250,000
After the second Contract Year but on or before the end of the third (April 25, 2019):	\$1,700,000
After the third Contract Year but on or before the end of the fourth (April 25, 2020):	\$1,350,000
After the fourth Contract Year but on or before the end of the fifth (April 25, 2021):	\$1,000,000
After the fifth Contract Year but on or before the end of the sixth (April 25, 2022):	\$700,000
After the sixth Contract Year but on or before the end of the seventh (April 25, 2023):	\$350,000

Coach's obligations under this Section 6.3.c shall apply only:

- (1) If Coach terminates this Agreement on or prior to the expiration of the 3rd Contract Year (April 25, 2019) and he subsequently assumes before the expiration of what would have been the 7th Contract Year (conclusion of the 2022-23 season) any position associated with college or professional basketball or any position associated with television, radio or multimedia presentations of college basketball.

or

- (2) If Coach terminates this Agreement after the expiration of the 3rd Contract Year (April 25, 2019) but only if Coach subsequently assumes a coaching position, whether head coach or otherwise, before the expiration of what would have been the 7th Contract Year (conclusion of the 2022-23 season), in the

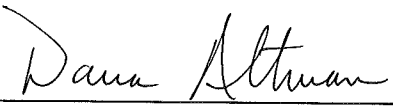
National Basketball Association or in one of the following conferences, including their successor conferences: Big East, Big Ten, Big 12, Southeastern, Atlantic Coast, Pacific-12 or Missouri Valley.

3. This Employee Agreement Amendment #1 is effective April 25, 2017. All other terms and conditions of the Original Agreement remain in full force and effect.

The parties indicate their acceptance of and agreement to the terms and conditions of this Amendment #1 by their signatures below.

Dana Altman

University of Oregon



Dana Altman



Rob Mullens, Director of Athletics

6-7-17

Date

6/7/17

Date

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**Executive and Audit Committee
Board of Trustees of the University of Oregon**

Resolution: Authorization to Execute Certain Employment Agreement (Kelly Graves)

Whereas, the Department of Intercollegiate Athletics (Athletics) has wishes to engage in a new employment agreement with Kelly Graves (Graves), the head women’s intercollegiate basketball coach, in recognition of his continued success;

Whereas, Graves has led the women’s basketball team to tremendous success, including back-to-back regular season conference championships and a top ten national ranking at the end of the 2018-19 regular season;

Whereas, retaining Graves at the UO is in the best interest of the women’s basketball program and Athletics as a whole;

Whereas, Athletics and Graves have reached agreement on employment terms for a new seven-year contract, pending approval by the Board of Trustees;

Whereas, ORS 352.107(c) grants the University of Oregon the authority to make any and all contracts and agreements that are appropriate;

Whereas, the Policy on the Retention and Delegation of Authority requires Board of Trustees’ approval for instruments exceeding \$5,000,000; and,

Whereas the Policy on Committees authorizes the Executive and Audit Committee to act on behalf of the Board of Trustees;

Now, therefore, the Executive and Audit Committee (EAC) of the Board of Trustees of the University of Oregon hereby authorizes the president of the University or his designee to enter into amendments to the employment agreement with Kelly Graves that is the same or substantially similar to the amendments attached hereto as Exhibit A.

Moved: _____ Seconded: _____

Trustee	Vote	Trustee	Vote
Bragdon		Lillis	
Ford		Ralph	
Kari		Wilcox	

Record here if voice vote without dissent rather than roll call: _____

Dated: _____ Recorded: _____

EXHIBIT A
Amendments to Employment Agreement
Kelly Graves

Employment Agreement Amendment #2

This is Employment Agreement Amendment #1 (Amendment #1) to the Employment Agreement (Original Agreement). The Original Agreement was entered into by the University of Oregon (University) and Kelly Graves (Graves) and signed by Graves on April 5, 2017 and by University on April 6, 2017.

The Original Agreement is amended as follows:

1. Paragraph 2.1(e) of the Original Agreement is deleted and in its place the following is substituted:

2.1. e. Ethical Responsibilities: The University has established a tradition of ethical conduct at all levels of University life. In accordance with this tradition, Coach, as a member of the Department, agrees to represent the University in an honorable and ethical manner at all times. Standards for the ethical conduct of Department staff are established and enforced by the athletic director, the University, the PAC-12 Conference and the NCAA. In addition, University Intercollegiate Athletics Policy § 8.036 reflects and specifies certain requirements regarding ethical conduct, as does University's Conflict of Interest and Conflict of Commitment policies, each of which, as amended from time to time, shall be deemed a part of this Agreement. Coach further agrees to comply with all applicable constitutions, bylaws, interpretations, laws, policies, standards, directives, rules or regulations relating to the conduct and administration of the women's basketball program. If Coach becomes aware, or has reasonable cause to believe, that violations of applicable constitutions, bylaws, interpretations, laws, policies, standards, directives, rules or regulations have taken place, he shall report them promptly (and in all cases within seven days) to the athletic director. As set forth in NCAA Bylaw 11.2.1(a) and 19.2.3, Coach has an affirmative obligation to cooperate fully in the NCAA infractions process, including the investigation and adjudication of any case involving allegations of infractions. Such cooperation includes cooperation with any internal University investigation, but also cooperation with an investigative or adjudicative body of the NCAA, in order to further the objectives of the NCAA, its infractions program, and its independent alternative resolution program. Such cooperation shall include disclosing and providing access to all electronic devices used in any way for university purposes and providing access to all social media, messaging and other applications that are or may be relevant to an investigation. Coach will comply with the University's reporting obligations relating to prohibited discrimination, the Clery Act and the abuse of minors. Coach also agrees to adhere to, to respect and to follow the academic standards, requirements and policies of the University

at all times, including with respect to the recruitment of prospective student-athletes and the eligibility of current student-athletes.

