

February 26, 2018

The Honorable Mark Brnovich, Esq.
Attorney General of Arizona
2005 N. Central Avenue
Phoenix, AZ 85004

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AZ ATTORNEY GENERAL
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RE: Notice of Claims Filed by Melissa & Jason R. Wilhelmsen

Dear Mr. Attorney General:

This letter serves as the response of Rich and Rita Rodriguez to the Notice of Claim filed against them by Attorney Augustine Jimenez on behalf of Melissa and Jason Wilhelmsen. As an initial matter, we note that Rita Rodriguez is improperly named as a defendant in both Notices of Claim, since she was neither Melissa Wilhelmsen's employer nor her supervisor, and has never served as a public employee.

Ms. Wilhelmsen's Harassment Allegations are False.
She's Using Them Solely to Extort Coach and Mrs. Rodriguez.

Ms. Wilhelmsen, her husband, Jason, and attorney Augustine Jimenez have fabricated a sensationalized tale of sexual harassment solely to extort \$7.5 million from Coach and Mrs. Rodriguez. We address below each of her fictitious allegations. Where there are witnesses, we've gathered written statements or will provide you contact information for those who haven't yet provided a written statement.

It's time to expose and to end the Wilhelmsens' and attorney Jimenez's outrageous extortion attempt. It's time to tell the truth.

Section I gives the necessary background to understand the true facts of this situation. Section II deals with each of Ms. Wilhelmsen's fabricated allegations.

I. Background: The Office Environment, Extortion Attempt and University Investigation Exonerating Coach Rodriguez.

The reality of Coach Rodriguez's football office was that it was open and family-friendly, and the Rodriguez family and Ms. Wilhelmsen had a loving family relationship. After Ms. Wilhelmsen left the office, in a complete shock to the

Rodriguez family, she, her husband and attorney tried to extort \$7.5 million from the Rodríguezes based on contrived, sensationalized allegations of sexual harassment. Ms. Wilhelmsen also presented the University with a list of fabricated claims that prompted the University to hire an outside law firm to fully investigate her outrageous allegations, and they found them completely unsubstantiated.

A. Coach Rodriguez, His Family and His Football Family

Since the 1990's, Coach Rodriguez has worked with probably well over 1,000 coaches, staff, and interns. While he is demanding, he has always created an environment of mutual respect, and his office and program have always been open to his and his staff's family.

That's the way he ran his program at the University of Arizona. It was a place where Rita, his two children, Raquel, a cheerleader, and Rhett, a football player, would regularly hang-out eating snacks, watching television, napping, and doing homework. On any given day, one of his two children or his wife were in the office. Other coaches and staff followed suit and enjoyed having their families spend time in the football offices. Coach Rodriguez's briefing book for coaches, (The Hideaway Book)¹ stated, "Your families are important and they are welcome to the facility when you have time." The coaches lived this, and their families were always welcome and often present.

