

**EMPLOYMENT AGREEMENT BETWEEN RUTGERS, THE
STATE UNIVERSITY OF NEW JERSEY
("RUTGERS" OR "UNIVERSITY") AND C. VIVIAN STRINGER
("COACH STRINGER")**

WHEREAS, RUTGERS and COACH STRINGER were parties to an EMPLOYMENT CONTRACT and SUPPLEMENTAL AGREEMENT dated August 12, 1995; and

WHEREAS, by their terms, COACH STRINGER'S EMPLOYMENT CONTRACT and SUPPLEMENTAL AGREEMENT automatically were extended through August 11, 2005; and

WHEREAS, RUTGERS and COACH STRINGER were parties to a January 10, 2000 agreement that adjusted certain aspects of those agreements; and

WHEREAS, the January 10, 2000 agreement contained a COMPENSATION REVIEW provision that provided for certain discussions between the parties after the 2002-2003 season, and as a result of those discussions the parties executed an EXTENSION AGREEMENT dated June 9, 2004; and

WHEREAS, said EXTENSION AGREEMENT extended COACH STRINGER'S employment through August 11, 2008, and provided an opportunity after April 1, 2007 for the parties to discuss an extension of COACH STRINGER'S employment, and the parties have engaged in these discussions; and

WHEREAS, RUTGERS and COACH STRINGER now desire to memorialize the terms agreed upon in the aforementioned discussions;

NOW THEREFORE, in consideration of the following mutual promises, RUTGERS and COACH STRINGER agree as follows:

I. STATUS OF PRIOR AGREEMENTS

Effective July 1, 2007, all prior contracts, employment agreements and any extensions thereof are no longer of any force and effect. They are hereby replaced and superseded by the provisions of this EMPLOYMENT AGREEMENT.

II. TERM

The term of this EMPLOYMENT AGREEMENT shall be July 1, 2007 through June 30, 2014.

III. COMPENSATION

A. BASE SALARY - Effective July 1, 2007, COACH STRINGER shall be paid an annual base salary at the rate of \$450,000 per year, which rate shall continue through June 30, 2009. This amount shall be paid in accordance with RUTGERS' regular payroll practices for staff employees.

The parties acknowledge that their intent is for COACH STRINGER'S annual base salary to be no less than the annual base salary paid to the Rutgers head men's football coach. If the Rutgers head men's football coach's base salary is increased in any year to be more than COACH STRINGER'S then-existing base salary, COACH STRINGER'S base salary shall automatically be increased to be the same amount as the head men's football coach's base salary. This increase shall be effective without the need for any written amendment to this EMPLOYMENT AGREEMENT or any further action by the parties.

B. BASE SALARY BEYOND JUNE 30, 2009 - COACH STRINGER shall be paid an annual base salary rate in future years as follows:

1. Effective July 1, 2009 through June 30, 2011: \$500,000

2. Effective July 1, 2011 through June 30, 2014: \$550,000

C. ANNUAL SUPPLEMENT - Consistent with the parties' previous agreements that provided for annual supplemental compensation items in recognition of the singular nature of COACH STRINGER'S position, the extraordinary commitment of time and energy required to perform her duties effectively, the considerable efforts required of COACH STRINGER on behalf of the University in the areas of media/public relations, and the like, the parties agree that COACH STRINGER, in addition to base salary, shall be paid an annual supplement in the amount of \$350,000, to be paid in accordance with RUTGERS' regular payroll practices for staff employees.

D. DEFERRED COMPENSATION - The parties agree that, in addition to the compensation described in III. A, B and C above, COACH STRINGER shall be paid \$135,000 per year pursuant to, and subject to the provisions of, a deferred compensation plan to be entered into between the parties. Notwithstanding anything to the contrary contained herein, COACH STRINGER shall remain entitled to all amounts previously invested on her behalf pursuant to the Compensation Deferral Agreement, as amended, and the deferred compensation plan documents, as amended, and subject to the terms set forth in those agreements, arranged in connection with her prior employment agreements at RUTGERS.

E. BONUS SCHEDULE - Effective with the 2007-2008 season or academic year, as the case may be, COACH STRINGER is eligible to receive each year (except with respect to item #5) of this EMPLOYMENT AGREEMENT the following bonuses upon the achievement of the

following performance thresholds. Bonuses shall be paid within thirty (30) days after they are earned. RUTGERS shall either issue COACH STRINGER a separate check for bonuses earned from time to time, or supply COACH STRINGER a short memorandum accompanying the payment of such bonuses identifying which bonuses were achieved and the amounts paid.

1. BIG EAST TOURNAMENT PARTICIPATION

\$10,000 if RUTGERS participates in BIG EAST
Tournament championship game

\$10,000 if RUTGERS wins BIG EAST Tournament
Championship game

2. NCAA TOURNAMENT PARTICIPATION

\$10,000 if RUTGERS participates in Round of 64

\$10,000 if RUTGERS participates in Round of 32

\$10,000 if RUTGERS participates in Round of 16

\$10,000 if RUTGERS participates in Round of 8

\$25,000 if RUTGERS participates in Round of 4 (Final Four)

\$25,000 if RUTGERS is the national semi-finalist

\$35,000 if RUTGERS wins national championship game

3. COACH OF THE YEAR BONUS

\$25,000 if selected BIG EAST Coach of the Year by
BIG EAST coaches

\$50,000 if selected National Coach of the Year by
Associated Press or USA Today

4. ACADEMIC PERFORMANCE BONUSES - Effective with the
2007-2008 academic year, beginning fall 2007 and concluding

summer 2008, COACH STRINGER is eligible to receive the following bonuses at the end of the academic year based upon academic performance indicators for student-athletes on athletic scholarship aid:

\$15,000 for a team average Grade Point Average of 2.8 for the student athletes on athletically-related student aid as calculated by the Office of the University Registrar in accordance with its regular academic practices.

\$10,000 for a 70% 6-year graduation rate on the entering cohort of full-time, first-time (first year) degree-seeking undergraduate student-athletes on athletically-related student aid, including transfer student-athletes on athletically-related student aid who qualify into that cohort class, based upon data collected and calculated by the Office of Institutional Research in accordance with its regular academic practices.

\$15,000 for an Academic Progress Rate of 940 or higher (effective with the release in or about February 2008 and annually thereafter by the NCAA of the multi-year Academic Progress Rate (APR) applicable to the women's basketball team as determined by the NCAA based upon data and other information submitted by RUTGERS in accordance with RUTGERS' regular practices). If during the term of this EMPLOYMENT AGREEMENT the NCAA alters or eliminates the current scale used for calculating the APR, RUTGERS and COACH STRINGER shall negotiate revised language that would provide for a bonus based upon the revised or

successor scale and that would most closely approximate the 940 standard set forth herein.

5. NAISMITH MEMORIAL BASKETBALL HALL OF FAME

\$50,000 if while serving as the head Coach of Women's

Basketball at RUTGERS, COACH STRINGER is elected into the NAISMITH MEMORIAL BASKETBALL HALL OF FAME.

The foregoing provisions in Paragraphs III. A through E represents the parties' complete agreement regarding COACH STRINGER'S compensation for the periods indicated and this EMPLOYMENT AGREEMENT does not provide for any increases beyond those specified herein.