2. Paragraph 3 of the Original Agreement is deleted and in its place the following is substituted:

3. Term of Agreement

The term (Term) of this Agreement shall begin on April 7, 2017, and end at 11:59 pm Pacific Time on April 6, 2026, at which time this Agreement shall expire without penalty to either party. Each contract year (Contract Year) shall be any twelve (12) month period during the Term from 12:00 am January 15 to 11:59 pm on January 14.

Contract Year 1:	April 7, 2017 – April 6, 2018
Contract Year 2:	April 7, 2018 – April 6, 2019
Contract Year 3:	April 7, 2019 – April 6, 2020
Contract Year 4:	April 7, 2020 – April 6, 2021
Contract Year 5:	April 7, 2021 – April 6, 2022
Contract Year 6:	April 7, 2022 – April 6, 2023
Contract Year 7:	April 7, 2023 – April 6, 2024
Contract Year 8:	April 7, 2024 – April 6, 2025
Contract Year 9:	April 7, 2025 – April 6, 2026

Commencing March 2020, for any year in which the University’s women’s basketball team is selected to compete in the NCAA Division 1 Women’s Basketball tournament, this contract will be extended by one Contract Year, for up to a maximum of three additional Contract Years. Each additional Contract Year shall be on the terms and conditions of Contract Year 9 of this Agreement, except that the Guaranteed Salary for any additional Contract Years shall be \$1,050,000.

3. Paragraph 4.1 of the Original Agreement is deleted and in its place the following is substituted:

4.1 Salary

For performance of his duties and responsibilities under this Agreement (subject to the terms of this Agreement), University shall pay Coach an annual guaranteed salary (Guaranteed Salary) as follows.

Contract Year 1:	\$625,000
Contract Year 2:	\$650,000
Contract Year 3:	\$700,000
Contract Year 4:	\$750,000
Contract Year 5:	\$800,000
Contract Year 6:	\$850,000
Contract Year 7:	\$900,000

Contract Year 8: \$950,000
 Contract Year 9: \$1,000,000

4. Paragraph 4.4 of the Original Agreement is deleted and in its place the following is substituted:

4.4 Academic Incentives

a. Academic Progress Rate. To the extent permitted by law and in the absence of any adverse impact on any University program, Coach will be eligible to receive academic incentives payments based on the single-year Academic Progress Rate (APR) of the women’s basketball team. The APR rates measured will be based on the following schedule:

<u>Contract Year</u>	<u>APR Criteria</u>	<u>Date APR Issued</u>
Year 1	2017-18 academic year APR	APR issued June 2019
Year 2	2018-19 academic year APR	APR Issued June 2020
Year 3	2019-20 academic year APR	APR Issued June 2021
Year 4	2020-21 academic year APR	APR Issued June 2022
Year 5	2021-22 academic year APR	APR Issued June 2023
Year 6	2022-23 academic year APR	APR issued June 2024
Year 7	2023-24 academic year APR	APR Issued June 2025
Year 8	2024-25 academic year APR	APR Issued June 2026
Year 9	2025-26 academic year APR	APR Issued June 2027

b. APR incentive payments will be based on the following schedule:

<u>Academic Progress Rate</u>	<u>Payment</u>
985 or greater	\$25,000

If earned by Coach, the incentive payment shall be made within forty-five (45) days of the date upon which the NCAA academic progress rate data is available to University. Coach must be employed by University as a head women’s basketball coach at the conclusion of each contract year to earn the APR bonus associated with that Contract Year.

6. Paragraph 6.3(c) of the Original Agreement is deleted and in its place the following is substituted:

6.3(c) Termination by Coach shall require Coach to pay, or cause to be paid, as repayment of Compensation, perquisites and benefits paid to or accrued by Coach in anticipation that Coach would

fulfill the Term, a fixed sum to University, according to the following schedule:

Prior to the end of the end of the end of the fourth Contract Year (April 6, 2021):	\$500,000
After the fourth Contract Year but on or before the end of this Agreement, inclusive of any Contract Years added as outlined in Section 3 of this Agreement:	\$250,000

7. Paragraph 7.1 of the Original Agreement is deleted and in its place the following is substituted:

7.1 Coach may be disciplined as determined by the athletic director for: (i) any reason for which an Officer of Administration may be disciplined; (ii) for a material violation of any constitution, bylaw, interpretation, rule, regulation, or policy of the NCAA and PAC-12, policy, standard or directive of the University or the President; or (iii) any material violation of local, state or federal law or a material breach of this Agreement. Discipline under this provision may be in addition to discipline imposed by the NCAA or the PAC-12 conference. Depending on the violation, the athletic director may provide an opportunity for Coach to remediate or may impose a reprimand, assess a fine (of a day's pay or more), suspend (with or without pay) or, consistent with Section 7.2, terminate Coach. Coach shall cooperate fully with any University personnel in the course of any investigation of illegal or prohibited behavior on the part of Coach, students, boosters, employees, administrators, volunteers, or agents of the University.

8. Paragraph 7.2 of the Original Agreement is deleted and in its place the following is substituted:

7.2 University shall have the right to terminate this Agreement for cause prior to its expiration. Coach waives any procedural rights he may have under UO policy or the law except those contained in this Agreement. If University is considering termination for cause, Coach shall be notified of the grounds and shall have the opportunity to present a statement of denial, explanation or excuse before such termination is finalized. Coach understands, however, that as set forth in NCAA Bylaw 11.2.1(b), if Coach is found to be in violation of any rule or regulation of the NCAA, Coach shall be subject to disciplinary or corrective actions as set forth in the provisions of the NCAA enforcement procedures. In that situation, Coach agrees that the University shall implement any such disciplinary or corrective actions imposed by the NCAA and that, notwithstanding anything else in this contract or this section, UO has the right to immediately implement the discipline (including termination) or corrective action required under the NCAA enforcement procedures; such action shall be considered cause, as set forth in Section 7.2(a).

