

Employment Agreement

This Employment Agreement (Agreement) is entered into by the University of Oregon (University) and Jeffrey Hawkins (Hawkins).

1. Purpose

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

2. Position

2.1 Description of Hawkins's Responsibilities

a. Title. Hawkins is employed as senior associate athletic director of HDC, Hayward Hall and 2.MO indoor facility for administration and operations subject to the terms and conditions of this Agreement. Hawkins is also an exempt Officer of Administration (OA), as defined in the University's OA employment policy.

b. Effort; Compliance. Hawkins agrees: (i) to devote his best efforts full time to the prompt and efficient performance of all duties and responsibilities of a senior associate athletic director of HDC, Hayward Hall and 2.MO indoor facility for administration and operations and such other reasonably related duties and responsibilities as may be assigned to him from time to time; (ii) to give proper time and attention to furthering his responsibilities to University; (iii) to comply with all rules, regulations, policies, and decisions established or issued by University, University Department of Intercollegiate Athletics (Department), Big Ten Conference (Big Ten) and the National Collegiate Athletic Association (NCAA). Hawkins also agrees that notwithstanding the provisions of Section 4.4, 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. Hawkins also agrees not to usurp any business opportunities of University.

c. General administration as senior associate athletic director of HDC, Hayward Hall and 2.MO indoor facility for administration and operations. During the period in which University employs Hawkins as senior associate athletic director of HDC, Hayward Hall and 2.MO indoor facility for administration and operations, Hawkins agrees to perform properly, efficiently, to the best of his ability and consistent with University standards, all duties and responsibilities of a senior associate athletic director of HDC, Hayward Hall and 2.MO indoor facility for administration and operations in this position. Hawkins is responsible for assisting with the administration and operations of all phases of the Hatfield-Dowlin

Complex (HDC), Hayward Hall, and 2.MO indoor facility fully in keeping with the philosophies and objectives of the Department and the University including compliance with NCAA, Big Ten and University policies which can be found in University's Policy Library, currently at policies.uoregon.edu. Hawkins is also a member of the Athletic Director's leadership team and has administrative management responsibilities.

d. Day to day Responsibilities as senior associate athletic director of HDC, Hayward Hall and 2.MO indoor facility for administration and operations. As senior associate athletic director of HDC, Hayward Hall and 2.MO indoor facility for administration and operations, Hawkins' specific and essential responsibilities include, but are not limited to (i) serving as a member of the athletic director's senior leadership team; (ii) providing direct oversight and supervision of the Hatfield-Dowlin Complex (HDC), Hayward Hall and 2.MO indoor facility; (iii) overseeing the sports agent education and oversight program; (iv) serving as a liaison on various committees, including Rose Bowl Advisory Committee, (v) coordinating special guest tours of HDC and Hayward Hall for VIPs, alumni and donors; (vi) providing direct oversight and supervision of the Athletic Department's director of HDC food services; (vii) serving on committees that relate to athletic department venues (i.e. HDC, Hayward Field) and 2.MO indoor facility, specifically as they pertain to the food and beverage services (i.e. training table, catering, de-reg brunch and internal and external events); (viii) coordinating a team of student-ambassadors who conduct daily and weekly tours of the HDC, Hayward Field and 2.MO indoor facility for donors, season ticket holders and invited guests of the department and university; (ix) instilling, modeling and reinforcing in student-athletes a high standard for character and conduct both on and off the field.; (x) overseeing Hayward Hall by curating, selecting, organizing, maintaining, researching, developing, archiving and displaying historical and archival materials to be used in the Hayward Hall exhibit area; (xi) serving as the athletic department liaison for external construction teams, university and departmental personnel throughout Hayward reconstruction process and 2.MO indoor facility; and (xii) performing other duties as reasonably requested by the athletic director, head football coach, football chief of staff and/or head track and field coach.

e. Ethical Responsibilities: University has established a tradition of ethical conduct at all levels of University life. In accordance with this tradition, Hawkins, 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. Hawkins 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 football program. If Hawkins 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, 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, Hawkins has an affirmative obligation to cooperate fully in the NCAA 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. Hawkins will comply with University's reporting obligations relating to prohibited discrimination, the Clery Act and the abuse of minors. Hawkins 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.

