



April 10, 2012

VIA PERSONAL DELIVERY

Robert P. Petrino
4518 Bridgewater
Fayetteville, AR 72703

Dear Mr. Petrino:

The purpose of this letter is to notify you that I am terminating your employment as Head Football Coach for cause, as provided in Section 14(f) of your Employment Agreement, effective immediately.

As you know, Section 14(f) provides that your employment may be terminated for cause for the following reason:

“Otherwise engaging in conduct, as solely determined by the University, which is clearly contrary to the character and responsibilities of a person occupying the position of Head Football Coach or which negatively or adversely affects the reputation of the University or UAF’s athletics programs in any way.”

As required by the dismissal procedures attached as Exhibit H to your Employment Agreement (please see attached copy), I met with you in my office this morning. At that time, I shared the reasons that I believe exist to terminate your employment for cause and provided you with an opportunity to respond to them. At the conclusion of our meeting, I told you that I would consider your responses and reflect upon the information I gathered during my review that began on April 5, 2012.

In my professional judgment as Vice Chancellor and Athletics Director, I believe your conduct has been clearly contrary to the character and responsibilities required by your position as Head Football Coach, and your actions have negatively and adversely affected the reputation of the University of Arkansas within the State of Arkansas and on a national level. Specifically, I base my determination upon the following facts:

- In a meeting with me, you recommended hiring Jessica Dorrell as the Student-Athlete Development Coordinator, but you deliberately failed to tell me that you had engaged in an extra-marital affair with Ms. Dorrell over a period of several months leading up to your recommendation to hire her. As such, you used your University position to advance your personal interests in violation of the University’s policies on conflict of interest. If you

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had been forthcoming with me about the true nature of your relationship, I would not have approved the hiring of Ms. Dorrell for this position.

- Immediately following your accident on Sunday, April 1, 2012, I believe you deliberately failed to disclose that an employee under your supervision, Ms. Dorrell, had been a passenger on your motorcycle, under circumstances when it was incumbent upon you to be forthcoming about the full truth of the matter. Following your release from the hospital on Tuesday, April 3, 2012, you insisted on conducting a press conference and attending football practice afterwards. At the press conference, however, I believe you were deceitful with our fans and the citizens of the State of Arkansas in order to conceal the true nature of your relationship with Ms. Dorrell. In response to a question from a member of the media as you were leaving the press conference, you falsely confirmed that no other person was with you at the time of your accident. In my judgment, you deliberately attempted to create the impression that no other person was with you at the time of the accident, and you did nothing to ensure that the public or the University administration was informed of the truth relating to the accident.
- In light of the fact that Ms. Dorrell was an employee in the University's football program at the time of the accident, I believe it was highly inappropriate to take her for a motorcycle ride given your previous intimate relationship. Your actions reflected poor judgment.
- Despite having multiple opportunities to inform me that Ms. Dorrell, a current University employee under your direct supervision, had been a passenger on your motorcycle, you waited until 3:12 p.m. on Thursday, April 5, 2012 – just minutes prior to the public release of the accident report by the Arkansas State Police – to tell me. Again, your actions reflected a deliberate failure to be forthcoming about this matter, and you informed me only when you knew I would learn about it through the release of the report.
- You admitted giving \$20,000 cash to Ms. Dorrell as a “gift.” Ms. Dorrell used the money to purchase a black Acura during the first week that she worked for the football program. Among other concerns relating to this “gift,” you should have disclosed this fact to me when you recommended hiring Ms. Dorrell in the football program, but you failed to do so.

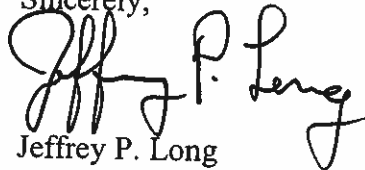
- Your conduct and actions in this matter have generated voluminous negative media stories and opinions, within Arkansas and nationally, that have harmed the reputation of the University of Arkansas and our athletics programs. We are now faced with the task of restoring the reputation of our institution and our athletics programs that many individuals and teams have worked hard to build over the years.

All of these facts, individually and collectively, are clearly contrary to the character and responsibilities of the person occupying the position of the Head Football Coach – an individual who should serve as a role model and leader for our student-athletes. Moreover, all of these facts, individually and collectively, negatively and adversely affect the reputation of the University as well as our athletics programs. For all of these reasons, therefore, I must terminate your employment for cause effective immediately. As you will note in Exhibit H to your Employment Agreement, you have the right to seek a review of this decision. If you wish to do so, please follow the steps outlined in Exhibit H. In the event additional information becomes available, I reserve the right to supplement this letter and the grounds for termination.

Due to the compelling public interest in this matter, the University requests your consent to release this correspondence to the public immediately. Please call or text me to let me know whether the University may release this letter to the public immediately.

Obviously, I was very excited when we completed your most recent Employment Agreement, and I looked forward to a bright future. I recognize that you are a very talented football coach, but the University may not disregard your conduct or sacrifice its integrity, reputation and principles. As a personal matter, I certainly wish you and your family the best in the future.

