Employment Agreement

This Employment Agreement (Agreement) is entered into by the University of Oregon (University) and Monica Vaughn Fisher (Coach).

1. Purpose

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

2. Position

2.1 Description of Coach's Responsibilities

a. Title. Coach is employed as assistant coach of University's intercollegiate women's golf team subject to the terms and conditions of this Agreement. Coach is also an exempt Officer of Administration (OA), as defined in the University's OA employment policy.

b. Effort; Compliance. Coach agrees: (i) to devote her best efforts full time to the prompt and efficient performance of all duties and responsibilities of an assistant women's golf coach and such other reasonably related duties and responsibilities (so long as they do not interfere with her duties and responsibilities as assistant women's golf coach) as may be assigned to her from time to time; (ii) to give proper time and attention to furthering her responsibilities to University; (iii) to comply with all rules, regulations, policies, and decisions established or issued by University, University Department of Intercollegiate Athletics (Department), the Big Ten Conference (Big Ten) and the National Collegiate Athletic Association (NCAA). Coach also agrees that notwithstanding the provisions of Section 4.4, during the Term of this Agreement she will not engage, directly or indirectly, in any business or other activity which would significantly detract from her ability to apply her best efforts to the performance of her duties and responsibilities. Coach also agrees not to usurp any business opportunities of University.

c. General administration as assistant women's golf coach. During the period in which University employs Coach as assistant women's golf coach, Coach agrees to perform properly, efficiently, to the best of her ability and consistent with University standards, all duties and responsibilities of an assistant women's golf coach in this position. Coach is responsible for assisting with the management and administration of all phases of the intercollegiate women's golf program fully in keeping with the philosophies and objectives of the Department and University, including compliance with NCAA, Big Ten and University policies which can be found in University's Policy Library, currently at

policies.uoregon.edu.

d. Day to day responsibilities as assistant women's golf coach. As assistant women's golf coach, Coach's specific and essential responsibilities include, but are not limited to, assisting the head women's golf coach with: (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, modeling and reinforcing in student-athletes high standards for character and conduct both on and off the course; (iii) Participating in activities to generate and maximize revenue to sustain the women's golf 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 when necessary; (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 women's golf matches and events; (viii) Participating in clinics, exhibitions, and camp activities as reasonably requested by the athletic director or head women's golf coach; (ix) Participating in public relations events as reasonably requested by the athletic director or head women's golf coach; (x) Cooperating with other Department and University personnel, including other coaches; and (xi) Performing other duties as reasonably requested by the athletic director or head women's golf coach.

e. Ethical Responsibilities: 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 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, University, Big Ten 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 golf 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, she 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, and consistent with University's obligations under Rule 32.2.2 of Big Ten Rules of Organization and Procedure, but only to the extent not prohibited or inconsistent with Oregon Law, Coach has an affirmative obligation to cooperate fully in the NCAA and/or Big Ten 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 or Big Ten, in order to further the objectives of the NCAA or Big Ten, 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 University's reporting obligations relating to prohibited discrimination, the Clery Act and the abuse of minors. Coach shall inform the Athletic Director within 24 hours should Coach learn that she is under investigation by the US Center for SafeSport or a governing body in Coach's sport. Coach also agrees to adhere to and respect and follow the academic standards, requirements and policies of University at all times, including with respect to the recruitment of prospective student-athletes and the eligibility of current student-athletes. Coach shall conduct all team activities in a manner that prioritizes student athletes' emotional and physical health and safety. Coach shall at all times follow the directives of trainers and medical staff regarding a student athlete's fitness for practice and competition and shall never use physical exercise as a form of punishment.

2.2 Reassignment

University's intent is for Coach to serve as the assistant coach of the intercollegiate women's golf team throughout the Term of this Agreement. However, Coach understands that 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. University also has the right to place Coach on paid administrative leave pending the outcome of an investigation relating to an alleged violation of this Agreement, applicable University policy or state or federal law.

2.3 Reporting Relationship

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

3. Term of Agreement

The term of this Agreement shall begin on August 3, 2026, and end at 11:59 pm Pacific Time on June 30, 2028 (Term), at which time this Agreement shall expire without penalty to either party. This Agreement does not automatically renew. Each contract year (Contract Year) is defined below.

Contract Year 1:	August 3, 2026 – June 30, 2027
Contract Year 2:	July 1, 2027 – June 30, 2028

4. Compensation

Coach is entitled to compensation as identified in this Agreement. Coach may earn supplemental income related to her employment as and to the extent approved by University and consistent with NCAA or Big Ten 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 constituted by all Contract Years and shall be paid in equal installments on University's regular pay days.

