CONTRACT FOR EMPLOYMENT

This Contract for Employment is made as of this 1st day of June, 2011, between The Curators of the University of Missouri (hereinafter the "University") and Sasha Schmid (hereinafter the "Employee").

ARTICLE I – TERM

1.1 The term of this Agreement shall commence on June 1, 2011 and end on April 30, 2014. This Agreement may be amended at any time by mutual agreement of the parties, but no such amendment shall be effective unless made in writing and approved by the Chancellor of the University of Missouri-Columbia (MU).

ARTICLE II – DUTIES

2.1 The Employee is hereby employed by the University as Head Coach of the MU Women's Tennis Team. During the term of this Contract for Employment, the Employee shall be a full-time employee of the University, and the University shall have full and absolute control of all employment services rendered by the Employee.

2.2 During the term of this Agreement the Employee is responsible for supervising, planning and coordinating the women's tennis program at MU (the "Program"). The Employee shall conduct the Program under the established policies and procedures of the University. She shall comply with the rules, regulations and established policies and practices of the Department of Intercollegiate Athletics and with other University regulations which pertain to her employment. She shall comply with the applicable rules and regulations of the Big Twelve Conference (Big XII) or such other athletic conference in which University is a member ("Conference") and the National Collegiate Athletic Association (NCAA). She shall make all reasonable efforts to ensure that the assistant coach and others assisting in the conduct of the Program comply with the applicable rules and regulations of the Conference and the NCAA.

2.3 At the request of the Director of Intercollegiate Athletics at MU and/or the Director of the Tiger Scholarship Fund, Employee will make appearances/speeches at Tiger Scholarship Fund fundraising socials or events which Employee believes to be appropriate. Further, she shall make all reasonable efforts to promote and encourage sportsmanship in her assistant coach and players and fans in attendance at Program contests.

2.4 The Employee may, upon prior written approval of the Athletic Director and the Chancellor, accept and agree to accept payments for services from persons other than the University which are permissible under the rules and regulations of the University, the NCAA and the Conference. The Employee agrees to report annually (in writing) to the Director of Intercollegiate Athletics and the Chancellor at MU and no later than September 1 of each year, all athletically-related income and benefits from sources outside the University. Such sources may include but are not limited to sport camps and television and radio programs; provided, however, that such sources shall not include endorsement or consultation contracts with athletics

shoe, apparel or equipment manufacturers, distributors, retailers or sellers if a deal inclusive of the Program is negotiated by the University with such a manufacturer, distributor, retailer or seller of athletics shoes, apparel or equipment.

ARTICLE III – COMPENSATION

3.1 For the period June 1, 2011 to April 30, 2014, the University shall pay the Employee at the annual rate of Seventy-Five Thousand Dollars ($75,000.00). The salary for the Employee shall be subject to review on April 30, 2012 for the year of May 1, 2012 through April 30, 2013, and each subsequent year under this Agreement shall be subject to annual review on April 30 for the then current year or any portion thereof by the Director of Intercollegiate Athletics and approval by the Chancellor in accordance with University policies.

3.2 The Employee shall be entitled to the standard University fringe benefits available to other full-time employees of the University, including retirement benefits and group medical, dental, life and disability insurance benefits.

3.3 The University will reimburse the Employee for all travel and out-of-pocket expenses reasonably incurred by her for the purpose of and in connection with the performance of her duties under this Contract for Employment, including, but not limited to expenses incurred with recruiting and scouting. Such reimbursement shall be made in accordance with the standard procedures of the University.

3.4 The University agrees to provide Employee with four football season tickets and two men's and women's basketball season tickets per year during the term of this Contract for Employment.

3.5 One courtesy car provided to the Athletic Department by car dealers will be made available for Employee's use. It is further agreed the University shall provide reimbursement for University-related travel as outlined in the provisions of Paragraph 3.3.

3.6 The University agrees to pay to Employee extra compensation as described in Attachment A to this Contract for Employment. Attachment A may be modified in writing upon mutual agreement of University and Employee.

3.7 It is agreed that the Employee has the right to engage in additional employment and consulting activities beyond her duties hereunder so long as said activities are consistent with the terms and conditions of this Agreement, particularly Paragraphs 2.4, 3.8, and 3.9 hereof, and neither conflict with the efficient conduct of the Program or Employee's duties hereunder, nor violate current policies, rules and regulations pertaining to the consulting and use of the University in advertising.

3.8 The University and the Employee agree that upon prior written approval by the Athletic Director and the Chancellor, the Employee may undertake commercial endorsement of products and services in which she identifies herself as the Head Coach of the MU Women's Tennis team; provided, however, that such commercial endorsements do not include

manufacturers, distributors, retailers or sellers of athletic shoes, apparel or equipment in the event the University negotiates a deal inclusive of the Program with such a manufacturer, distributor, retailer or seller of athletic shoes, apparel or equipment.