2.2 Reassignment

University's intent is for Hawkins to serve as the senior associate athletic director of HDC, Hayward Hall and 2.MO indoor facility for administration and operations throughout the Term of this Agreement. However, Hawkins understands that University retains the right to assign Hawkins to other positions with different duties during the Term of this Agreement (Reassignment). Should such Reassignment be under consideration; University shall consult with Hawkins. University also has the right to place Hawkins 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 senior associate athletic director of HDC, Hayward Hall and 2.MO indoor facility for administration and operations, Hawkins shall report to the head football coach, football chief of staff and the head track and field coach as designated by the athletic director.

3. Term of Agreement

The term of this Agreement shall begin on July 1, 2026, and end at 11:59 pm Pacific Time on June 30, 2027 (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:	July 1, 2026 – June 30, 2027
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4. Compensation

Hawkins is entitled to compensation as identified in this Agreement. Hawkins may earn supplemental income related to his employment as and to the extent approved by University and consistent with NCAA, and Big Ten regulations. All payments from University are subject to applicable deductions and withholdings for tax purposes and employee benefit programs in which Hawkins 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 Hawkins a Guaranteed Salary as outlined below. Hawkins'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:	\$194,625
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4.2 Fringe Benefits

a. Except as set forth in this Agreement, Hawkins shall be entitled to participate in the University fringe benefits offered to other employees that share his 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. Hawkins is not entitled to use negative sick leave. Hawkins will be provided with protected leave in compliance with state and federal law.

b. Hawkins is eligible to use paid vacation during his employment with the university, subject to the terms and conditions set forth in this paragraph. Hawkins is eligible to be paid out for a maximum of 180 hours of accrued but unused vacation upon expiration of this Agreement or if Hawkins terminates this Agreement. As provided for in Section 6.2, in the event the university is obligated to pay liquidated damages to Hawkins under Section 6.2, Hawkins is not entitled to be paid vacation pay as liquidated damages are Hawkins' exclusive remedy under that provision. Subject to any limitations imposed by state or federal law, Hawkins understands and agrees that Hawkins must notify and, to the extent possible, and obtain the approval of his supervisor in advance of using vacation or sick leave. Absent extenuating circumstances, as determined by the University, failure to obtain appropriate permission prior to using vacation leave or sick will be considered an unexcused absence. Hawkins understands that a maximum of 260 hours of vacation time may be accrued. Hawkins acknowledges that the University will record as vacation regular workdays on which Hawkins is absent during off-season periods in the event that Hawkins fails to properly record such time as vacation or sick leave.

c. Hawkins will receive reimbursement for all business-related travel and out-of-pocket expenses, including travel expenses for his spouse/partner (whenever deemed appropriate by the athletic director), consistent with University policy.

d. University shall pay the costs of Hawkins' spouse to travel to one regular season away football game per season. In the event that the football team participates in a post-season bowl game, University agrees to pay the costs for a spouse of Hawkins' and any dependent children living in Hawkins' home to travel to the bowl game. Other travel-related expenses for Hawkins' spouse may be reimbursed when deemed appropriate by the athletic director. Hawkins understands that these benefits may be subject to taxation. University's obligation under this paragraph apply only so long as Hawkins is senior associate athletic director of HDC, Hayward Hall and 2.MO Indoor Facility for administration and operations.

e. University shall provide to Hawkins at all times during the Term of this Agreement while Hawkins is senior associate athletic director of HDC and Hayward Hall and 2.MO Indoor Facility for administration and operations one (1) courtesy car. The Athletic Department will insure the car for official business, but Hawkins 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 Hawkins, Hawkins shall receive a stipend of \$300 per month in lieu of the courtesy car.

f. During the Term of this Agreement while Hawkins is senior associate athletic director of HDC, Hayward Hall and 2.MO indoor facility for administration and operations, Hawkins will be provided with membership to the Downtown Athletic Club if such a membership is available (and if not available then an available membership in an athletic club of Hawkins' choice in the Eugene area). The Department will pay monthly dues and approved business-related expenses. Hawkins will be responsible for any personal charges. This membership is provided to assist in fund-raising efforts. Should Hawkins be reassigned, Hawkins' continued membership will depend on the wishes of the Downtown Athletic Club, needs of the new position and its relative utility to promotional and fundraising functions.