Contract Year 1:	$80,000 (per 12-month period, pro-rata for partial year)
Contract Year 2:	$80,000

4.2 Fringe Benefits

a. Except as set forth in this Agreement, Coach shall be entitled to participate in the University fringe benefits offered to other employees that share her status as an Officer of Administration, subject to the limitations set forth in this section and section 8.8. 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. Coach is not entitled to use negative sick leave. Coach will be provided with protected leave in compliance with state and federal law.

b. Coach is eligible to use paid vacation during her employment with the university, subject to the terms and conditions set forth in this paragraph. 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 her employment with the University. Subject to any limitations imposed by state or federal law, Coach understands and agrees that Coach must notify and, to the extent possible, obtain the approval of her supervisor in advance of using vacation. Absent extenuating circumstances, as determined by the University, failure to obtain appropriate permission prior to using vacation or sick leave will be considered an unexcused absence. 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 her spouse/partner (whenever deemed appropriate by the athletic director), consistent with University policy.

d. University will pay the cost for Coach's spouse/partner to travel to one regular season away women's golf competition. In the event the women's golf team participates in NCAA Tournament post-season play, University agrees to pay the costs for Coach's spouse/partner and any dependent children living in Coach's home to travel to away NCAA Tournament post-season matches. Other spouse/partner or dependent travel may be approved at the athletic director's discretion. University will also provide reasonable parking accommodations for women's golf home contests at team facilities. Coach understands that these benefits may be subject to taxation.

e. University shall provide to Coach at all times during the Term of this Agreement while Coach is assistant women's golf coach one (1) courtesy car. The 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 $300 per month in lieu of the courtesy car.

f. During the Term of this Agreement while Coach is assistant women's golf coach, Coach will receive, as part of the standard Athletic Department fringe benefit package and to help her fulfill her duties as assistant women's golf coach: two (2) tickets to each home game of each of the University's other varsity intercollegiate athletic teams. Coach understands that these benefits may be subject to taxation.

g. During the term of this agreement while Coach is assistant women's golf coach, Coach will be eligible to annually receive a reasonable amount of apparel, equipment, and shoes from the University's contracted provider.

h. 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:

NCAA Regional Team Participation	$1,000
NCAA Championship Team Participation	$2,500
NCAA Match Play, Final 8	$2,500
NCAA Top 4 Finish	$3,500
NCAA Team Champion	$7,500
NCAA Individual Champion	$3,000

Note: NCAA incentives are cumulative – Maximum earned $20,000

Big Ten Team Champion	$5,000
Big Ten 2nd Place	$2,000
Big Ten Individual Champion	$2,000

Note: Big Ten incentives are not cumulative - only highest earned is paid. Maximum earned $7,000

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 an assistant women's golf coach on the date any of the above incentives are earned to be eligible to receive payment for each specific incentive.

4.4 Opportunities to Earn Outside Income.

While Coach is assistant women's golf coach, Coach shall have the opportunity to earn income from outside University as a result of her position subject to the terms and conditions set forth herein and other University policies including but not limited to the Conflict of Interest, Conflict of Commitment and Outside Activities policies.

a. The following general terms and conditions shall apply whenever Coach wishes to earn outside income related to her expertise, experience, or occupation as an assistant women's golf 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 her primary obligations lie with 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 Big Ten 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 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 her responsibilities operating University's golf youth camps. Camp operation is subject to all the rules and procedures outlined in the Department's Procedural Manual and University policy. The opportunity to operate a camp on or using University facilities is available to Coach, at the sole discretion of the head women's golf coach, only while she is serving as assistant women's golf 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-match, post-match or coach's show, "highlights" and other television and radio show broadcasts. Except for spontaneous, live 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 golf except as consistent with any University media rights holder agreement unless approved by the Department.

e. The 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 University, a detailed accounting in writing of all income and benefits from all sources outside University.

5. Performance Evaluations

5.1 The head women's golf coach will evaluate Coach's performance of her 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 Coach will be subject to a review of several factors including but not limited to win-loss record; post-season performance (if any); recruiting success; compliance with University, Presidential, Big Ten and NCAA policies, standards, directives, rules and regulations; student-athlete academic progress; student-athlete development; and fund-raising success. Such factors shall take into account and be evaluated against comparably situated and funded Division I intercollegiate athletics programs/coaches.