3.9 The Employee shall be entitled to deliver, make and grant public speeches, public appearances, and media interviews and to produce, write and release films, videotapes, books and magazine and newspaper articles, or columns in connections with her position as head coach of the Program. In connection with such activities, the University agrees to provide to the Employee access to and permission to use any photographs, films and videos of Program events, and photographs, films and videos related to the Program, to the extent the University has the legal authority to do so. It is agreed that MU will retain copyright on all such materials used by the Employee and may require a licensing fee when these items are used in a commercial fashion.

3.10 The Employee shall be entitled to operate an institutional, summer youth tennis camp. Any profits (revenues less expenses) made by the Employee from this enterprise shall be retained by her solely, provided that they are handled under normal University policies and procedures. University retains the right to audit the books of the camp on an annual basis if it so desires. It is understood that the Employee will utilize her best efforts to conduct and participate in a quality camp which will bring credit to herself and the University.

ARTICLE IV – TERMINATION

4.1 So long as more than 12 months remain of the term of the Contract for Employment, or any extension thereof, the Employee agrees that she will not actively seek, negotiate for, or accept other full-time employment of any nature without the prior permission of the Director of Intercollegiate Athletics or the Chancellor of MU, including, but not limited to employment as a tennis coach at any institution of higher education in the United States or Canada.

4.2 The Contract for Employment shall terminate automatically if the Employee dies, and MU may terminate this Contract for Employment if the Employee becomes permanently disabled. "Permanently disabled" shall mean physical or mental incapacity of a nature which prevents the Employee from performing her duties under this Agreement for a period of 12 consecutive months.

4.3 If there is any flagrant and major violation on the part of the Employee to comply with Conference, NCAA and University rules in her conduct of the Program which affects the integrity of the University, the University may terminate this Contract for Employment and be free of financial commitment when that failure has been determined to exist by the Chancellor. The Employee shall have the procedural right to a review and hearing relating to any such determination. Any such hearing shall be governed by normal University grievance procedures provided for employees of the Employee's classification, as now or hereafter amended, unless other procedures are agreed upon by the parties. This provision shall in no way affect Employee's right to file suit in any civil court of competent jurisdiction.

4.4 If the University terminates this Agreement contrary to the terms hereof, it shall pay the Employee in an amount equal to the Employee's most recent annual salary for each year or portion thereof (pro rata) remaining under this Agreement, such liquidated damages to be paid in equal monthly installments until the end of the term of this Agreement; provided, however, that any amounts received by the Employee from other employment as a head women's tennis coach of a comparable NCAA Division I Program or an equivalent position, for services rendered before the end of the term of this Agreement, shall be offset against the amount set forth herein to be paid by the University as liquidated damages. The University shall have no other obligation to the Employee under this Agreement if it terminates this Agreement contrary to the terms hereof, except the payment of the liquidated damages as provided herein, any pension or retirement benefits for which Employee is eligible and vested at the time of termination of this Agreement, and any other entitlement required by law. If Employee terminates this Agreement contrary to terms hereof, she shall pay the University liquidated damages in an aggregate amount equal to the Employee's most recent annual salary for each year or portion thereof (pro rata) remaining under this Agreement, such liquidated damages to be paid in equal monthly installments until the end of the term of this Agreement; provided, however, that if Employee does not engage in any activity involving the coaching of a women's tennis program, either on a paid or voluntary basis, she will not have to pay liquidated damages to the University as provided in this paragraph.

ARTICLE V – MISCELLANEOUS

5.1 The University recognizes its responsibility to properly staff and finance the Program in order for the Employee to successfully fulfill her duties under this Agreement. To that end, the University shall provide the MU Program with an assistant coach. The Employee shall have the authority to approve the hiring and termination of the assistant coach and staff for the Program subject to the approval of the Director of Intercollegiate Athletics at MU. The assistant coach and staff shall be University employees. It is understood that the assistant coach and staff are immediately responsible to the Employee, who will assign the duties of each.

5.2 It is the intent of the parties hereto that this Agreement shall be governed by and construed in accordance with the laws of the State of Missouri and the laws of the State of Missouri shall govern the validity, performance, and enforcement of this Agreement. The signatories to the Agreement represent that they have full authority to enter into this Agreement in behalf of the respective parties.

5.3 The University, Employee and the assistant coach are obligated under the terms of the Agreement to comply fully with any investigation by the University, the Conference or the NCAA.

5.4 The University, Employee and the assistant coach acknowledge that student athletes should be integrated into the academic environment, that academic success is paramount, and that graduation is the principal goal for attendance at MU. The Employee and the assistant coach acknowledge that student athletes are subject to all policies, rules and regulations governing all students of the University and that the University, Employee and the assistant

coach should make all reasonable efforts to create an environment in which student-athletes respect such rules and regulations.

5.5 This Agreement sets forth the entire understanding of the parties and supersedes any and all prior agreements, arrangements, and understandings relating to the subject matter hereof.

IN WITNESS WHEREOF, the undersigned have executed or caused to be executed this Contract for Employment as of the date first above written.

SASHA SCHMID

Signature

THE CURATORS OF THE
UNIVERSITY OF MISSOURI

Brady Deaton
Chancellor

Michael F. Alden
Athletic Director

Stephen J. Owens
Interim President

APPROVED
AS TO
LEGAL FORM
PJH.