F. HOUSING LOAN – In order to assist COACH STRINGER to purchase a home to be used as her primary residence, RUTGERS shall provide, at COACH STRINGER'S request, a loan to be secured by a note and mortgage to be prepared and filed by RUTGERS and signed by COACH STRINGER. The loan shall be in the amount of \$200,000 and the loan proceeds shall be made available to COACH STRINGER at the time she purchases a new home and upon at least thirty (30) days written notice to the University to allow it sufficient time to prepare the note and mortgage. If COACH STRINGER remains employed by RUTGERS as head coach of the women's basketball team, RUTGERS agrees to forgive the outstanding balance of the loan as follows. One year following disbursement of the loan proceeds to COACH STRINGER and on said date in each succeeding year (so long as COACH STRINGER is then serving as head coach of the women's basketball team) a portion of

the loan shall be forgiven. The amount forgiven in each year, if any, shall be \$50,000, except that if the loan proceeds are disbursed at a point in time such that the entire loan would not be forgiven on or before June 30, 2014, said date being the last date of this EMPLOYMENT AGREEMENT, then the entire remaining balance will be forgiven on June 30, 2014 if COACH STRINGER is still serving on that date as the head coach of the women's basketball team. Notwithstanding the foregoing, if COACH STRINGER'S employment is terminated for any reason or if COACH STRINGER resigns prior to forgiveness of the full amount of the loan as described above, she shall repay RUTGERS the unforgiven portion of the loan that may be due within sixty (60) days following cessation of her employment. There shall be no interest due on this loan, except that if COACH STRINGER is required to repay the loan or any portion of it and said payment is not made within the time prescribed (i.e., sixty days following cessation of employment), then interest shall be charged at the prime rate on the outstanding balance from the date payment was due until payment is made. If COACH STRINGER is employed as head coach of the women's basketball team two years after the loan proceeds are disbursed, the parties will at that time meet and discuss the terms of this housing loan, it being understood that there is no obligation by either party to agree to alter the above terms.

IV. BENEFITS

COACH STRINGER shall receive all benefits accorded full-time staff members at RUTGERS based upon her base salary. By way of example only, these benefits include health insurance, life insurance, disability insurance, pension program, sick leave and vacation leave. COACH STRINGER

understands that some of the benefits accorded RUTGERS employees are furnished by the State of New Jersey and are subject to State legislation, rules and regulations. With respect to benefits furnished by the State of New Jersey and to those furnished by RUTGERS, COACH STRINGER understands and agrees that these benefits may change from time to time and that she is subject to all changes applicable to other staff employees.

V. AUTOMOBILE

In lieu of furnishing COACH STRINGER with an automobile for her use, effective July 1, 2007, RUTGERS shall pay COACH STRINGER an annual stipend of \$12,000 to be paid in accordance with RUTGERS' regular payroll practices for staff employees.

VI. CLUB MEMBERSHIP

In lieu of a country club membership, RUTGERS will provide COACH STRINGER with an annual allowance of \$6,000 that she may use to pay for green fees for her family and herself. She will be reimbursed by RUTGERS only upon submission of appropriate documentation and in accordance with University policy and practice. Reimbursement shall be made no later than the end of the calendar year following the year in which such expense was incurred. Unused amounts will be forfeited each year.

VII. DUTIES

A. Subject to the provisions in this EMPLOYMENT AGREEMENT, COACH STRINGER shall serve as head coach of women's basketball at RUTGERS' New Brunswick campus. She will devote the entire calendar year to duties associated with this position and such other duties as set

forth in this EMPLOYMENT AGREEMENT except for allowed vacation pursuant to University policy and allowed “other activities” pursuant to Paragraph XIV below. For as long as COACH STRINGER is head coach of women’s basketball at RUTGERS, she shall be responsible for, and shall devote her full-time attention and best efforts to coaching, administering and recruiting the women’s basketball team in a manner consistent with RUTGERS’ policies and practices governing intercollegiate athletics so as to allow the team to compete effectively in BIG EAST Conference (and any other conference of which RUTGERS is, or shall become, a member) and NCAA play. RUTGERS understands that the duties set forth in this Paragraph VII. A constitute COACH STRINGER’S primary duties (the “primary duties”).

B. The parties agree that other duties associated with COACH STRINGER’S position include non-commercial fund-raising events in support of RUTGERS as may be reasonably required of her by the Director of Intercollegiate Athletics (“Director”). By way of example only, such activities include Scarlet R programs, alumnae/i meetings and booster club programs. The parties also agree that COACH STRINGER shall participate in public relations, promotional and personal appearance activities on behalf of RUTGERS and the women’s basketball program as may be reasonably required of her by the Director. RUTGERS understands that the duties set forth in this Paragraph VII B constitute COACH STRINGER’S other duties (the “other duties”). RUTGERS shall ensure that these other duties do not unreasonably interfere with COACH STRINGER’S primary duties.

C. With respect to the other duties set forth in VII. B above, the parties specifically agree that in addition to COACH STRINGER’S primary

duties involving administering, coaching and recruiting the women's basketball team as described in Paragraph VII. A above, she shall be required to make a maximum of seven (7) personal appearances per year as determined by, and subject to the sole discretion of, the Director. The parties will cooperate to ensure that these personal appearances do not conflict with previously identified and approved outside endorsement commitments under Paragraphs VIII and XIV.

With respect to assistant coaches of the women's basketball team, COACH STRINGER understands that they shall be required to make a maximum of seven (7) personal appearances in the community designed to market and promote the women's basketball program as determined by, and subject to the sole discretion of, the Director. Notice shall be given by the Director to COACH STRINGER when scheduling appearances for assistant coaches.

D. RUTGERS reserves the right to produce and market a reasonable number of radio and television shows concerning RUTGERS, its women's basketball or athletic program, or the State of New Jersey, and to negotiate and contract with third parties for the production and marketing of same. As part of her other duties, COACH STRINGER shall reasonably cooperate in these efforts, shall make herself available and shall participate in these activities as may be reasonably required of her by the Director.

E. RUTGERS reserves the right to negotiate and contract with third parties to procure sponsors and financial support for RUTGERS for the women's basketball program. COACH STRINGER shall make herself

available and cooperate in these efforts, including participating in commercial endorsements of sponsors and financial supporters as may reasonably be required of her by the Director. The parties will cooperate to ensure that these third-party efforts do not conflict with previously identified and approved outside endorsement commitments under Paragraphs VIII and XIV.

F. The parties agree that COACH STRINGER shall remain the sole owner of her name and likeness and hereby grants permission to RUTGERS to use her name and likeness in connection with the activities described in this EMPLOYMENT AGREEMENT. In connection therewith, COACH STRINGER shall enjoy and be subject to the provisions of the University Indemnification Policy. Subject to time constraints inherent in particular circumstances where a likeness of COACH STRINGER is intended to be used by RUTGERS, RUTGERS shall endeavor to provide COACH STRINGER with notice of such intended use along with the proposed likeness to be used, and will cooperate in finding mutually agreeable images for these uses.