5.3 If Coach has a complaint regarding the terms and conditions of Coach's employment, Coach can report that complaint to the head women's golf coach as appropriate. If that report relates to prohibited discrimination, Coach always retains the option to make a report to the UO Office of Investigations and Civil Rights Compliance or the Title IX Coordinator or to seek assistance from those offices, consistent with UO policy relating to prohibited discrimination and state and federal law.

5.4 Except as stated in this section 5, Coach has no other rights relating to performance evaluations or internal grievance or complaints processes.

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 her 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 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 (cumulatively disability benefits), whichever first occurs. At the time Coach becomes eligible for disability benefits, if any, all compensation and other University fringe benefits shall terminate. Coach has an obligation to make diligent efforts to apply for disability benefits. If Coach fails to make diligent efforts to apply for disability benefits, University's obligations under this Section 6.1 shall be discharged.

6.2 Termination by University (not for cause)

a. 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 only be entitled to payments, damages or compensation as provided for in Section 6.2.b below. This means that, notwithstanding any other language or section of this Agreement, in no event will University be obligated to pay Coach any amount in excess of the amount provided for in Section 6.2.b.

b. Subject to Coach's obligations under Section 6.2.e, if University terminates this Agreement under this Section 6.2, University shall pay to Coach, as liquidated damages, the following:

1. If there is a head women's golf coaching change during the first Contract Year of this agreement, Coach will be paid the Contract Year 1 salary through June 30, 2027 or 90 days from the head women's golf coach's last day working for University, whichever is longer. If there is a head women's golf coaching change during the second Contract Year of this agreement, Coach will be paid Contract Years Salaries through June 30, 2028; or

2. If there is not a head coaching change as described in Section 6.2.b.1, coach will be paid Coach's remaining full Contact Year Salaries plus any partial Contract Year Salary. Partial years shall be prorated by multiplying the relevant Contract Year salary on the Termination Date by x/365, where X is the number of days remaining in the partial Contract Year at the time of termination.

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 under section 6.2.b are 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, in any state court of competent jurisdiction in the State of Oregon. Notwithstanding the foregoing, Coach is required to give University reasonable notice of the breach (no less than ten days) and an opportunity to cure prior to initiating a lawsuit against University. After the Termination Date, Coach will not be entitled to any other employee benefits except as otherwise provided in this Section 6.2 or required by applicable law. This means that Coach must return all University property (including any assigned courtesy car) to 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-University or outside-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 her 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 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 ("New Employment"), University's financial obligations under this Agreement, including Section 6.2.b, shall cease if Coach's Monthly Compensation from New Employment (defined as $1/12^{th}$ 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 and 6.2.e, prorated on a monthly basis. If Coach's Monthly Compensation, from 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 on a monthly basis by the greater of: a) the amount of Coach's Monthly Compensation from such New Employment or, in the event University

reasonably determines that the amount of such Monthly Compensation is not within an acceptable range of compensation amounts pursuant to the anticipated results of an arms-length negotiation between Coach and a new employer when then-existing and relevant marketplace factors are applied, or b) the median Monthly Compensation, as determined from publicly available sources, of incumbents in equivalent coaching or athletic administrative positions in, as relevant, the NCAA Division, collegiate athletics' conference, or professional sports league in which Coach has obtained Comparable Employment or any other employment. In no event, will University's then-current obligation to pay Coach liquidated damages increase if Coach resigns from New Employment or is otherwise terminated from New Employment. In the event Coach is separated from New Employment and University still has obligations under Section 6.2, Coach continues to have the mitigation obligations set forth above. Coach shall promptly inform University of changes in her 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 Coach's obligations stated above, 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 produce evidence of engaging in good faith efforts to obtain employment within a reasonable time (not to exceed thirty days) following University's request for such documentation or should such documents indicate that Coach is not fulfilling Coach's mitigation obligations outlined in this section, University's obligations to pay liquidated damages under Section 6.2.b shall cease.