a. "Cause" shall include in addition to its normally understood meaning in employment agreements and in University Policy: (i) A deliberate and serious violation of the duties outlined in this Agreement or refusal or unwillingness to perform such duties in good faith and to the best of Coach's abilities; (ii) Conduct resulting in a conviction for violation of any criminal statute involving moral

turpitude or a state or federal felony crime; (iii) A serious violation of any law, rule, regulation, constitutional provision, bylaw, or interpretation of the PAC-12 Conference or the NCAA, which may, in the sole good faith judgment of University, reflect or impact materially and adversely upon University or its athletic program or which may result in University being placed on probation by the PAC-12 Conference or the NCAA, including any violation which may have occurred during prior employment at University or another NCAA member institution, either by Coach or by a member of the coaching staff or any other person Coach supervises or directs; (iv) Absence from duty of 60 continuous days (except due to illness documented by a licensed physician) or 60 business days in any twelve (12) month period (except due to illness documented by a licensed physician) without the athletic director's consent (which shall not be unreasonably withheld); (v) a serious violation of any University or Presidential policy, standard or directive; (vi) Failure to prevent misconduct by student-athletes that results in harm to others in circumstances where the Coach could have prevented the misconduct and failed to take reasonable action to do so; or (vii) misconduct, as that term is defined in the OA Corrective Discipline Procedure.

b. If this Agreement is terminated for cause, all obligations of University to make further payments or to provide any other consideration to Coach shall cease as of the end of the month in which such termination occurs. If the Agreement is terminated for cause, the University shall not be liable to Coach for any compensation, damages or the loss of any collateral business opportunities or any other benefits, perquisites or income whether from University or other sources.

This Employee Agreement Amendment #1 is effective upon full execution by Coach and University. All other terms and conditions of the Original Agreement remain in full force and effect.

The parties indicate their acceptance of and agreement to the terms and conditions of this Amendment by their signatures below.

Kelly Graves

University of Oregon

Kelly Graves

Rob Mullens, Director of Athletics

Date

Date

EXHIBIT B
Graves Employment Agreement
(Current)

Employment Agreement

This Employment Agreement (Agreement) is entered into by the University of Oregon (University) and Kelly Graves (Coach).

1. Purpose

University and Coach have entered into this Agreement because the University desires to hire Coach, and Coach desires to work as an employee for the University. For these reasons, University has agreed to employ Coach in a salaried position, and Coach has agreed to be employed by the University upon the terms and conditions set forth herein.

2. Position

2.1 Description of Coach's Responsibilities

- a. Title. Coach is employed as head coach of the University's intercollegiate women's basketball team subject to the terms and conditions of this Agreement.

- b. Effort; Compliance. Coach agrees: (i) to devote his best efforts full time to the prompt and efficient performance of all duties and responsibilities of a head women's basketball coach and such other reasonably related duties and responsibilities (so long as they do not interfere with his duties and responsibilities as head women's basketball coach) as may be assigned to him from time to time; (ii) to give proper time and attention to furthering his responsibilities to the University; (iii) to comply with all rules, regulations, policies, and decisions established or issued by the University, the University Department of Intercollegiate Athletics (Department), the Pacific-12 Conference (PAC-12), and the National Collegiate Athletic Association (NCAA). Coach also agrees that notwithstanding the provisions of Section 4.5, during the Term of this Agreement he will not engage, directly or indirectly, in any business or other activity which would significantly detract from his ability to apply his best efforts to the performance of his duties and responsibilities. Coach also agrees not to usurp any corporate opportunities of University. Coach and University agree to implement the actions described in Exhibit A to this Agreement.

- c. General Administration as head women's basketball coach. During the period in which University employs Coach as head women's basketball coach, Coach agrees to perform properly, efficiently, to the best of his ability and consistent with University standards, all duties and responsibilities of a head women's basketball coach in this position. Coach is responsible for the management and administration of all phases of the intercollegiate women's basketball program fully in keeping with the philosophies and objectives of the Department and the University, including compliance with NCAA, PAC-12, and University policies which can be found in the University's Policy Library, currently at

policies.uoregon.edu.

d. Day to Day Responsibilities as head women's basketball coach. As head women's basketball coach, Coach's specific and essential responsibilities include, but are not limited to: (i) Working with student-athletes involving recruitment and selection, leadership and instruction in personal and athletic development, determining eligibility and promoting academic progress; (ii) Instilling and reinforcing in student-athletes high standards for character and conduct both on and off the court; (iii) Participating in activities to generate and maximize revenue to sustain the women's basketball program and to support other activities of the Department; (iv) Arranging and conducting practices; (v) Supervising personnel, including assistant coaches, graduate assistants and others, providing orientation and training as appropriate, conducting performance evaluations at least annually; (vi) Assisting with the conditioning, training, safety and discipline of student-athletes including, developing and communicating team rules and effectively implementing them; (vii) Directing the team at all basketball games and events; (viii) Participating In clinics, exhibitions, and camp activities as reasonably requested by the athletic director; (ix) Participating in public relations events as reasonably requested by the athletic director; (x) Cooperating with other Department and University personnel, including other coaches; and (xi) Performing other duties as reasonably requested by the athletic director.

e. Ethical Responsibilities: The University has established a tradition of ethical conduct at all levels of University life. In accordance with this tradition, Coach, as a member of the Department, agrees to represent the University in an honorable and ethical manner at all times. Standards for the ethical conduct of Department staff are established and enforced by the athletic director, the University, the PAC-12 Conference and the NCAA. In addition, University Intercollegiate Athletics Policy § 8.036 reflects and specifies certain requirements regarding ethical conduct, as does University's Conflict of Interest and Conflict of Commitment policies, each of which, as amended from time to time, shall be deemed a part of this Agreement. Coach further agrees to comply with all applicable constitutions, bylaws, interpretations, laws, policies, standards, directives, rules or regulations relating to the conduct and administration of the women's basketball program. If Coach becomes aware, or has reasonable cause to believe, that violations of applicable constitutions, bylaws, interpretations, laws, policies, standards, directives, rules or regulations have taken place, he shall report them promptly (and in all cases within seven days) to the athletic director. Coach also agrees to adhere to, to respect and to follow the academic standards, requirements and policies of the University at all times, including with respect to the recruitment of prospective student-athletes and the eligibility of current student-athletes.