G. As long as Vivian Stringer is head coach of women's basketball at RUTGERS, the University reserves the right to use as it sees fit, and at times it may determine, all productions and commercial activities described in this EMPLOYMENT AGREEMENT. This right expires upon expiration of this EMPLOYMENT AGREEMENT or upon termination of her employment for any reason, except that RUTGERS shall continue to be able to use COACH STRINGER'S name and likeness for historical and retrospective purposes to promote the women's basketball program. Upon expiration of this EMPLOYMENT AGREEMENT or upon termination of her employment for any reason, RUTGERS shall not use COACH

STRINGER'S name or likeness without her permission in connection with commercial endorsements of sponsors or financial supporters of RUTGERS or of its women's basketball program.

VIII. OUTSIDE ENDORSEMENT ACTIVITY

Subject to Paragraph XIV below (regarding RUTGERS' approval of COACH STRINGER'S activities) and so long as the activities are not inconsistent with, and do not conflict with, COACH STRINGER'S duties as set forth in Paragraphs VII. A through G, COACH STRINGER may do the following:

A. COACH STRINGER may identify and represent herself as the Head Coach of RUTGERS' women's basketball team in connection with outside endorsement activities. COACH STRINGER agrees to represent herself and RUTGERS in a professional manner in connection with these activities.

B. COACH STRINGER may engage in outside endorsement activity that she secures on her own initiative and may retain all compensation paid directly to her that is derived from such approved activities.

C. COACH STRINGER may seek to exploit the market value of her name and likeness in any manner including, but not limited to, conducting camps, making and selling videos, writing magazine and newspaper articles and books, making commercials and other literary works suitable for theater, cable television and/or cinema presentation. Subject to the rights of students, players and others in connection with the use of their name and likeness, COACH STRINGER shall have as long as she is head coach of women's basketball at RUTGERS a limited non-exclusive right to use the RUTGERS name and logo, as well as game

and practice footage of the RUTGERS' women's basketball team.

D. RUTGERS recognizes that COACH STRINGER has a shoe and apparel endorsement contract with NIKE. In the event that RUTGERS elects to pursue an agreement for shoes, apparel, or equipment (e.g., an "all-school" deal) with NIKE or any other provider that prohibits COACH STRINGER from continuing her NIKE contract (or similar contract that she may have in the future with another manufacturer), the following shall apply. RUTGERS shall guarantee that COACH STRINGER continues to receive at least as much compensation under the new agreement as she received under the then-existing NIKE contract for the remaining term of that contract. At the end of the then-existing NIKE contract, the parties shall determine COACH STRINGER'S market value and to aid in doing so COACH STRINGER will be permitted to negotiate with NIKE and/or other comparable manufacturers. RUTGERS will guarantee the amount that the parties agree represents her market value for the remainder of this Employment Contract or, at RUTGERS' option, permit COACH STRINGER to sign a separate shoe and apparel endorsement contract with that manufacturer.

RUTGERS agrees that COACH STRINGER may, from time to time, enter into shoe, apparel and/or equipment contracts with manufacturers or providers in exchange for an agreement that RUTGERS' Women's Basketball Team shall wear its shoes, apparel or equipment during practice and/or competition, and/or that COACH STRINGER shall wear, promote, endorse said shoes or apparel, or consult with the manufacturer or seller concerning the design and/or marketing of such shoes, apparel or equipment. RUTGERS will allow the members of the Women's Basketball Team, consistent with applicable rules, regulations

and principles of conduct set forth in Paragraph IX below, to be outfitted in shoes or apparel obtained pursuant to this clause.

IX. COMPLIANCE PROVISIONS

A. For so long as COACH STRINGER is the head coach of RUTGERS' women's basketball team, she will be responsible for herself and for those assigned to the women's basketball program who are supervised by her ("third parties") for the application of, and adherence to, all rules, regulations and principles of conduct pertaining to the women's basketball program as required by RUTGERS, the NCAA, the BIG EAST Conference, as well as any other conference or organization of which RUTGERS is, or shall become, a member. COACH STRINGER shall not be responsible for misconduct or for violations of rules, regulations or principles of conduct (collectively "misconduct") of third parties unless COACH STRINGER was aware of such misconduct and failed promptly to report such misconduct to the Director or unless COACH STRINGER failed to exercise diligent and careful supervision of said third parties such that COACH STRINGER should have known of, and disclosed, the misconduct of said third parties.

B. Should COACH STRINGER be found to be in violation of NCAA or BIG EAST Conference (or any other conference of which RUTGERS is, or shall become, a member) rules, regulations, or principles of conduct, she shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA enforcement procedures, including suspension without pay or termination of employment for significant or repetitive violations. Any such suspension without pay may be for up to thirty (30) days. This Paragraph IX. B automatically shall be modified to be in compliance with NCAA Operating Bylaw Article 11.2.1 and any other

applicable NCAA Bylaw or rule, as same may be amended from time to time.

C. Independent of any action RUTGERS may take, or refrain from taking pursuant to the foregoing Paragraph IX. B, the Director may impose discipline upon COACH STRINGER, up to and including suspension without pay for up to thirty (30) days and termination of employment for just cause which for purposes of this EMPLOYMENT AGREEMENT shall mean any of the following: material violation of any of the terms of this EMPLOYMENT AGREEMENT, including without limitation Paragraph IX. A above; a conviction of an indictable offense or conviction of a nonindictable offense involving moral turpitude, or a conviction for driving while intoxicated or under the influence (however, a first-time conviction for such an offense involving no physical injuries to third parties shall not result in termination or suspension in excess of thirty (30) days provided that COACH STRINGER attends substance abuse counseling); serious or persistent misconduct relating to her employment at RUTGERS; any willful misconduct, act of moral turpitude, or other conduct, as determined by the Director and the President of RUTGERS, in their reasonable exercise of discretion, that brings or tends to bring shame or disgrace to RUTGERS; conduct that is reasonably determined by the Director to be prejudicial to the best interests of RUTGERS; or prolonged absence from duty (other than on account of illness) without the Director's consent or reasonable excuse.

D. Notwithstanding anything to the contrary in this EMPLOYMENT AGREEMENT, should RUTGERS impose discipline in the form of terminating COACH STRINGER'S employment pursuant to Paragraph IX. A, B or C, then payment of salary, benefits, and all other items in this

EMPLOYMENT AGREEMENT shall cease as of the date of termination of employment, provided that COACH STRINGER shall be entitled to all amounts earned but unpaid as of the date of termination.

E. In the event of any proposed disciplinary or corrective action by the Director pursuant to Paragraph IX. A, B or C, the Director shall give COACH STRINGER written notice of the allegations and, with respect to a breach of this EMPLOYMENT AGREEMENT and where it is determined by the Director to be feasible, an opportunity to cure said breach within thirty (30) days of receipt by COACH STRINGER of written notice of said breach, an opportunity to present, in person and through counsel, information relating to the allegations; except that the Director may place COACH STRINGER on suspension with pay for up to thirty (30) days in contemplation of disciplinary action, without prior notice or opportunity to be heard, if the Director determines such suspension to be in the best interests of the University.

In the event of imposition of discipline by the Director, including suspension or termination, COACH STRINGER shall have the right of appeal of such decision to the President of RUTGERS. This appeal shall be in writing and submitted within 14 days of the imposition of discipline by the Director. The President's decision shall be final and binding.