Sincerely,



Jeffrey P. Long
Vice Chancellor
Director of Athletics

cc: G. David Gearhart, Chancellor

Exhibit H

PROCEDURES FOR DISMISSAL OF HEAD COACH FOR CAUSE

1. When the Vice Chancellor and Athletics Director ("Athletics Director") has reason to consider a decision to dismiss a Coach for cause he or she shall discuss the matter with the Coach to inform the Coach of the proposed action and the reasons for the action. The discussion should be in person unless circumstances require otherwise. The Coach shall be given an opportunity to respond to the reasons for dismissal. After the discussion, if the decision of the Athletics Director is to dismiss the Coach, then the Athletics Director shall prepare a statement of the grounds constituting the cause for dismissal and forward it to the Chancellor with a copy to the Coach. In the event that Coach decides to seek a review of the Athletics Director's decision to dismiss Coach for cause, then Coach shall, within five (5) days after receipt of the statement of dismissal from the Athletics Director, submit a written response to the statement of grounds for dismissal to the Chancellor with a copy to the Athletics Director.
2. Within five (5) days after receipt of the Coach's statement, either the Chancellor or the Coach may request an ad hoc committee to serve as a Hearing Committee to consider the matter and make a recommendation to the Chancellor. The Committee shall be composed of the Vice Chancellor for Finance and Administration, the Vice Chancellor for Academic Affairs and the Chairperson of the Faculty Committee on Athletics. The Committee shall meet and designate one of its members to serve as chair. Upon receipt of a request from either the Chancellor or the Coach that a hearing be conducted, the Committee shall conduct a hearing as provided hereinafter and submit its recommendation to the Chancellor. If neither the Chancellor nor the Coach requests that the matter be heard by the Committee, then a hearing shall be conducted by the Chancellor alone. (All references hereinafter to the Committee shall be deemed to refer to the Chancellor if the matter is being heard by him or her alone.)
3. The Committee, if it so requires, may utilize the services of an advisor to assist it in conducting the hearing. The Committee shall proceed by considering, before the time of the hearing, the statement of grounds for dismissal and the Coach's written response. The hearing date shall be set by the Committee and the written notice of hearing shall provide that relevant documentation and a list of anticipated witnesses be presented by both the Athletics Director and the Coach to the Committee, with a copy being provided to the Coach and the Athletics Director, at least two days in advance of the hearing. The Committee shall have the discretion to receive or reject additional documentation at the hearing and hear or reject witnesses not contained in the list submitted in advance of the hearing.
4. In addition to the members of the Committee and any advisor it may require, only the Coach and his or her attorney or representative, the Athletics Director and his or her attorney or representative, and witnesses called by the Committee are permitted to attend the hearing.

5. Charges contained in the initial statement of grounds for dismissal may be supplemented at the hearing by evidence of new events occurring after the initial communication to the Coach which constitute new or additional cause for dismissal or by new evidence further substantiating the cause for dismissal which was not reasonably obtainable prior to the hearing. If supplementary charges are introduced at the hearing, the Committee shall provide the Coach, at his or her request, with sufficient additional time to prepare his or her defense and to respond to such charges. The Committee shall determine the order of presentations by the parties and shall supervise the questioning of witnesses. The Coach and the Athletics Director shall have the aid of the Committee when needed in securing the attendance of witnesses, but the attendance of witnesses cannot be guaranteed by the Committee and will remain the responsibility of the respective parties. The Coach or his or her attorney or representative and the Athletics Director or his or her attorney or representative shall have the right within reasonable limits to question all witnesses who testify orally. The Committee shall arrange for the hearing to be tape-recorded.

6. The Committee will use best efforts to provide an opportunity for the Coach and the Athletics Director, or their attorneys or representatives, to question all witnesses but where this cannot be achieved despite the efforts of the Committee, the identity of any such witnesses not appearing in person or by telephone conference, and any written evidence they may have furnished, shall be disclosed to the Coach and the Athletics Director during the hearing. Subject to these safeguards, written statements may, when necessary, be taken outside the hearing and reported to the Committee. These shall be given due weight in light of the fact that the witnesses will not be available for questioning by the parties.

7. Formal rules of court procedure are not to be followed but the Committee shall exercise reasonable efforts to protect the rights of the parties in the reception of evidence and the conduct of the hearing. The Committee may restrict witnesses, written statements or documentary evidence of the Coach or the Athletics Director if it determines such witnesses, written statements and documents are repetitive, cumulative, or not relevant to the issues being considered.

8. After the hearing the Committee shall arrive at its recommendation (or, in the case of the Chancellor, decision) in private on the basis of the written record, documents, statements and witnesses at the hearing and other matters from the hearing. Before convening in private session to arrive at its recommendation, it shall furnish the Coach and the Athletics Director or their attorneys or representatives the opportunity to make oral statements before the Committee. The Committee may request written arguments if it so desires. The Committee shall proceed to arrive at a recommendation promptly without having the record of the hearing transcribed when it is believed that a fair decision can be reached by this means; or the Committee may await the availability of a transcript of the hearing. The Committee shall make explicit findings with respect to each of the grounds for dismissal presented.

9. Where the matter has been considered by a Committee, the Chancellor shall be notified of the recommendation of the Committee in writing and a copy of the

recommendation shall be furnished at the same time to the Athletics Director and the Coach. The Chancellor shall promptly render a decision in writing after receipt of the Committee's recommendation. If the Chancellor alone has heard the matter, he or she shall make explicit findings with respect to each of the grounds for dismissal presented after the conclusion of the hearing. The decision of the Chancellor shall be final in all respects.

Jeff, consistent with Coach Petrino's previous statement, he accepts responsibility for the events that led to the University's decision to terminate his employment. Although extremely disappointed, he respects the University's decision and will not avail himself of the University's administrative appeal process.

Coach Petrino and his family wish nothing but the best for both the Razorback football program and University of Arkansas.

Please let us know if you have any questions.

Russ Campbell & Patrick Strong

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