2.2 Reassignment.

The University's intent is for Coach to serve as the head women's basketball coach of the intercollegiate women's basketball team throughout the Term of this Agreement. However, Coach understands that the University retains the right to assign Coach to other positions with different duties during the Term of

this Agreement (Reassignment). Should such Reassignment be under consideration, University shall consult with Coach and seek Coach's input at least thirty (30) calendar days before a Reassignment is made. In no event, however, will Coach be assigned to a position that is not, in University's sole good faith judgment, consistent with his education, expertise or experience, nor will Coach's Guaranteed Salary be reduced during the Term of this Agreement. If University reassigns Coach and Coach refuses to accept such reassignment, University must terminate this Agreement pursuant to the terms and conditions for termination by University set forth in Section 6.2 below.

2.3 Reporting Relationship.

As head women's basketball coach of the intercollegiate women's basketball team, Coach shall report to the deputy athletic director/SWA or another member of the senior athletic administration as designated by the athletic director.

3. Term of Agreement

The term (Term) of this Agreement shall be for a period of six (6) years, which begins on April 7, 2017, and ends at 11:59 pm Pacific Time on April 6, 2023, at which time this Agreement shall expire without penalty to either party. Each contract year (Contract Year) shall be any twelve (12) month period during the Term from 12:00 am April 7 to 11:59 pm April 6. Contract years shall be defined as follows:

- April 7, 2017 – April 6, 2018 = Contract Year One
- April 7, 2018 – April 6, 2019 = Contract Year Two
- April 7, 2019 – April 6, 2020 = Contract Year Three
- April 7, 2020 – April 6, 2021 = Contract Year Four
- April 7, 2021 – April 6, 2022 = Contract Year Five
- April 7, 2022 – April 6, 2023 = Contract Year Six

4. Compensation

Coach is entitled to compensation as identified in this Agreement. Coach may earn supplemental income related to his employment as and to the extent approved by the University and consistent with NCAA and PAC-12 regulations. All payments from University are subject to applicable deductions and withholdings for tax purposes and employee benefit programs in which Coach participates. All payments are also subject to the terms and conditions in Sections 6 and 7 regarding termination of this Agreement.

4.1 Salary

University shall pay Coach a Guaranteed Salary as outlined below. Coach's Guaranteed Salary shall be paid in equal installments on the University's regular pay days.

Contract Year 1:	\$625,000
Contract Year 2:	\$650,000
Contract Year 3:	\$675,000
Contract Year 4:	\$700,000
Contract Year 5:	\$725,000
Contract Year 6:	\$750,000

4.2 Fringe Benefits

- a. Coach shall be entitled to participate in the University fringe benefits offered to other employees that share his status as an Officer of Administration. These include (but are not limited to) group life insurance, medical, dental, and vision insurance; paid vacation and sick leave; disability insurance; participation in the Optional Retirement Plan; and opportunities to invest in tax deferred annuities and deferred compensation plans.
- b. Coach is eligible for paid vacation as currently set forth in University of Oregon Policy, except as set forth in this agreement. Coach understands and agrees that Coach must notify and obtain the approval of his supervisor in advance of using vacation. Coach understands that a maximum of 260 hours of vacation time may be accrued. Coach further understands and agrees that Coach will not receive payment for any unused vacation at the end of his employment with the University. Coach acknowledges that the University will record as vacation regular work days on which Coach is absent during off-season periods in the event that Coach fails to properly record such time as vacation or sick leave.
- c. Coach will receive reimbursement for all business-related travel and out-of-pocket expenses, including travel expenses for his spouse (whenever deemed appropriate by the athletic director), consistent with University policy.
- d. University shall provide to Coach at all times during the Term of this Agreement while Coach is head women's basketball coach one (1) courtesy car. The Athletic Department will insure the car for official business, but Coach must provide automobile liability (no less than \$1 million limit) and collision insurance for personal use of the car. Should University be unsuccessful in obtaining the courtesy car for Coach, Coach shall receive a stipend of \$400 per month in lieu of the courtesy car.

e. During the Term of this Agreement while Coach is head women's basketball coach, Coach will be provided with membership in the Eugene Country Club if such a membership is available (and if not available then an available membership in a country club of Coach's choice in the Eugene area). The Athletic Department will pay monthly dues and approved business-related expenses. Coach will be responsible for any personal charges including, but not limited to, electric carts, lockers, restaurant charges, and lessons. This membership is provided to assist in fund-raising efforts. Should Coach be reassigned, Coach's continued membership will depend on the wishes of the Eugene Country Club, needs of the new position and its relative (to certain head coach positions) utility to promotional and fundraising functions.

f. During the Term of this Agreement while Coach is head women's basketball coach, Coach will be provided with a membership at the Downtown Athletic Club if such a membership is available. This membership is conditioned on the Downtown Athletic Club's waiver of the membership fee and the monthly fee for Coach's membership. Coach will be responsible for any personal charges including, but not limited to, lockers, restaurant charges, and lessons. This membership is provided to assist in fundraising efforts. Should Coach be reassigned, Coach's continued membership will depend on the wishes of the Downtown Athletic Club, needs of the new position and its relative (to certain head coach positions) utility to promotional and fund-raising functions.

g. During the Term of this Agreement while Coach is head women's basketball coach, Coach will receive, as part of the standard Athletic Department fringe benefit package and to help him fulfill his duties as head women's basketball coach: twelve (12) tickets to each of the University's women's basketball team's home games and four (4) tickets to each home game of each of the University's other varsity intercollegiate athletic teams. In the event the women's basketball team participates in NCAA Tournament post-season play, University agrees to pay the costs for Coach's spouse and any dependent children living at home to travel to away NCAA Tournament post-season games. Other spouse or dependent travel may be approved at the Athletic Director's discretion. University will also provide reasonable parking accommodations for women's basketball home game events at team facilities. Coach understands that these benefits may be subject to taxation.

h. During the Term of this Agreement while Coach is head women's basketball coach, Coach will be eligible to receive a reasonable amount of apparel, equipment, and shoes from University's contracted provider.

i. Coach is eligible to receive a Nike Elite allowance at the discretion of the athletic director.