F. Failure to impose disciplinary or corrective action in any particular instance of violation of any rule, regulation or principle of conduct, or with respect to any particular conduct or incident, shall not act as a waiver of the Director's right to later discipline or correct COACH STRINGER for any subsequent violation, whether the same or different in degree or type.

G. Nothing herein prevents the NCAA or BIG EAST Conference (or any other conference of which RUTGERS is, or shall become, a member) from disciplining COACH STRINGER in accordance with their policies and pursuant to additional procedures that the NCAA or such conference may furnish.

H. The parties agree that no consultants shall be hired at RUTGERS' expense by either COACH STRINGER or the women's basketball team without the prior written approval of the Director.

X. TERMINATION BY RUTGERS WITHOUT CAUSE

RUTGERS reserves the right during the term of this agreement to relieve COACH STRINGER from all responsibilities as head of women's basketball (for reasons other than those provided for in Paragraph IX), upon the giving of sixty (60) days prior written notice to COACH STRINGER. This shall constitute a termination without cause and the following shall apply. COACH STRINGER shall be entitled to the compensation described in Paragraph III A, B and C above for the then remaining period of this EMPLOYMENT AGREEMENT as though this EMPLOYMENT AGREEMENT was still in full force and effect through June 30, 2014. These amounts shall be paid in accordance with RUTGERS' regular payroll practices for the then remaining term of this EMPLOYMENT AGREEMENT beginning with the pay period immediately following such termination of employment. RUTGERS shall not be responsible or liable to COACH STRINGER for any other item or amount.

XI. TERMINATION BY DEATH OR DISABILITY

In addition to other provisions in this EMPLOYMENT AGREEMENT

affecting or resulting in termination, the following provisions shall apply. This EMPLOYMENT AGREEMENT shall terminate upon the death of COACH STRINGER. Also, this EMPLOYMENT AGREEMENT shall terminate upon the total and permanent disability of COACH STRINGER. Total and permanent disability shall mean physical or mental incapacity of a nature which prevents COACH STRINGER, in the sole judgment of RUTGERS, from performing her duties under this EMPLOYMENT AGREEMENT for a period of sixty (60) consecutive days. In case of death or disability, as described above, any death and disability benefits contained in benefits programs applicable to COACH STRINGER shall be paid to her personal representative or other designated beneficiary, or to COACH STRINGER, as the case may be, subject to the provisions of those benefits programs. In the event of termination pursuant to Paragraph XI, COACH STRINGER or her personal representative or other designated beneficiary, as the case may be, shall be entitled to all amounts earned but unpaid as of the date of the termination.

XII. TERMINATION BY COACH STRINGER

COACH STRINGER shall have the right to terminate this EMPLOYMENT AGREEMENT upon providing RUTGERS thirty (30) days notice. RUTGERS' obligations hereunder shall cease upon the effective date of termination and RUTGERS shall have sixty (60) days within which to pay COACH STRINGER outstanding amounts to which she was due prior to the effective date of termination.

XIII. BASKETBALL CAMPS AND CLINICS AT RUTGERS

So long as COACH STRINGER is serving as head coach of the women's basketball team at RUTGERS, she shall have the exclusive right to conduct a

proprietary basketball camp for girls, except that this exclusivity does not apply to the Rutgers-Camden and Rutgers-Newark campuses. COACH STRINGER shall sign the then current camp or clinic contract reflecting the standard terms used by the Division of Intercollegiate Athletics and, in accordance with said contracts, to pay any amounts due RUTGERS thereunder.

If in the future RUTGERS wishes to change the way it structures its summer sports camps to change the independent contractor status of the Camp Director in order to operate the camps as a University activity and if RUTGERS intends for this change to be applicable to all summer sports camps at its New Brunswick campus, COACH STRINGER'S camp shall be subject to the new structure. Under any such new structure, COACH STRINGER would be entitled to participate in the camp and, in return, receive payment from RUTGERS in an amount equivalent to the net proceeds derived by COACH STRINGER from her camp. Both sides would have the right to review the financial records of the other's camp to review the expenses and calculations of net proceeds.

XIV. APPROVAL OF COACH STRINGER'S ACTIVITIES

COACH STRINGER'S participation in basketball camps or clinics not associated with RUTGERS, and COACH STRINGER'S other personal activities, endorsements and appearances (herein "other activities") shall be subject to prior approval by the Director, which shall not be unreasonably and arbitrarily withheld, and said other activities shall be in accordance with the rules and regulations of RUTGERS and its Division of Intercollegiate Athletics, the NCAA and the BIG EAST Conference (or any other conference of which RUTGERS is, or shall become, a member). The further purpose of obtaining said approval is for the Director to make a case by case determination on whether the proposed participation conflicts with the athletic program at RUTGERS or COACH

STRINGER'S duties as head coach (as described in Paragraph VII above) and whether the proposed participation is consistent with the interests of RUTGERS. The Director agrees to act with reasonable promptness to approve or disapprove of activities proposed by COACH STRINGER. Similarly, for the purpose of securing the Director's approval, COACH STRINGER agrees to act with reasonable promptness in notifying the Director of her proposed activities.

In addition, with respect to athletically related income and benefits from sources outside RUTGERS, COACH STRINGER is required to provide a written detailed account annually of same to the President of RUTGERS. Sources of such income shall include, but are not limited to, income from annuities, sports camps, housing benefits, country club memberships, complimentary ticket sales, television and radio programs, and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers.

XV. ASSISTANT COACHES

A. Subject to limitations as may be imposed from time to time by the NCAA or the BIG EAST Conference (or any other conference of which RUTGERS is, or shall become, a member), RUTGERS shall provide the women's basketball program with the maximum permissible number of assistant coaches. COACH STRINGER may recommend appointments, renewals and terminations of the assistant coaching staff to the Director who will retain authority to appoint, to renew, to set the salaries and to terminate such staff members. All assistant coaches are immediately responsible to COACH STRINGER who will assign the duties of each assistant coach subject to the approval of the Director. It is further understood that the assistant coaches are additionally responsible to the Director.

B. Effective July 1, 2007, RUTGERS agrees that the aggregate annual salaries for the three (3) person coaching staff shall be no more than \$370,000. Any increases shall be 1) subject to the salary program available from time to time for assistant athletic coaches, 2) in accordance with the University policies and practices applicable to assistant athletic coaches, 3) based upon an evaluation of the job performance of the coaches and 4) subject to the approval of the Director.

C. A bonus pool for assistant coaches of up to \$60,000 shall be made available each year subject to the Director's assessment of the performance of the coaches and the success of the team. COACH STRINGER may provide input to the Director with respect to the distribution of any bonuses, and the Director shall make the final decisions.