g. During the Term of this Agreement while Hawkins is senior associate athletic director of HDC, Hayward Hall and 2.MO indoor facility for administration and operations, Hawkins will receive as part of the standard Athletic Department fringe benefit package and to help him fulfill his duties as senior associate athletic director of HDC, Hayward Hall and 2.MO indoor facility for administration and operations: two (2) tickets to each home contest of each of the University's varsity intercollegiate athletic teams other than football. University will provide Hawkins with six (6) home season football tickets. University will also provide reasonable parking accommodations at team facilities. Hawkins understands that these benefits may be subject to taxation.

h. During the term of this agreement while Hawkins is senior associate athletic director of HDC, Hayward Hall and 2.MO indoor facility for administration and operations, Hawkins will be eligible to annually receive a reasonable amount of apparel, equipment, and shoes from the University's contracted provider.

i. Hawkins 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 Hawkins will be eligible to receive performance incentive payments as follows:

Compete in any Bowl Game (and win at least 7 regular season games)	\$5,000
Compete in CFP First Round Game	\$5,000
Compete in CFP Quarterfinals	\$5,000
Compete in CFP Semi-Finals	\$7,500
Compete in CFP National Championship	\$7,500
Maximum Director Level Support Staff Incentives (Per Staff Member)	\$30,000

Note: Incentives are cumulative. If Oregon receives CFP First Round Bye that incentive will be considered "earned".

If earned by Hawkins, the incentive payments shall be made within forty-five (45) days following the season in which such incentive payments are earned. Hawkins must be employed by University as a senior associate athletic director of HDC, Hayward Hall and 2.MO indoor facility for administration and operations 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 Hawkins is senior associate athletic director of HDC, Hayward Hall and 2.MO indoor facility for administration and operations, Hawkins shall have the opportunity to earn income from outside University as a result of his 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 Hawkins wishes to earn outside income related to his expertise, experience, or occupation as an administrator: (i) Any outside activities shall not interfere with the full, complete, and satisfactory performance of Hawkins's duties and obligations as a University employee, recognizing always that his primary obligations lie with University; (ii) In no event shall Hawkins 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) Hawkins 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 administrative responsibilities, information and activities. Except as required by the Department, Hawkins 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. Hawkins may earn additional compensation as a result of his responsibilities operating University's football 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 Hawkins, at the sole discretion of the head football coach, only while he is serving as senior associate athletic director of HDC, Hayward Hall and 2.MO indoor facility for administration and operations. 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 Hawkins, regardless of Hawkins' 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. Hawkins shall not earn outside income from pre-game, post-game 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, Hawkins shall not provide any such services, commentary or performance relating to University of Oregon football 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. Hawkins shall not enter into any such contracts.

f. Hawkins 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 football coach and his chief of staff will evaluate Hawkins's performance of his job duties and responsibilities annually on the same basis as performance evaluations are done for other employees of Hawkins's classification. These evaluations may take into account prior evaluations and the expectations and goals set for Hawkins 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 Hawkins has a complaint regarding the terms and conditions of Hawkins's employment, Hawkins can report that complaint to the head football coach as appropriate. If that report relates to prohibited discrimination, Hawkins 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, Hawkins 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 Hawkins's death. This Agreement shall also terminate upon Hawkins's total disability (within the meaning of University's disability insurance for employees of Hawkins'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 Hawkins's death, Hawkins'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 Hawkins pursuant to that plan. Hawkins'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 Hawkins's estate any compensation already fully earned but not yet payable under this Agreement.

c. If this Agreement is terminated because Hawkins becomes totally disabled, Hawkins shall continue to receive the Guaranteed Salary and any other standard University fringe benefits provided for under this Agreement until such time as Hawkins 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 Hawkins becomes eligible for disability benefits, if any, all compensation and other University fringe benefits shall terminate. Hawkins has an obligation to make diligent efforts to apply for disability benefits. If Hawkins 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 Hawkins written notice of University's intent to terminate this Agreement without cause and shall be effective upon delivery to the Hawkins 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 Hawkins without cause. If University exercises its right under this Section 6.2, Hawkins 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 Hawkins any amount in excess of the amount provided for in Section 6.2.b.