4.3 Annual Performance Incentives

Each Contract Year during the Term of this Agreement Coach will be eligible to receive performance incentive payments as follows:

Selection to participate in NCAA Tournament	\$25,000
NCAA Tournament Wins (Cumulative)	
Advance to Round of 32	\$10,000
Advance to Sweet 16	\$15,000
Advance to Elite 8	\$25,000
Advance to Final Four	\$50,000
Advance to National Championship Game	\$50,000
Win National Championship	\$150,000
Cumulative Maximum for Winning NCAA Tournament (\$300,000)	

Pac-12 Regular Season Finish (Not Cumulative)

Second Place	\$10,000
First Place	\$25,000

Pac-12 Tournament (Not Cumulative)

Win in Semi-Finals	\$10,000
Win in Finals	\$25,000

Pac-12 Regular Season First Place AND Tournament Champions: Additional \$25,000

Total Cumulative Maximum Bonus for Pac-12 Regular Season First Place AND Pac-12
Tournament Champions: \$75,000

If earned by Coach, the incentive payments shall be made within forty-five (45) days following the season in which such incentive payments are earned.

4.4 Academic Incentives

For each Contract Year during the Term of this Agreement if Coach remains head women's basketball coach, Coach will be eligible to receive academic incentive payments based on the performance of members of the intercollegiate women's basketball team as follows:

Academic Progress Rate

Employment Agreement – Head Women's Basketball Coach

(i) Academic Progress Rate (not cumulative). Coach will be eligible to receive academic incentives payments based on the single-year Academic Progress Rate ("APR") of the women's basketball team. The APR rates measured will be based on the following schedule:

<u>Contract Year</u>	<u>APR Criteria</u>	<u>Date APR Issued</u>
Year 1	2017-18 Academic Year APR	June 2019
Year 2	2018-19 Academic Year APR	June 2020
Year 3	2019-20 Academic Year APR	June 2021
Year 4	2020-21 Academic Year APR	June 2022
Year 5	2021-22 Academic Year APR	June 2023
Year 6	2022-23 Academic Year APR	June 2024

(ii) All Academic Progress Rate (APR) payments will be based on the following schedule:

<u>Academic Progress Rate</u>	<u>Payment</u>
985 or greater	\$25,000

These sums are not cumulative. If earned by Coach, the incentive payment shall be made within forty- five (45) days of the date upon which the NCAA academic progress rate data is available to University. Coach must be employed by University as Head Women's Basketball Coach at the conclusion of each contract year to earn the APR bonus for that contract year.

4.5 Opportunities to Earn Outside Income.

While Coach is head women's basketball coach, Coach shall have the opportunity to earn income from outside the University as a result of his position on the terms and conditions set forth herein.

a. The following general terms and conditions shall apply whenever Coach wishes to earn outside income related to his expertise, experience, or occupation as a head women's basketball coach: (i) Any outside activities shall not interfere with the full, complete, and satisfactory performance of Coach's duties and obligations as a University employee, recognizing always that his primary obligations lie with the University; (ii) In no event shall Coach knowingly accept or receive directly or indirectly any monies, benefit, or any other gratuity whatsoever from any person, corporation, University booster club or alumni association or other benefactor if such action would violate NCAA or PAC-12 Conference legislation or the constitution, bylaws, rules and regulations, or their interpretations in effect at the time, and changes of such legislation, constitution, bylaws, rules and regulations or interpretations automatically apply to this Agreement without the necessity of written modification; (iii) Coach shall disclose to, and obtain the advance written approval of the athletic director before entering into agreements for outside income or in-kind or financial benefits. Subject to other terms of this Agreement, such approval shall not be unreasonably withheld as to arrangements not directly related to coaching

responsibilities, information and activities. Except as required by the Athletic Department, Coach shall not endorse or be a spokesperson or celebrity personality for goods or services manufactured, sold or provided by persons or entities other than those with which University has contracted, without prior written approval of University. Such approval shall not be unreasonably withheld.

b. Coach may earn additional compensation as a result of his responsibilities operating University's basketball youth summer camps. Camp operation is subject to all the rules and procedures outlined in the Athletic Department's Procedural Manual and University policy. The opportunity to operate a camp on or using University facilities is exclusively available to Coach only while he is serving as head women's basketball coach. University shall have no responsibility or liability for loss of camp income resulting from termination of this Agreement. University does not guarantee any minimal camp-related income. Income shall be determined consistent with Department procedures and practices.

c. Any income produced by outside activities is independent of this Agreement, and University shall have no responsibility or liability for any loss of such outside income resulting from termination of this Agreement or from the reassignment of Coach, regardless of Coach's expectations based on past history or representations and regardless of whether either party could have foreseen or contemplated such a loss upon termination or reassignment or whether such a loss resulted directly or indirectly from the termination or reassignment.

d. Coach shall not earn outside income from pre-game, post-game or coach's show, "highlights" and other television and radio show broadcasts. Except for spontaneous, live courtside interviews consistent with any restrictions arising out of any University media rights holder agreement, Coach shall not provide any such services, commentary or performance relating to University of Oregon women's basketball except as consistent with any University media rights holder agreement unless approved by the Athletic Department.

e. The Athletic Department reserves the right to deal directly with manufacturers, importers, or distributors of athletic shoes, apparel or equipment, and to negotiate and contract for usage and endorsement of their products. Coach shall not enter into any such contracts.

f. Coach shall provide, as and when directed by the University, a detailed accounting in writing of all income and benefits from all sources outside the University.