XVI. CAPITAL IMPROVEMENTS

At COACH STRINGER'S request, the parties have discussed the possibility of renovating the women's basketball team locker room and expanding the women's basketball office to include private offices for assistant coaches. The parties agree that although the final decision about whether and when to undertake these projects depends upon a variety of factors, including space limitations, evaluation of design options and design constraints, and securing of funds for these improvements, with respect to the women's basketball locker room, a capital improvements fund (herein "Fund") will be established as follows. Funds for capital improvements for the women's basketball program that have been raised by COACH STRINGER where she has played a substantial role in the identification and solicitation of the donor and where the donor has designated capital improvements for the women's

basketball program as the use to which the gift shall be used will, upon receipt of the funds, be credited to the Fund to be used thereafter, subject to University design and engineering approval, for capital improvements to the women's basketball locker room. In addition, donations received by the Department of Athletics Development that are designated by the donor as intended for capital improvements for the women's basketball program, if any, also shall be credited, upon receipt, to the Fund and used thereafter, subject to University design and engineering approval, for capital improvements to the women's basketball locker room.

With respect to the private offices, RUTGERS has secured a \$100,000 pledge for this project to be paid over a period of four (4) years. Subject to payment of said pledge on schedule, RUTGERS will contribute this amount towards this project which RUTGERS agrees, subject to prior receipt of sufficient funds for this improvement, including all construction and related soft costs, shall be completed prior to the start of the 2010-2011 women's basketball season.

With respect to cosmetic improvements in the locker room, it is agreed that after determining the July 1, 2007 salaries for the assistant coaching staff (see Section XV. B. above), if the aggregate annual salaries are less than \$370,000 then the difference between \$370,000 and the aggregate annual salaries of the assistant coaching staff shall be used to make cosmetic improvements in the locker room in 2007-2008 as are mutually agreed upon by the Director and COACH STRINGER. If in subsequent years of this EMPLOYMENT AGREEMENT the aggregate annual salaries of the assistant coaching staff are less than \$370,000 then the difference between \$370,000 and the aggregate annual salaries of the assistant coaching staff shall be credited to the capital improvements fund referenced above and used thereafter, subject to University design and engineering approval, for capital

improvements to the women's basketball locker room.

XVII. MISCELLANEOUS

The University hereby agrees, because of scheduling of certain games and the distance involved, to provide the women's basketball team at least two (2) round trip chartered flights to and from certain games during the course of the basketball season. COACH STRINGER may request in advance which trips should be chartered.

XVIII. COMPLETE AGREEMENT

This EMPLOYMENT AGREEMENT constitutes the complete and entire understanding between RUTGERS and COACH STRINGER. No other promises, representations or agreements shall be binding unless executed in writing by the parties. However, it is understood and agreed to by the parties that COACH STRINGER is subject to all University regulations, policies and procedures generally applicable to other Administrative/Professional/Supervisory employees of RUTGERS except as may be otherwise specifically provided for in this EMPLOYMENT AGREEMENT.

XIX. APPLICABLE LAW AND ARBITRATION

This EMPLOYMENT AGREEMENT shall be construed in accordance with, and shall be subject to, the laws of the State of New Jersey.

XX. PARAGRAPH HEADINGS

Paragraph and subparagraph headings contained in this EMPLOYMENT AGREEMENT are for reference purposes only and shall not affect the meaning or interpretation of this EMPLOYMENT AGREEMENT.

XXI. NOTICES

All notices, requests, demands and other communications that are required to be given pursuant to the terms of this EMPLOYMENT AGREEMENT shall be in writing, and delivery will be deemed sufficient in all respects and to have been duly given as follows: (i) on the date of service if delivered personally; (ii) on the third day after mailing if mailed by RUTGERS campus mail, or by first-class mail return receipt requested, postage prepaid and properly addressed as set forth in this Paragraph XXI; or (iii) on the day after delivery to a nationally recognized overnight courier service during its business hours or the Express Mail service maintained by the United States Postal Service during its business hours for overnight delivery and properly addressed as set forth in this Paragraph:

As to COACH STRINGER:

C. Vivian Stringer
#6 Lavender Drive
Princeton, NJ (or such other address as COACH STRINGER shall provide in writing to the Director)

With a copy to:

Dennis M. Coleman, Esq.
Ropes & Gray LLP
One International Place
Boston, MA 02110

As to RUTGERS:

Director of Intercollegiate Athletics (currently Robert E. Mulcahy, III)
Louis Brown Athletics Center
83 Rockefeller Road
Livingston Campus
Piscataway, NJ 08854

XXII. ENFORCEABILITY

If any provision contained herein shall be deemed or declared unenforceable, invalid or void, the same shall not impair any of the other provisions contained herein, which shall be enforced in accordance with their respective terms.

XXIII. FULLY EXECUTED

This EMPLOYMENT AGREEMENT shall become fully executed after signed by the parties below.

RUTGERS, THE STATE UNIVERSITY
OF NEW JERSEY

Witness: J.M.P. Woods
10/12/07 Date

By: Robert E. Mulcahy

Witness: J.M.P. Woods
10/12/07 Date

C. Vivian Stringer
C. VIVIAN STRINGER

THE STATE UNIVERSITY OF NEW JERSEY
RUTGERS

Office of the Senior Vice President for Administration and Chief Financial Officer
Old Queen's Building
Rutgers, The State University of New Jersey
83 Somerset Street • New Brunswick • New Jersey 08901-1281
732/932-7864 • FAX: 732/932-5498

December 21, 2007

C. Vivian Springer
6 Lavender Drive
Princeton, NJ 08540

Dear Vivian:

The purpose of this letter is to describe the terms of the arrangement we have agreed upon for supplementing your retirement benefits from the Rutgers, the State University of New Jersey (the "Institution"). This Agreement is intended to comply with Section 409A of the Internal Revenue Code of 1986, as amended (the "Code") and shall be interpreted and administered in accordance with such intent.

1. **Deferred Compensation Account.** The Institution will establish on its books a deferred compensation account (the "Account") for the purpose of measuring its obligation to pay you the amounts described herein, as adjusted under Paragraph 3 below. The Institution will credit to the Account an amount equal to \$37,500 as of December 20, 2007. Additionally, as of January 4, 2008 and as of the first business day of each July and January thereafter, provided that you remain employed by the Institution on that date as head coach of the women's basketball team, the Institution will credit to the Account, and invest on your behalf as directed below, an amount equal to \$67,500.
2. **Measuring Investments.** Amounts equal to the credits described in Paragraph 1 above will be invested by the Institution in such mutual funds or other measuring investments that you and the Institution agree upon, as set forth in this Paragraph 2. You agree to provide the Institution with a written description of the investments you would like to be available for investment of the Account. The allocation of assets among such investments shall be made pursuant to your written election. The Institution will be the sole owner of those investments, which at all times will remain part of the Institution's general assets. The investments will be used for the sole purpose of determining the amount of the Institution's liability for deferred compensation payments under this Agreement. The Institution makes no guarantee regarding the performance of any measuring

investments, and is not liable for losses incurred as a result of your investment choices. In the absence of your written instructions regarding the investment of your Account hereunder, or in the event of a reasonable delay in establishing an investment account(s) at one or more financial institutions or in effecting a wire-transfer to any such institution, any amounts credited to your Account will be credited with interest at the rate earned by the Institution's general funds.