6.3 Termination by Coach

a. Coach recognizes that her promise to work for University for the entire Term of this Agreement is of essence to this Agreement. Coach also recognizes that University is making a highly valuable investment in her continued employment by entering into this Agreement and that its investment would be lost were she to resign or otherwise terminate her employment with University prior to the expiration of the Term of this Agreement. In recognition of these facts and the difficulties for the University and athletics department that would ensue as a result of, among other things, the lost investment and the need to replace Coach following termination, 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 head women's golf coach 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 she must notify head women's golf coach in writing. While Coach is assigned to the position of assistant women's golf coach, such termination by Coach must occur at a time other than during the period of intercollegiate women's golf competition ("Period of Competition" and understood annually as August 1 through the Oregon women's golf team's final match/game), including any and all post-season play in which the Oregon women's golf team is competing), unless both parties mutually agree otherwise. However, so long as the termination occurs other than during the Period of Competition, nothing limits Coach's ability to provide notice at any time. If Coach gives notice of termination during or prior to the completion the Period of Competition, University may require Coach to continue her coaching and other responsibilities, or University may reassign Coach until the completion of all play. Simultaneously with such notice of termination, Coach shall inform University in writing of her employment plans following the termination of her employment with University. Coach shall be deemed to have resigned her employment and terminated this agreement, as provided for in section 6.3, if Coach does not perform her duties for more than 30 days and such absence is unexcused, meaning that she did not obtain consent from University prior to taking leave and the absence is not attributable to a medical emergency or other situation that prevented the Coach from informing University of her absence. University will determine whether a situation is one that prevents the Coach from informing it of her absence. If Coach resigns under Section 6.3, University shall have no further financial obligation to Coach beyond the effective date of Coach's resignation.

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 or Big Ten, and/or any policy, standard or directive of 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 Big Ten. 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 University.

7.2 University shall have the right to terminate this Agreement for cause prior to its expiration. Coach waives any procedural rights she may have under University 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 University shall implement any such disciplinary or corrective actions imposed by the NCAA and that, notwithstanding anything else in this contract or this section, University 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 Big Ten 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 Big Ten 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 Coach could have prevented the misconduct and failed to take reasonable action to do so; (vii) any action or failure to act under circumstances reasonably calling for action, that results in significant risk of physical or emotional injury to a student-athlete, or (viii) 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, 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.

7.3 Pay Reduction, Temporary Leave Without Pay, FTE Reduction or Lay Off. If athletic department revenues (or projected revenues) generated through ticket sales, donations and tv/multi-media rights are impaired by at least 10% for a fiscal year or over multiple fiscal years due to natural disaster, war, riot, pandemic, public health emergency, NCAA directive, government order, or other catastrophe beyond the control of University, University may, without additional consideration, lay off, reduce FTE, implement a temporary leave without pay, or temporarily reduce Coach's Guaranteed Salary as outlined in 4.1. In the event of a prolonged leave without pay or layoff, University will work with Coach to facilitate access by Coach to any University, state or federal benefits programs for the provision of health benefits and unemployment compensation and University's obligations under paragraphs 4, 4.1, 4.2 and 4.3 shall otherwise be suspended during the layoff or furlough period.

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. Any claim, action, or suit between University and Coach will be brought and conducted solely and exclusively in the Circuit Court for Lane County for the State of Oregon. However, if any claim, action, or suit must be brought in a federal forum, it will be brought and conducted exclusively in the United States District Court for the District of Oregon. BY EXECUTION OF THIS AGREEMENT, COACH CONSENTS TO IN PERSONAM JURISDICTION OF SUCH COURTS. In no event will any part of this Agreement be construed as a waiver by University of its sovereign and governmental immunities.

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 assistant women's golf 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, superseding any previous agreements written or otherwise contemplating the subject matter herein. Accordingly, because this Agreement covers the terms and conditions of Coach's employment, Coach is not subject to those OA policies and procedures that cover the same subject matters covered by this agreement, including OA policies and procedures relating to time off (sick and vacation), separations, discipline or grievances. However, Coach is subject to those University policies expressly incorporated in this agreement and those University policies that concern subject matters not covered by this agreement. For example, Coach is subject to University's policies prohibiting discrimination and requiring the reporting of prohibited discrimination, University's policies requiring the report of fraud and abuse and University policies covering minors on campus programs. 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 Coach or to 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:	Monica Vaughn Fisher Last known address on file with Human Resources Official UO e-mail address
	With a copy to:
To 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 or funds made available to the Department 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. The Parties can also indicate the same by the knowing acceptance of benefits and obligations prescribed by this Agreement.

Coach	University of Oregon
Monica Vaughn Fisher Monica Vaughn Fisher (Jul 20, 2026 09:38:02 PDT)	Rob Mullens (Jul 20, 2026 10:02:25 PDT)
Monica Vaughn Fisher	Rob Mullens
Jul 20, 2026	Jul 20, 2026
Date	Date