5. Performance Evaluations

5.1 The deputy athletic director/SWA will evaluate Coach's performance of his job duties and responsibilities annually on the same basis as performance evaluations are done for other employees of Coach's classification. These evaluations may take into account prior evaluations and the expectations and goals set for Coach in such prior evaluations.

5.2 As part of the evaluation process, win-loss record, post-season appearance performance (if any), recruiting success, compliance with University, Presidential, and NCAA policies, standards, directives, rules and regulations, student-athlete academic progress, student-athlete development, and fund-raising success shall be taken into account and evaluated against comparably situated and funded Division I intercollegiate athletics programs.

6. Termination without Cause

6.1 Termination due to Death or Disability.

a. This Agreement shall terminate upon Coach's death. This Agreement shall also terminate upon Coach's total disability (within the meaning of University's disability insurance for employees of Coach's classification or within the meaning of Oregon Public Employees Retirement System (PERS) regulations or federal Social Security Administration Regulations).

b. If this Agreement is terminated pursuant to this section because of Coach's death, Coach's compensation and all other benefits shall terminate as of the calendar month in which death occurs, except that his estate or other designated beneficiary shall be paid all such death benefits, if any, as may be contained in any benefit plan now in force or hereafter adopted by University and due to Coach pursuant to that plan. Coach's dependents' continued eligibility for benefits shall be in accordance with the standard eligibility of dependents of Officers of Administration at the University. In addition, University shall pay to Coach's estate any compensation already fully earned but not yet payable under this Agreement.

c. If this Agreement is terminated because Coach becomes totally disabled, Coach shall continue to receive the Guaranteed Salary and any other standard University fringe benefits provided for under this Agreement until such time as Coach becomes eligible for (even if subsequently paid retroactively) total disability benefits from PERS, Social Security, or a private or group insurer, whichever first occurs. At the end of such transition period, if any, all compensation and other University fringe benefits shall terminate.

6.2 Termination by University (not for cause)

a. The University shall have the right to terminate this Agreement at any time for any or no reason. Such termination shall be effectuated by delivering to Coach written notice of University's intent to terminate this Agreement without cause and shall be effective upon delivery to the Coach or upon the date stated in the letter, whichever is later (Termination Date). University shall not be obligated to state a reason for termination of Coach without cause. If University exercises its right under this Section 6.2, Coach shall be entitled to damages only as provided for in Section 6.2.b below.

b. If University terminates this Agreement under this Section 6.2, University shall pay to Coach, as liquidated damages, the following:

Remaining Guaranteed Salary owed for the remainder of the Term as set forth in Section 4.1 or \$1,500,000, whichever is less.

c. University's obligation under Section 6.2.b shall not accrue interest (so long as not in arrears) and shall be paid on a monthly basis over the balance of the scheduled Term of this Agreement. University's obligations shall be subject to Coach's duty to mitigate, as set forth in Section 6.2.e. Failure to pay timely such liquidated damages shall constitute a breach of this Agreement and such sum shall be recoverable, together with reasonable attorney fees (subject to the limitations and conditions of ORS 30.260 to 30.300) in any state court of competent jurisdiction in the State of Oregon. After the Termination Date, Coach will not be entitled to any other employee benefits except as otherwise provided herein or required by applicable law. This means that Coach must return all UO property (including any assigned Courtesy Car) to the university by the Termination Date. In no case shall University be liable for the loss of any collateral business opportunities or any other benefits (including unemployment compensation), or perquisites, or income resulting from activities such as but not limited to, camps, clinics, media appearances, broadcast talent fees, apparel, equipment or shoe contracts, consulting relationships, or from any other (inside-the-University or outside-the-University) sources that may ensue as a result of University's termination of this Agreement under this Section 6.2.

d. Coach and University have bargained for and agreed to the foregoing liquidated damages provisions, giving consideration to the fact that termination of this Agreement by University under this Section 6.2 may precipitate or lead to Coach's loss of certain salary, benefits, supplemental compensation or other economic advantages or income related to his employment at the University, which damages are extremely difficult to determine fairly, adequately, or with certainty. The parties further agree that the payment of such liquidated damages by University shall constitute sufficient, adequate and reasonable compensation to Coach for any loss, damages or injury Coach suffers because of such termination by University. The foregoing shall not be, nor be construed to be, a penalty. The provisions of this Section 6.2 shall be without prejudice to any other right (excluding unemployment compensation) Coach may have under applicable law. Coach acknowledges that state and federal taxes must be withheld and paid on liquidated damages as required by law.

e. If University terminates this Agreement under this Section 6.2, Coach agrees to mitigate University's obligations to pay liquidated damages under Section 6.2.b by making reasonable, good faith, and diligent efforts to obtain comparable employment, such as a coaching or athletic administrative position (not necessarily as a head women's basketball coach) at a university that competes on the NCAA Division I level or with a professional team or with a Division I level or professional (major) league office,

or with the NCAA as soon as reasonably possible after termination of this Agreement. Should Coach obtain such comparable employment, University's financial obligations under this Agreement including Section 6.2.b, shall cease so long as Coach's monthly compensation, excluding reasonable and usual non-monetary fringe benefits such as health and life insurance, club memberships and use of vehicles, is equal to or greater than University's obligation to pay liquidated damages under Section 6.2.b. prorated on a monthly basis. If Coach's monthly compensation, excluding reasonable and usual non-monetary fringe benefits, from such new employment is less than University's monthly obligation to pay liquidated damages under Section 6.2.b, the amount of University's obligation to pay liquidated damages shall be reduced by the amount of Coach's compensation, excluding reasonable and usual non-monetary fringe benefits, from such new employment. Coach shall promptly inform University of changes in his employment status (including monthly salary and type and value of fringe benefits that are included in the calculation of Coach's compensation) for purposes of the implementation of this Section 6.2.e. Upon request, Coach shall also provide University with copies of appropriate tax returns and other documentation to enable University to confirm Coach's mitigation efforts and University's ongoing duty to pay liquidated damages.