3. **Adjustments to the Account.** From time to time, but no less frequently than annually, the Institution will adjust the Account to reflect the credits under Paragraph 1 above, the investment income, gains or losses attributable to those credits based upon the performance of the investments described in Paragraph 2 above, and any payments made to you under Paragraphs 5 through 9 below. The Account will continue to be so adjusted until all amounts due under this Agreement have been paid to you or your beneficiary or have been forfeited. Upon full payment (or forfeiture) of benefits, the balance of the Account will be reduced to zero and no further amounts will be due under this agreement.
4. **Voluntary Resignation: Termination for Just Cause.** Subject to Paragraph 5 below, if, prior to June 30, 2014, you voluntarily resign as head coach of the women's basketball team or the Institution terminates your employment for just cause, as determined under the Employment Agreement between you and the Institution dated October 12, 2007 (the "Employment Agreement"), you will forfeit your interest in the non-vested portion of the Account.
5. **Payment of the Account.** Upon each of the following dates, the then balance of the Account will become 100% vested and non-forfeitable, and will be distributed to you in a single lump sum, provided that you remain employed by the Institution as head coach of the women's basketball team through such date: June 30, 2010 and June 30, 2014. The then balance of the Account shall be paid to you within 90 days after each such vesting date.
6. **Disability.** In the event that you become disabled while you are employed by the Institution, the Account will become 100% vested and nonforfeitable and the entire Account balance will be paid to you in a single lump sum as soon as practicable after your disability occurs, but in all events by the earlier of (i) 90 days after such disability occurs or (ii) March 15 of the calendar year following the calendar year in which such disability occurs. You will be considered "disabled" if (i) you are unable to engage in any substantial gainful activity by reason of any medically determinable physical or mental impairment which can be expected to result in death or can be expected to last for a continuous period of not less than 12 months, or (ii) by reason of such impairment you are receiving

income replacement benefits for a period of not less than three months under a disability plan of the Institution.

7. **Death.** In the event of your death while you are employed by the Institution, the Account will become 100% vested and nonforfeitable, and the entire Account balance will be paid to the beneficiary or beneficiaries you have designated below, or to such other beneficiary or beneficiaries as you may from time to time designate in writing to the Institution. If you fail to designate a beneficiary, or if your beneficiary does not survive you, the Account will be paid to your surviving spouse or, if none, to your estate. Such payment will be made as soon as reasonably practicable after your death, but in all events by the earlier of (i) 90 days after your death or (ii) March 15 of the calendar year following the calendar year in which your death occurs.
8. **Termination by Institution Without Cause.** Should the Institution terminate your employment as head coach of the women's basketball team without cause, as defined in and determined under the Employment Agreement, the Account will become 100% vested and nonforfeitable and the entire balance of the Account will be paid to you, provided that you have incurred a "Separation from Service" within the meaning of Code section 409A. Payment shall be made as soon as practicable following your separation from service (as defined under Code section 409A) but in all events by the earlier of (i) 90 days after the date on which your separation from service occurs or (ii) March 15 of the calendar year following the calendar year in which your separation from service occurs. If you have not incurred a separation from service within the meaning of Code section 409A, the amount credited to your Account as of the date on which you are relieved of your duties as head coach of the women's basketball team shall continue to be adjusted for investments described in Paragraph 2 above, and shall be paid to you on the date specified in Paragraph 5 above, provided that you are an employee of the Institution on such date.
9. **Tax Payments.** Any amount payable under this Agreement will be reduced by withholding taxes and other legally required withholdings. Pursuant to Treasury Regulation §1.409A-3(j)(4)(iv) and (vi), in the event that any portion of the Account is deemed to be vested under Code section 457(f) and therefore taxable prior to the time it is paid to you, the Institution will remit to you the amount necessary to pay any Federal, state, and local income tax liability. Furthermore, the Institution will pay to you the amount necessary to pay any FICA tax due on compensation deferred under the Agreement (the "FICA Amount") as well as any income tax withholding imposed as a result of the payment of such FICA Amount. Finally, if at any time this Agreement is found to fail to meet the requirements of Code section 409A and the Regulations thereunder, the

Institution will pay to you the amount required to be included in your income as a result of such failure. Any and all amounts so remitted or paid to you will be subtracted from the balance of the Account.

10. **No Effect on Employment.** Nothing in this Agreement obligates the Institution to keep you in its employ or changes the other terms and conditions of your employment.
11. **Unsecured Rights.** Your rights under this Agreement will be solely those of an unsecured general creditor of the Institution.
12. **No Assignment.** Your interest in the Account, and your right to any payments under this Agreement will not be alienable by assignment or any other method and may not be taken by your creditors by any process whatsoever, and any attempt to cause such interest to be so subject will not be recognized, except to the extent required by law.
13. **Amendment.** This Agreement may be amended at any time by written agreement of the parties. If any amounts payable to you under this Agreement would be subject to any penalty tax by reason of Code section 409A or the Regulations thereunder, the Institution will agree to such amendments or take such other reasonable steps as may be necessary to ensure that such amounts are not subject to such penalty tax.
14. **Governing Law.** Except to the extent federal law applies, this Agreement shall be construed according to the laws of the state of New Jersey.
15. **Termination of Agreement.** This Agreement shall terminate as of June 30, 2014 or, if earlier, upon the full payment or forfeiture of benefits hereunder.

If the foregoing is acceptable to you, please so indicate by signing and dating both the original and enclosed copy of this letter and returning the copy to me.

Very truly yours,

RUTGERS, THE STATE UNIVERSITY OF NEW JERSEY

By: Bruce C. Fahn

Title: Interim Senior Vice President for Administration and Chief Financial Officer

Accepted and Agreed to:

C. Vivian Stringer
C. Vivian Stringer

Dated: Dec 27, 2007

I hereby designate the following beneficiary(ies) to receive the balance on my Account in the event of my death before the Account has been paid to me in full. The Institution shall pay each beneficiary equally unless otherwise indicated below. If I elect multiple Primary Beneficiaries and not all survive me, the Institution shall pay the survivors in proportion to their percentage allocations.

<u>Primary Beneficiary(ies)</u>	<u>Address</u>	<u>Percentage</u>
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]

If I am not survived by any Primary Beneficiary, the balance on my Account will be paid to my designated Contingent Beneficiary(ies), if any. The Institution shall pay each Contingent Beneficiary equally unless otherwise indicated below. If I elect multiple Contingent Beneficiaries and not all survive me, the Institution shall pay the survivors in proportion to their percentage allocations.

<u>Contingent Beneficiary(ies)</u>	<u>Address</u>	<u>Percentage</u>
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]



RESOLUTION
APPROVING THE FIRST ADDENDUM TO COACH C. VIVIAN STRINGER'S
OCTOBER 12, 2007 EMPLOYMENT AGREEMENT

WHEREAS, President Richard L. McCormick consulted with the Committee on Intercollegiate Athletics on June 8, 2009 and with the Committee on Executive Compensation, Nominations, and Governance on June 11, 2009 (hereinafter "the Committees") regarding approval of certain clarifications and adjustments as described in the "First Addendum" (attached) to the October 12, 2007 Employment Agreement of Coach C. Vivian Stringer; and

WHEREAS, the First Addendum: (a) clarifies the schedule for payment of bonuses currently provided for in Coach Stringer's Employment Agreement; (b) clarifies and adjusts the existing provisions in the Employment Agreement regarding assistant coaches' salaries and bonuses to permit more flexible use of salary and bonus dollars; (c) clarifies and adjusts the existing provision in the Employment Agreement regarding Club Membership to permit use of the existing allowance for an alternate purpose; and (d) memorializes understandings and practices related to travel of family members to women's basketball road games subject to strict limitations; and

WHEREAS, these clarifications and adjustments do not increase the salary or bonuses paid to Coach Stringer; and

WHEREAS, after discussion and pursuant to the consultations above, the Committees concurred with the President's recommendation that the University clarify and adjust certain provisions in Coach Stringer's current Employment Agreement by adopting the attached First Addendum to her October 12, 2007 Employment Agreement.