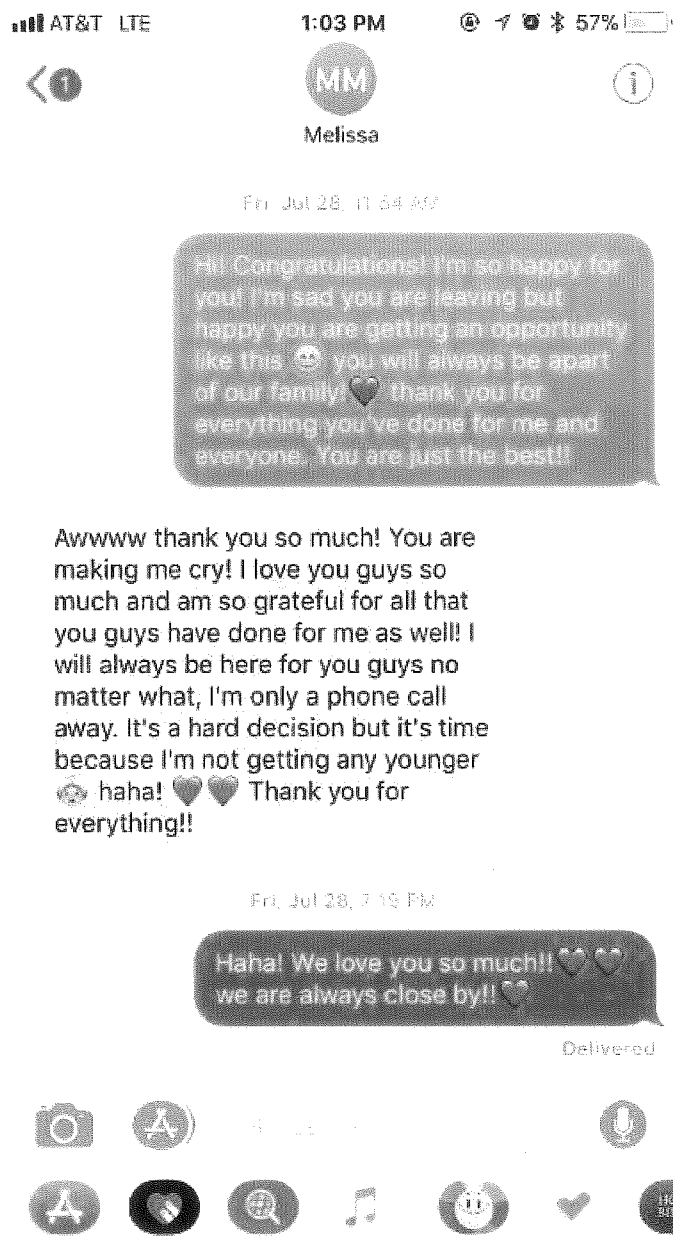
While she was an employee for six years, Ms. Wilhelmsen believed this as well. She was a trusted member of the family. In turn, the Rodríguezes cared about Ms. Wilhelmsen and helped her both emotionally and financially to overcome many personal issues. Coach Rodriguez helped Jason Wilhelmsen when he sought to apply for jobs with the Diamondbacks in Phoenix and the Bureau of Alcohol, Tobacco, Firearms and Explosives in Tucson.² Ms. Wilhelmsen had her daughter join the team in a work-study program with the equipment department. And when Ms. Wilhelmsen left her job as Coach Rodriguez's Administrative Assistant to take a higher-paying job as a licensed insurance broker, she told Coach Rodriguez and others that she wanted him to hire her sister to replace her.³

¹ The Hideaway Book is discussed in the next section, and attached to this response.

² Coach Rodriguez's contact at the Bureau of Alcohol, Tobacco, Firearms and Explosives reported to him that [REDACTED].

³ Coach Rodriguez and at least 4 witnesses will confirm this. We're glad to provide their contact information to your office.

To illustrate the friendly relationship between Ms. Wilhelmsen and the Rodríguezes, below is Raquel Rodriguez's text exchange with Ms. Wilhelmsen the day Ms. Wilhelmsen left for the better-paying insurance job. (Raquel's statements are in blue)⁴:



⁴ Ms. Wilhelmsen's maiden name is Melendez, so Raquel's phone lists her as Melissa Melendez, or MM.

B. The Rodríguezes Notify the U.S. Attorney and the FBI that the Wilhelmsens are Extorting Them for \$7.5 million.

Following this loving text exchange, the Melissa Wilhelmsen who was so grateful for all the Rodriguez family had done for her, who would always be there for the Rodríguezes, and who was only a phone call away, began to plot with her husband and attorney Jimenez how to extort \$7.5 million from Coach and Mrs. Rodriguez, exploiting her personal knowledge of Coach's admitted extramarital affair.

The plot likely began in earnest after Ms. Wilhelmsen had attempted and repeatedly failed [REDACTED], which later cost her that job for which she had left the University.⁵ The first step in the scheme was that Ms. Wilhelmsen triggered a University investigation into Coach Rodriguez, during which she provided the University most, if not all, of the false allegations now included in the Notices. Once she knew the University had started the investigation, she, her husband, and attorney Jimenez then demanded that Coach Rodriguez pay them \$7.5 million to buy Ms. Wilhelmsen's silence so she wouldn't cooperate further with the investigation.