6.3 Termination by Coach

a. Coach recognizes that his promise to work for the University for the entire Term of this Agreement is of essence to this Agreement. Coach also recognizes that the University is making a highly valuable investment in his continued employment by entering into this Agreement and that its investment would be lost were he to resign or otherwise terminate his employment with the University prior to the expiration of the Term of this Agreement. In recognition of these facts, the parties agree that Coach's decision to terminate this Agreement prior to its expiration will be subjected to the following terms and conditions.

b. If Coach wishes to pursue other employment opportunities, Coach is required to provide Athletic Director with written or verbal notice prior to meeting with representatives from another entity to discuss such employment opportunities. If Coach terminates this Agreement during its Term he must notify Athletic Director in writing. While Coach is assigned to the position of head women's basketball coach, such termination by Coach must occur at a time other than during the women's basketball season (including post-season), unless both parties mutually agree otherwise. However, so long as the termination occurs other than during the women's basketball season, nothing limits Coach's ability to provide notice at any time. If Coach gives notice prior to the completion of regular and, if relevant, post-season play, University may require Coach to continue his coaching and other responsibilities, or University may reassign Coach until the completion of all play. Simultaneously with such notice, Coach shall inform University in writing of his employment plans following the termination of his employment with University.

c. Termination by Coach shall require Coach to pay, or cause to be paid, as repayment of Compensation, perquisites and benefits paid to or accrued by Coach in anticipation that Coach would fulfill the Term, a fixed sum of \$500,000.

d. Coach may prorate the foregoing applicable amount over the remaining months in the Term without interest or may pre-pay in one or more lump sums. The parties recognize and agree that the foregoing amounts also constitute a projection or measurement of University's damages which, in such a case, would be extremely difficult to determine, and that this provision is a sufficient and reasonable estimate of the potential injury to University and that it shall be enforceable as liquidated damages and not as a penalty. Provided, however, that if University membership in the Pac-12 Conference ends and the University does not join without a competition- season interruption, a conference of comparable stature and NCAA classification level, this subsection shall not apply and Coach shall not be obligated to pay any liquidated damages.

e. Coach and University have bargained for and agree to the foregoing liquidated damages Provisions, giving consideration to the fact that termination of the Agreement by Coach under this section 6.3 may precipitate or lead to University's loss of revenue or other economic advantages or income related to University's athletic program, which damages are extremely difficult to determine fairly, adequately or with certainty. The parties further agree that the payment of such liquidated damages by Coach shall constitute sufficient, adequate and reasonable compensation to University for any loss, damages or injury that University suffers because of such termination by Coach. The foregoing shall not be, nor be construed to be, a penalty.

7. Termination for Cause and Discipline

7.1 Coach may be disciplined as determined by the athletic director for: (i) any reason for which an Officer of Administration may be disciplined; ii) for a material violation of any constitution, bylaw, interpretation, rule, regulation, or policy of the NCAA and PAC-12, policy, standard or directive of the University or the President; or (iii) any material violation of local, state or federal law or a material breach of this Agreement. Discipline under this provision may be in addition to discipline imposed by the NCAA or the PAC-12 conference. Depending on the violation, the athletic director may provide an opportunity for Coach to remediate or may impose a reprimand, assess a fine (of a day's pay or more), suspend (with or without pay) or, consistent with Section 7.2, terminate Coach. Coach shall cooperate fully with any University personnel in the course of any investigation of illegal or prohibited behavior on the part of students, boosters, employees, administrators, volunteers, or agents of the University.

7.2 University shall have the right to terminate this Agreement for cause prior to its expiration. Coach waives any procedural rights he may have except those contained in this Agreement. If

University is considering termination for cause, Coach shall be notified of the grounds and shall have the opportunity to present a statement of denial, explanation or excuse before such termination is finalized.

a. "Cause" shall include in addition to its normally understood meaning in employment agreements and in University Policy (Resignations & Terminations as applied to the University or Presidential policies, standards or directives, any of the following: (i) A deliberate and serious violation of the duties outlined in this Agreement or refusal or unwillingness to perform such duties in good faith and to the best of Coach's abilities; (ii) Conduct resulting in a conviction for violation of any criminal statute involving moral turpitude or a state or federal felony crime; (iii) A serious violation of any law, rule, regulation, constitutional provision, bylaw, or interpretation of the PAC-12 Conference or the NCAA, which may, in the sole good faith judgment of University, reflect or impact materially and adversely upon University or its athletic program or which may result in University being placed on probation by the PAC-12 Conference or the NCAA, including any violation which may have occurred during prior employment at University or another NCAA member institution, either by Coach or by a member of the coaching staff or any other person Coach supervises or directs; (iv) Absence from duty of 60 continuous days (except due to illness documented by a licensed physician) or 60 business days in any twelve (12) month period (except due to illness documented by a licensed physician) without the athletic director's consent (which shall not be unreasonably withheld); (v) a serious violation of any University or Presidential policy, standard or directive; (vi) Failure to prevent misconduct by student-athletes that results in harm to others in circumstances where the Coach could have prevented the misconduct and failed to take reasonable action to do so; or (vii) Any cause adequate to sustain the termination of any other Officer of Administration.

b. If this Agreement is terminated for cause, all obligations of University to make further payments or to provide any other consideration (notwithstanding University Policy (Resignations & Terminations as applied to the University or its successor policy, standard or directive) shall cease as of the end of the month in which such termination occurs. In no case shall University be liable to Coach for the loss of any collateral business opportunities or any other benefits, perquisites or income whether from University or other sources.

8. Miscellaneous

8.1 This Agreement will be governed and construed in accordance with the laws of the State of Oregon without regard to principles of conflicts of law. In no event shall any part of this Agreement be construed as a waiver of sovereign and governmental immunities or limits of liability enforceable in the courts of the State of Oregon.

8.2 The captions or headings in this Agreement are for convenience only and in no way define, limit,

or describe the scope or intent of any provisions of this Agreement.