NOW, THEREFORE, BE IT RESOLVED that, with the concurrence of the Committee on Intercollegiate Athletics, the Committee on Executive Compensation, Nominations, and Governance recommends to the Board of Governors of Rutgers, The State University of New Jersey, the following actions:

1. The First Addendum to Coach C. Vivian Stringer's October 12, 2007 Employment Agreement is approved.
2. Athletic Director Tim Perneti is authorized to sign the First Addendum to Coach C. Vivian Stringer's October 12, 2007 Employment Agreement on behalf of the University.

Attachment: First Addendum to the October 12, 2007 Employment Agreement

Board of Governors
Rutgers, The State University
of New Jersey
June 25, 2009

**FIRST ADDENDUM TO THE OCTOBER 12, 2007
EMPLOYMENT AGREEMENT**

WHEREAS, RUTGERS, THE STATE UNIVERSITY OF NEW JERSEY (hereinafter "RUTGERS"), and C. VIVIAN STRINGER (hereinafter "COACH STRINGER") signed an EMPLOYMENT AGREEMENT on October 12, 2007 (herein "EMPLOYMENT AGREEMENT"), which replaced and superseded all prior contracts, employment agreements and any extensions thereof; and

WHEREAS, COACH STRINGER continues to serve as Head Coach of Women's Basketball at RUTGERS' New Brunswick campus; and

WHEREAS, RUTGERS and COACH STRINGER have discussed and agreed upon certain clarifications and adjustments to the EMPLOYMENT AGREEMENT; and

WHEREAS, RUTGERS and COACH STRINGER now desire to set forth these agreements in writing in this FIRST ADDENDUM to the EMPLOYMENT AGREEMENT; and

WHEREAS, this FIRST ADDENDUM was approved by the Board of Governors on June 25, 2009;

NOW, THEREFORE, effective as of the date on which this FIRST ADDENDUM is executed, and in consideration of the mutual promises contained herein, RUTGERS and COACH STRINGER agree as follows:

1. SCHEDULE FOR PAYMENT OF BONUSES

A. Notwithstanding anything to the contrary in the EMPLOYMENT AGREEMENT, the bonuses that COACH STRINGER is eligible to receive based upon the achievement of certain performance thresholds as set forth in the EMPLOYMENT

AGREEMENT in Sections 3. E. 1 (BIG EAST TOURNAMENT PARTICIPATION), 3. E. 2 (NCAA TOURNAMENT PARTICIPATION) and 3.E. 2 (COACH OF THE YEAR) shall be paid in one payment on or before May 15 of each year of the Term of the EMPLOYMENT AGREEMENT. In the case of bonuses for 2008-2009 which have not been paid, payment shall be made as soon as practical after execution of this FIRST ADDENDUM.

B. Notwithstanding anything to the contrary in the EMPLOYMENT AGREEMENT, the bonuses that COACH STRINGER is eligible to receive based upon the achievement of certain performance thresholds as set forth in the EMPLOYMENT AGREEMENT in Sections 3. E. 4 (ACADEMIC PERFORMANCE BONUSES) shall be payable as follows:

1. Grade Point Average bonus, which the parties agree refers to the cumulative GPA, shall be payable by September 1 of each year of the Term of the EMPLOYMENT AGREEMENT.

2. 6-year graduation rate bonus shall be payable by January 1 of each year of the Term of the EMPLOYMENT AGREEMENT following the fall release of the applicable cohort data.

3. Academic Progress Rate bonus shall be payable by July 1 of each year of the Term of the EMPLOYMENT AGREEMENT. In the case of a bonus for 2008-2009 which has been earned but has not been paid, payment shall be made as soon as practical after execution of this FIRST ADDENDUM.

C. Notwithstanding anything to the contrary in the EMPLOYMENT AGREEMENT, the one time bonus which COACH STRINGER is entitled to receive pursuant to the EMPLOYMENT AGREEMENT Section 3. E. 5 (NAISMITH MEMORIAL BASKETBALL HALL OF FAME) shall be paid on or before October 15, 2009.

2. ASSISTANT COACHES

Section XV (ASSISTANT COACHES) Paragraph B of the EMPLOYMENT AGREEMENT is clarified and restated to read as follows:

B. 1. Effective July 1, 2009, RUTGERS agrees that the aggregate annual salaries for the three (3) person coaching staff shall be not less than \$370,000. If the aggregate annual salaries for the three (3) person coaching staff in any fiscal year (July 1 to June 30) are less than \$370,000 then in that year the difference between \$370,000 and the aggregate annual salaries shall be credited to the capital improvements fund for use as described more particularly in the third paragraph of Section XVI (CAPITAL IMPROVEMENTS) in this EMPLOYMENT AGREEMENT.

B. 2. Any increases to salaries of assistant coaches shall be 1) subject to the salary program available from time to time for assistant athletic coaches, 2) in accordance with the University's policies and practices applicable to assistant athletic coaches, 3) based upon an evaluation of the job performance of the individual coaches and 4) subject to approval of the Director.

C. A bonus pool for assistant coaches of up to \$60,000 shall be made available each year subject to the Director's assessment of the performance of the coaches and the success of the team. COACH STRINGER may provide input to the Director with respect to the distribution of any bonuses, and the Director shall make the final decisions. Based upon COACH STRINGER'S recommendation and the concurrence of the Director, amounts that are not expended in a particular year from the bonus pool for the purpose of paying bonuses to assistant coaches may be used to fund one time expenses for personnel to support the women's basketball program. The total expended in any fiscal year for the bonuses and one time personnel expenses as set forth herein shall not exceed \$60,000. The particular use of bonus funds for one time expenses for personnel to support the women's basketball program shall be subject to the approval of the Director. Amounts not expended in a particular fiscal year for assistant coach bonuses or for one time

expenses for personnel to support the women's basketball program shall be forfeited, unless due to the timing and amount of bonus payments the funds in the bonus pool cannot be expended in a fiscal year and the Director agrees to carry forward unexpended funds for use in the following fiscal year. If COACH STRINGER recommends, and the Director agrees, to use amounts from this bonus pool for personnel expenses to support the women's basketball program and such use continues into the subsequent year, the bonus pool in the subsequent year shall be reduced by the amount so expended for personnel.