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

1. If University terminates Hawkins in accordance with Section 6.2 prior to the end of this Agreement, University shall pay Hawkins \$194,625 (University shall be obligated to pay \$16,219 per month, to be paid in equal installments on the University's regular paydays) for a period of twelve months following the Termination Date.
2. If University does not terminate this Agreement, but also does not renew Hawkins' contract, University shall pay Hawkins \$194,625 (University shall be obligated to pay \$16,219 per month, to be paid in equal installments on the University's regular pay days) for a period of twelve months following the expiration of the contract term, as explained below.

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 over the balance of the scheduled Term of this Agreement. University's obligations under section 6.2.b are subject to Hawkins'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, Hawkins 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, Hawkins 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 Hawkins 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. Hawkins 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 Hawkins'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 Hawkins for any loss, damages or injury Hawkins 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) Hawkins may have under applicable law. Hawkins 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, Hawkins 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 Hawkins 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 Hawkins's Monthly Compensation from New Employment (defined as 1/12th of Hawkins'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 Hawkins'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 Hawkins'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 Hawkins 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 Hawkins has obtained Comparable Employment or any other employment. In no event will University's then-current obligation to pay Hawkins liquidated damages increase if Hawkins resigns from New Employment or is otherwise terminated from New Employment. In the event Hawkins is separated from New Employment and University still has obligations under Section 6.2, Hawkins continues to have the mitigation obligations set forth above. Hawkins 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 Hawkins's compensation) for purposes of the implementation of this Section 6.2.e. Hawkins agrees to provide University with a copy of any employment agreement relevant to Hawkins's obligations stated above, as well as other information necessary to establish compliance with this mitigation obligation including, upon request, information relating to income Hawkins has received in a manner that did not generate a form W-2 or 1099. Should Hawkins 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 Hawkins is not fulfilling Hawkins's mitigation obligations outlined in this section, University's obligations to pay liquidated damages under Section 6.2.b shall cease.

7. Termination for Cause and Discipline

7.1 Hawkins 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 Hawkins 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 Hawkins. Hawkins shall cooperate fully with any University personnel in the course of any investigation of illegal or prohibited behavior on the part of Hawkins, 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. Hawkins waives any procedural rights he may have under University policy or the law except those contained in this Agreement. If University is considering termination for cause, Hawkins 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. Hawkins understands, however, that as set forth in NCAA Bylaw 11.2.1.b, if Hawkins is found to be in violation of any rule or regulation of the NCAA, Hawkins shall be subject to disciplinary or corrective actions as set forth in the provisions of the NCAA enforcement procedures. In that situation, Hawkins 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 Hawkins' 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 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 Big Ten Conference or the NCAA, including any violation which may have occurred during prior employment at University or another NCAA member institution, either by Hawkins or by a member of the coaching staff or any other person Hawkins 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 Hawkins could have prevented the misconduct and failed to take reasonable action to do so; or (vii) any action or failure to act under circumstances reasonably calling for action, that results in significant risk of physical or emotional injury to 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 Hawkins 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 Hawkins for any compensation, damages (including vacation pay), 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 Hawkins's Guaranteed Salary as outlined in 4.1. In the event of a prolonged leave without pay or layoff, University will work with Hawkins to facilitate access by Hawkins 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. 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 Hawkins's position as senior associate athletic director of HDC, Hayward Hall and 2.MO indoor facility for administration and operations 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. Accordingly, because this Agreement covers the terms and conditions of Hawkins's employment, Hawkins 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, Hawkins 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, Hawkins is subject to the 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 Hawkins 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 Hawkins 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 Hawkins: Jeffrey Hawkins
 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 Hawkins under this Agreement or sums payable to Hawkins 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 Hawkins or to pay sums payable to Hawkins for breach of this Agreement. Nothing in this section 8.10 shall be construed to affect University's obligation to pay compensation to Hawkins 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. Hawkins can also indicate acceptance by providing administrative services to University.

Hawkins



Jeffrey Hawkins



Date

University of Oregon



Rob Mullens (Jul 2, 2026 11:18:15 PDT)

Rob Mullens

Jul 2, 2026

Date

Jeff Hawkins 2026-27

Final Audit Report

2026-07-02

Created:	2026-07-02
By:	Mark Ruckwardt (markr@uoregon.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAQE1sQuBwaqwomxBKx5Zg8SzwO6WrFRpN

"Jeff Hawkins 2026-27" History



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