Attorney Jimenez called Coach Rodriguez's counsel on November 2, 2017 and again on November 4, 2017, making three primary allegations of harassment, none of which were true: (i) Coach Rodriguez would call Ms. Wilhelmsen into his office while he was wearing only a towel; (ii) He would hug her without a shirt on; and (iii) Coach Rodriguez had at one time even exposed himself to Ms. Wilhelmsen. These allegations, all false, aren't even included in the Notice of Claims that Ms. Wilhelmsen filed.

Attorney Jimenez also informed the undersigned counsel that the University had already begun investigating Coach Rodriguez on its own, but that his client did not initiate the investigation. He mentioned that she had been interviewed by the University's "HR" department, but only told the representative two or three things before ending the interview and refusing to sign a formal complaint. As addressed below, she said much more than this during her initial interview. Attorney Jimenez then stated that in exchange for several million dollars, Ms. Wilhelmsen would not publicly disclose these allegations, as well as information about Coach's extramarital affair, and would not cooperate further with the ongoing University investigation. These were baseless claims – Coach Rodriguez believed they were flat-out extortion.

⁵ At the same time, funds Jason Wilhelmsen had previously received in settlement of an auto accident were reportedly dwindling.

Attorney Jimenez clarified his client's position in an email sent on November 8, 2017. He states, "at no time did I ever suggest that this matter could be resolved in the '\$2million range'. I chose my words very precisely when I told you that I did not have a number, but that it would take 'multiple millions of dollars' to resolve this matter."⁶

After the Wilhelmsens and attorney Jimenez made this extortion demand, Coach Rodriguez's next steps were to prove his innocence and to contact the authorities. He took a four-hour polygraph examination based on the three primary allegations of sexual harassment as summarized by attorney Jimenez.⁷ He passed fully.⁸

At the same time, Coach Rodriguez, through counsel, notified the U.S. Attorney's office and the FBI in Tucson, as well as the University, of the Wilhelmsens' and Jimenez's demand that the Rodriguezes could buy her silence in the investigation for \$7.5 million.

The extortion attempt dragged on for six weeks as Coach Rodriguez waited for attorney Jimenez to provide more specifics. He finally presented the demand letter on December 10, 2017⁹, including the threat that he and the Wilhelmsens thought would force Coach and Mrs. Rodriguez to pay them the \$7.5 million. They gave December 26 as the final deadline for payment – the day before Arizona's Foster Farms Bowl Game against Purdue. This carried with it the clear but unspoken message that if the Rodriguezes didn't pay on or before the 26th then the following day the Wilhelmsens and Jimenez would file and make public the Notice of Claim to maximize publicity of it, and to maximize the harm to the Rodriguezes and the University of Arizona the day of the Bowl game.

⁶ This email is attached as Exhibit A.

⁷ Coach Rodriguez took three separate polygraph tests, one test for each allegation claimed by attorney Jimenez. See Exhibits M to O. The last polygraph test did not include statistical scoring under one additional system due to time constraints, but was subject to all other statistical scoring and independent peer review.

⁸ Under court rules of evidence in court, polygraph tests aren't admissible as evidence of truthfulness or untruthfulness. But in the real world, businesses and governments use and rely on them regularly. This is why Coach Rodriguez submitted to a test immediately after first learning about Ms. Wilhelmsen's extortion attempt. One simple way to flesh out the truth here would be for Ms. Wilhelmsen to take a polygraph as to each of her written allegations about Coach Rodriguez.

⁹ The December 10, 2017 demand letter, with certain names redacted, is attached as Exhibit B.

Since the beginning of the extortion attempt, Coach Rodriguez's counsel has continued to communicate with the U.S. Attorney's office, the FBI, and the University to keep them apprised of all developments.