3. CLUB MEMBERSHIP

Section VI (CLUB MEMBERSHIP) of the EMPLOYMENT AGREEMENT is adjusted and restated to read as follows:

VI. CLUB MEMBERSHIP

In lieu of a country club membership, RUTGERS will provide COACH STRINGER with an annual allowance of \$6,000 (per fiscal year, from July 1 to June 30) from which she may be reimbursed for green fees and related golf expenses which she has incurred for her family and herself. COACH STRINGER may at her option also use this annual allowance, or a portion of it, to pay for transportation for her daughter ~~to and from Rutgers home basketball games.~~ COACH STRINGER will be reimbursed by RUTGERS for the above expenses only upon submission of appropriate documentation and in accordance with University policy and practice. So long as timely submission of appropriate documentation is made by COACH STRINGER, reimbursement shall be made no later than December 31 following the end of the fiscal year in which such expenses were incurred. Unused amounts will be forfeited each year.

EVS
T.R.P. 8/6/09

4. TRAVEL OF FAMILY MEMBERS

In order to memorialize understandings and practices related to travel of family members to women's basketball games, the parties agree as follows. Subject to the availability of a seat, COACH STRINGER may bring one (1) immediate family member on team charter flights to women's road basketball games, including post-season play where the team travels on charter flights. RUTGERS also shall pay for the overnight accommodation of the immediate family member and shall provide transportation to and from the airport and game site, but RUTGERS shall not provide or be responsible for meals or any other expenses of the immediate family member. Any additional persons who COACH STRINGER wishes to bring on team charter flights shall be subject to the sole discretion of the Athletic Director. All travel and expense costs for such additional person(s) shall be the responsibility of COACH STRINGER who shall either pay in advance for the costs or shall promptly reimburse RUTGERS for the costs. COACH STRINGER understands and agrees that travel and other expenses furnished by the University may be taxable to her in accord with applicable IRS regulations.

5. Except as so clarified and adjusted, the terms of the EMPLOYMENT AGREEMENT remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this FIRST ADDENDUM to the EMPLOYMENT AGREEMENT.

RUTGERS, THE STATE
UNIVERSITY OF NEW JERSEY:

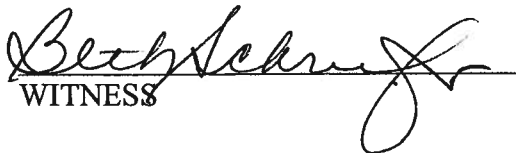

C. VIVIAN STRINGER

BY: 

ITS: DIRECTOR OF ATHLETICS

DATE: 8-3-09

DATE: 8/6/09


WITNESS


WITNESS

RUTGERS DIVISION OF INTERCOLLEGIATE ATHLETICS

**OUTSIDE ATHLETICALLY-RELATED INCOME
DECLARATION FORM**

(July 2009 to June 2010 Fiscal Year)

Name: <u>C. Vivian Stringer</u>	Sport/Dept.: <u>WBB/Athletics</u>
---------------------------------	-----------------------------------

NCAA Bylaw 11.2.2 requires athletic staff members (i.e., full-time or part-time athletics department staff member, excluding secretarial or clerical personnel) to annually provide a detailed accounting of all athletically related income and benefits received from sources outside Rutgers to the president or chancellor.

As a reminder, sources of such income and benefits include (but are not limited to):

- Income from annuities
- Salary earned for working sports camps/clinics
- Net profits and/or other financial resources generated by sports camps/clinics that you have incorporated and have control over (i.e., control over net profits/financial resources)
- Housing benefits
- Country club memberships
- Complimentary ticket sales
- Television and radio programs and commercials
- Endorsement or consultation contracts with athletic shoe, apparel or equipment manufacturers
- Income from corporations in exchange for charitable work
- Income or gifts from individuals or booster groups
- Income from all athletically-related consulting and speaking engagements

Please indicate below **ALL** athletically-related income and/or benefits that you received during the last fiscal year (July-June) from sources outside the University. This form will be approved by the director of athletics.

I **DID NOT** earn any athletically-related income during the last fiscal year (July 2009-June 2010). (Please sign the back of this form and return.)

<u>Specific Source of Income</u>	<u>Amount</u>
<u>NIKE Base Compensation</u>	<u>\$ 80,000.00</u>
<u>Annual Merchandise Credit for staff/self</u>	<u>\$ 13,000.00</u>
<u>Coach/Camp & Clinic products</u>	<u>\$ 7,500.00</u>
<u> </u>	<u> </u>
<u> </u>	<u> </u>
<u> </u>	<u> </u>

Specific Source of Income

Amount

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

By signing below, I hereby certify that I have declared all athletically related income and benefits that I received from sources outside Rutgers during the last fiscal year (July 2009 to June 2010).



Staff Member Signature

6/30/10

Date

APPROVAL



Director of Intercollegiate Athletics

9/3/10

Date

THIS FORM MUST BE RETURNED TO TERRY BEACHEM NO LATER THAN JULY 1, 2010

RUTGERS DIVISION OF INTERCOLLEGIATE ATHLETICS

**OUTSIDE ATHLETICALLY-RELATED INCOME
DECLARATION FORM**

(July 2010 to June 2011 Fiscal Year)

Name: <u>C. J. V. H. Stringer</u>	Sport/Dept.: <u>Women's Basketball</u>
-----------------------------------	--

NCAA Bylaw 11.2.2 requires athletic staff members (i.e., full-time or part-time athletics department staff member, excluding secretarial or clerical personnel) to annually provide a detailed accounting of all athletically related income and benefits received from sources outside Rutgers to the president or chancellor.

As a reminder, sources of such income and benefits include (but are not limited to):

- Income from annuities
- Salary earned for working sports camps/clinics
- Net profits and/or other financial resources generated by sports camps/clinics that you have incorporated and have control over (i.e., control over net profits/financial resources)
- Housing benefits
- Country club memberships
- Complimentary ticket sales
- Television and radio programs and commercials
- Endorsement or consultation contracts with athletic shoe, apparel or equipment manufacturers
- Income from corporations in exchange for charitable work
- Income or gifts from individuals or booster groups
- Income from all athletically-related consulting and speaking engagements

Please indicate below **ALL** athletically-related income and/or benefits that you received during the last fiscal year (July-June) from sources outside the University. This form will be approved by the director of athletics.

_____ I **DID NOT** earn any athletically-related income during the last fiscal year (July 2010-June 2011). (Please sign the back of this form and return.)

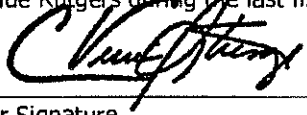
<u>Specific Source of Income</u>	<u>Amount</u>
<u>Nike Base contract</u>	<u>\$30,000</u>
<u>Annual Merchandise Credit</u>	<u>12,000</u>
<u>Coaching/Basketball Camps to use for t-shirts balls</u>	<u>7,500</u>
<u>24 basketballs for team use only</u>	
<u>160 pairs of shoes for team use only</u>	
<u>ORDER Amount for team Apparel only</u>	<u>33,000</u>

Specific Source of Income

Amount

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

By signing below, I hereby certify that I have declared all athletically related income and benefits that I received from sources outside Rutgers during the last fiscal year (July 2010 to June 2011).



Staff Member Signature

Date

6-30-11

APPROVAL

Director of Intercollegiate Athletics

Date

THIS FORM MUST BE RETURNED TO BRIAN B. COLVIN NO LATER THAN JULY 1, 2011