8.3 The parties agree that if any term or provision of this Agreement is declared by a court of competent jurisdiction to be illegal or in conflict with any law, the validity of the remaining terms and provisions will not be affected, and the parties agree to attempt to substitute for any illegal, invalid, or unenforceable provision a valid or enforceable one, which achieves the economic, legal and commercial objectives of the invalid or unenforceable provision to the greatest extent possible.

8.4 No waiver, consent, modification, or change of any term of this Agreement shall bind either party unless the same is in writing and signed by both parties and all necessary approvals have been obtained. Such express waiver, consent, modification, or change, if made, shall be effective only in the specific instance and for the specific purpose set forth in such signed writing. Failure of either party to enforce any provision of this Agreement shall not constitute a waiver of the right to future enforcement of that or any other provision.

8.5 This Agreement may be executed in counterparts, and via facsimile or electronically transmitted signature (i.e. emailed scanned true and correct copy of the signed Agreement), each of which will be considered an original and all of which together will constitute one and the same agreement. At the request of a party, the other party will confirm facsimile or electronically transmitted signature page by delivering an original signature page to the requesting party.

8.6 This Agreement may be publicly disclosed in its entirety.

8.7 Coach's position as head women's basketball coach is not tenure-related and has no academic rank.

8.8 This Agreement, together with all incorporated documents and exhibits attached hereto and referenced herein, constitutes the entire agreement between the parties with respect to the subject matter hereof and merges all prior and contemporaneous communications with respect to such subject matter. This Agreement shall not be modified except by a signed writing dated subsequent to the date of this Agreement and signed by Coach and on behalf of University by its duly authorized representative. The parties hereby acknowledge and agree that this Agreement has been negotiated by the parties and their respective counsel and shall be interpreted fairly in accordance with its terms and without any strict construction in favor of or against either party.

8.9 All notices, claims, requests, demands and other communications hereunder shall be made in writing and shall be deemed given if delivered to the Coach or to the Athletic Director in-person or if delivered by either one of the following two methods: (i) mailed (registered or certified mail, postage prepaid, return receipt requested); or (ii) e-mailed to the person's official University e-mail address (read receipt requested). Generally, notices shall be delivered to the following persons simultaneously.

However, if in-person delivery is used, the copy will be mailed or e-mailed within a reasonable time thereafter. Delivery is effective on: (i) the date the notice is delivered in-person; (ii) three days after notice is placed in the mail; or (iii) on the date e-mailed to the person's official UO e-mail address.

To Coach: Kelly Graves
Last known address on file with Human Resources
Official UO e-mail address

With a copy to:

To the University: Director of Athletics
University of Oregon
2727 Leo Harris Parkway
Eugene, OR 97401

With a copy to: Office of the General Counsel
University of Oregon

8.10 All compensation payable to Coach under this Agreement or sums payable to Coach for breach of this Agreement are payable only from revenues of the Department of Athletics or funds made available to the Department of Athletics by University's affiliated foundation. University is not obligated to use state general fund money to pay compensation payable to Coach or to pay sums payable to Coach for breach of this Agreement. Nothing in this section 8.10 shall be construed to affect University's obligation to pay compensation to Coach under this Agreement from the sources of funds identified in this Section 8.10.

The parties indicate their acceptance of and agreement to the terms and conditions of this Agreement by their signatures below.

Coach

University of Oregon



Kelly Graves

4-5-17

Date



Rob Mullens

4/6/17

Date

Exhibit A

Communication

The president of the University will meet with the Coach annually to discuss the president's expectations for NCAA rules compliance.

The athletics director will meet with the Coach annually to discuss the athletics director's expectations for NCAA rules compliance. The meeting will address the following:

- Athletics director's philosophy and expectations on rules compliance.
- Compliance resources for the women's basketball program.
- The women's basketball program's shared responsibility with compliance staff.
- Continued dialogue with athletics director to discuss the institution and women's basketball program's compliance environment and expectations.

The compliance director will meet with the Coach at least annually to discuss his/her expectations for NCAA rules compliance. The meeting will address the following:

- Compliance director's philosophy and expectations on rules compliance.
- Compliance resources for the women's basketball program.
- A discussion of the compliance staff's and women's basketball program's expectations for submitting rules interpretations and waiver requests and how to best resolve any disagreements over the submission of such requests.
- Women's basketball program's shared responsibility with compliance staff.
- Expectations for reporting actual and suspected NCAA rules issues (e.g., immediate action; reporting lines).
- Establishment of a plan for continued dialogue with compliance director to discuss the institution and program's compliance environment and expectations.
- Establishment of a plan for ongoing dialogue between coaching staff and compliance staff to discuss key issues facing the sport and program (e.g., agents; initial eligibility; pre-enrollment amateurism, etc.).

The president, athletics director, compliance director and Coach will meet annually to discuss the institution and program's compliance environment and expectations.

Monitoring

The Coach will actively look for red flags of potential violations.

In consultation with the compliance director, the Coach will create written procedures to ensure that the women's basketball staff, including assistant coaches, is monitoring the women's basketball program's rules compliance.

In consultation with the compliance director, the Coach will:

- Assign a women's basketball staff liaison to the University's compliance staff.
- Assign women's basketball staff members to monitor specific areas of compliance (e.g., recruiting contacts, initial eligibility, amateurism, telephone contacts).
- Regularly evaluate women's basketball staff members to ensure their areas of compliance are monitored and that all responsibilities are executed in a timely manner.
- Ensure that the women's basketball program has adequate and ongoing compliance training and that there is a plan in place for discussion of important information.
- Determine reporting lines for resolving actual and potential NCAA rules issues.
- Determine reporting lines to alert compliance staff of issues involving prospective student-athletes and current student-athletes (e.g., agents, initial eligibility, pre-enrollment amateurism, etc.).
- Regularly solicit feedback from the women's basketball staff concerning their areas of compliance and the program's overall compliance environment in order to ensure that the monitoring systems are functioning properly.
- Ensure that women's basketball staff immediately notifies the compliance staff when concerns or red flags occur related to potential NCAA rules violations.