C. Arizona Investigates Ms. Wilhelmsen's Allegations and Finds Them Unfounded.

As noted above, Ms. Wilhelmsen triggered the University of Arizona's investigation into Coach Rodriguez, not by reporting her claims of harassment directly to the University as her amended Notice of Claim suggests, but, we believe, by initially telling a vague harassment tale to one of the most prominent donors to the football program. This donor then repeated her claims to one or more members of the Athletic Department, who were obligated to report them to the University's Office of Institutional Equity. As a result, a representative of that Office began an initial investigation into her complaint, and, contrary to attorney Jimenez's initial assertions to the undersigned, conducted a detailed interview of Ms. Wilhelmsen *during which she laid out nearly all of the claims in her two Notices of Claim.*

The University then referred the investigation to outside counsel before interviewing Coach Rodriguez. Given her demand for \$7.5 million to buy her silence, Ms. Wilhelmsen refused to participate further in the investigation. But because she had already provided the University all the details, the University thoroughly investigated all of her allegations.¹⁰

The University and its outside counsel conducted a ten-week investigation. They interviewed football coaches, current and former staff members, and witnesses Ms. Wilhelmsen had identified; they also interviewed both Coach and Mrs. Rita Rodriguez for three to four hours each. Aiming to extort \$7.5 million from Coach Rodriguez to buy her silence, Ms. Wilhelmsen refused to provide any further information or confirm any prior information she had already provided the University in the initial interview. Based on its thorough investigation, the University found that Ms. Wilhelmsen's allegations were unfounded.

D. Coach Rodriguez's Counsel's Investigation.

In the following section, we present our detailed responses to both Notices of Claim. They are based on the undersigned counsel's investigation since the filing of the first Notice of Claim (which changed the allegations of harassment that

¹⁰ Coach Rodriguez knows this for a fact because during his nearly 4-hour interview with the outside investigators, he was specifically questioned about almost all of the allegations in the two Notices of Claim.

attorney Jimenez initially related). We gathered statements, which are included with this response. (Attached as Exhibits C to G.)¹¹ We attribute statements to other witnesses who haven't provided written statements and will share contact information for any witness referenced in this response.

Also, during the investigation, attorney Jimenez provided the undersigned counsel with text messages he claimed would support his client's claims. As we'll address later, those text message screenshots do not provide any support for her allegations, and they do not even include the one text message quoted in the Notice of Claim. Copies of the screenshots between Ms. Wilhelmsen and Coach Rodriguez that attorney Jimenez provided are attached as Exhibit H.

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II. Ms. Wilhelmsen's False Allegations and the True Facts

Apart from Ms. Wilhelmsen's allegations related to Coach Rodriguez's extramarital relationship, her allegations in the Notice are false. After presenting an overview describing the actual environment in the football offices, we deal with each false allegation serially.

It's time for the truth to be told.

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A. There Was No Shroud of Secrecy Over the Football Offices

Allegations. *The backdrop of Ms. Wilhelmsen's claim is that football office operations were cloaked in an atmosphere of secrecy that Coach Rodriguez demanded to shield his activities. Ms. Wilhelm alleges that the central tool in this scheme was Coach Rodriguez's "Hideaway Book," and that "the main focus of the book was to establish secrecy within Rodriguez's inner circle and establish complete control of the group." His inner circle even had a code name for themselves: "Those who had the most interaction with Rodriguez, Melissa, Charlie Ragle and Miguel Reveles referred to themselves as the Triangle of Secrecy." This secretive environment "yielded such things as the saying: "Title IX doesn't exist in our office."*

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Facts. Beginning in the 1990's when Coach Rodriguez coached at Glenville State, he would convene a pre-season retreat (that he initially called a *hideaway*) to review every detail of the program, ensuring that every person in the program

¹¹ The undersigned interviewed several University witnesses in late December, whose statements are included within this response. Other witnesses were interviewed later, in January and February.

understood their responsibility and what they would be held accountable for, and to plan for the entire year and to discuss problems, ideas and solutions to better the football program.¹² As part of this process, he pulled together what he called a Hideaway Book, which spells out these objectives, the football strategies for the season, and his expectations for each position coach, the trainers and the student-athletes. He used this process again at West Virginia, Michigan, and then at Arizona when he first joined the University in 2011, which is also when he hired Ms. Wilhelmsen as his Administrative Assistant.¹³

To show how unmoored Ms. Wilhelmsen's cloak-and-dagger portrayal of the book and process is, we attach an older version of the Hideaway Book, from 2012. Later versions are similar to this, as you will see in the 2015 version, though they reflect how Coach Rodriguez's strategies evolved from 2013-2017.¹⁴ The book doesn't say anything to indicate that Title IX doesn't apply to the program. It does include guidelines for student-athletes to make a commitment to graduating with a four-year degree, to dress appropriately, be on time, speak courteously and treat everyone with respect – all policies consistent with Title IX.

The book also does not say anything about the so-called Triangle of Secrecy, because there was no such club. The two other alleged members of the so-called Triangle of Secrecy, Charlie Ragle and Miguel Reveles, have stated that they never used this term.¹⁵ No one else interviewed was aware of the term either. And while Ms. Wilhelmsen claims that the news of Coach Rodriguez's extramarital affair was a closely-guarded secret by the Triangle of Secrecy, that's not the case. It was well-known in the office – because Ms. Wilhelmsen herself freely shared it with others. There was no Triangle of Secrecy.

B. Harassment of La Paloma Spa Massage Therapist

Allegations. *Ms. Wilhelmsen alleges that on "Monday, November 14, 2016, Melissa received a voicemail from La Paloma complaining that Rodriguez made sexual advance toward a young woman who had provided Rodriguez a massage. The*

¹² Though perhaps coaches give the process different names, this practice is common among Division 1 coaches as is the stress on keeping all football strategies confidential.

¹³ Over the last 20+ years, many hundreds of coaches and staff have been through this process with Coach Rodriguez. You may interview any of them regarding this explanation of the "hideaway" process.

¹⁴ The 2012 version of the book is attached as Exhibit I; the 2015 version is attached as Exhibit P.

¹⁵ We'd provide contact information to your office if you'd like to interview Mr. Ragle and Mr. Reveles. We refer to their statements later in this response as well.

caller just wanted to inform the university.' Per Rodriguez's instructions and the overarching rules of the Triangle of Secrecy, the complaint never made it past Melissa's voicemail."

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Facts. This is false. The conduct never happened and there was no such call. Nikolas Watkins, the manager at La Paloma Spa, has confirmed that he has never had a complaint lodged against Coach Rodriguez. If he had, he would have involved his company's Human Resource's department, which would have met with the complaining employee to address the claim. If the claim were substantiated, he would have barred Coach Rodriguez from returning. Mr. Watkins confirmed that Coach Rodriguez is welcome at La Paloma to this day, and that he has never been the source of any complaint by anyone.

C. The Football Offices Were Not a Hostile Work Environment.

Allegations. *Ms. Wilhelmsen alleges a hostile workplace where coaches made comments about her appearance, players texted her photos of their genitals, and at one point "Rodriguez and [coach] Dusty Rutledge were standing at Melissa's desk discussing fundraising for football camps. Dusty made a comment that Melissa raises funds by rubbing her breasts on donors. Everyone within earshot laughed, including Rodriguez."*

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Facts. There was no harassing atmosphere in the football offices under Coach Rodriguez, whether at Arizona, Michigan, West Virginia or Glenville State. The Arizona football office was open to friends and family and was always a respectful environment. The Coach's daughter was there most days after classes and considered Ms. Wilhelmsen a friend and member of the family. Ana Verdin and Krisanne Ryther will confirm for you that this was the culture at Arizona.

Former University of Michigan administrative employee Mary Passink likewise affirms the positive environment at Michigan, "I have nothing but good things to say about the culture and experience working for Coach Rodriguez. . . Rich always appeared to act as a leader and with dignity during some very difficult times for him and his family. I was frankly shocked to hear of the allegations leveled at him as I did not witness any type of behavior in that regard."¹⁶ Coach Rodriguez's Executive Assistant for three years at Michigan echoes Ms. Passink's sentiments: "I

¹⁶ This is in a written statement from Ms. Passink, which we'd share with your office.

agree 100% with Mary Passink's statement. I was Coach Rodriguez's executive assistant during the 3 years he was at Michigan Football. He was always very professional and very respectful, and I never saw him behave in a way that would be considered inappropriate."¹⁷ Co-worker Kelly King is in full agreement as well, and relayed that she would work for Coach Rodriguez again in a heartbeat.

As to Ms. Wilhelmsen's having receiving pictures of players' genitals, she didn't raise that claim to the University. Coach Rodriguez is aware of only one issue related to Ms. Wilhelmsen and players. She partied with players and they posted pictures on social media with her. After seeing the pictures, Mike Parrish, who was Assistant Athletic Director – Football Operations, counseled Ms. Wilhelmsen that she could not party with players, but he didn't notify Coach Rodriguez of this discussion at that time. Further, through our investigation we learned that not only did Ms. Wilhelmsen party with the football players, but that she had posted pictures of herself in lingerie and sexually provocative poses on her public social media accounts, to which the players had access.

Finally, Dusty Rutledge denies in a sworn affidavit that he ever made this comment about Ms. Wilhelmsen's breasts,¹⁸ or anything like it, and Coach Rodriguez affirms that this statement was not made. In fact, the only person who ever made such a comment was Ms. Wilhelmsen herself, which we learned during our investigation. Once, after talking with Director of Football Operations Billy Kirelawich and another staff member, Ms. Wilhelmsen stood up, adjusted her top to show off her cleavage, and said something to the effect of, "Time to raise some camp funds." Mr. Kirelawich took the statement as a joke, and had never heard anyone else make this this type of comment.

D. Coach Rodriguez Never Sexually Harassed Melissa Wilhelmsen.

a. *Meetings Behind Closed Doors*

Allegations. *Melissa claims that whenever "Rodriguez asked Melissa into his office, he always told her to close the door behind her, which made her uncomfortable and wasn't necessary. Others began to notice, and make suggestive comments to her about what happened behind closed doors. This environment was condoned and, in many ways, encouraged by Rodriguez."*

¹⁷ Ms. Maszatics' emailed statement is attached as Exhibit G.

¹⁸ Mr. Rutledge's declaration is attached as Exhibit C. Note that he signed using his full name, Robert C. Rutledge. Mr. Kirelawich's declaration is attached as Exhibit D. We refer to it later in this response as well.

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Facts. Coach Rodriguez's "closed door" is actually made of transparent glass, so everyone could see exactly what was going on behind the closed door. Moreover, Coach Rodriguez has an open-door policy and generally closes it only when speaking with players or other coaches, when addressing salaries or sensitive information.

Krisanne Ryther, whose desk for nearly four years provided her with a full view of Ms. Wilhelmsen's desk (which was also surrounded by a glass enclosure), had a direct view into Coach's office, and confirms that Ms. Wilhelmsen's allegation is false. In a sworn statement, she says

The coach's office door was usually open. There was no discussion in the office whatsoever of Coach and Ms. Wilhelmsen having frequent closed-door meetings.¹⁹

Football Operations Coordinator Dusty Rutledge confirms this as well:

Coach Rodriguez' door, which is made of transparent glass, was only rarely closed. Usually this was because he was speaking with a player or another Coach. I never heard anyone on staff make comments about Coach and Ms. Wilhelmsen being in his office with the door closed.

As a picture is worth 1000 words, we attach photographs of the transparent door as Exhibit J.

b. "Ogling" and Standing Too Close to Ms. Wilhelmsen.

Allegations. *Ms. Wilhelmsen's claim alleges that she "caught Rodriguez ogling her as she left the office for that day. She had suspicions prior to that time that Rodriguez may have been staring at her, but this was the first time she caught him doing it. She simply responded, 'No, you can't do that ...that's not cool.' She hoped that would be the end of it, but Rodriguez's bad behavior only became more egregious."*

She also alleges that "Rodriguez continued to stand very close to get skin-to-skin contact with Melissa. He was constantly glaring at her now, and she would wear skirts less often because she could feel him constantly glaring at her thighs."

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Facts. These self-aggrandizing, untrue and utterly ridiculous allegations are consistent with Ms. Wilhelmsen's view that most men she encountered were hitting

¹⁹ Ms. Ryther's declaration is attached as Exhibit E.

on her, as she freely shared with her coworkers. These claims leave the Coach in the position of having to respond to an invented allegation that can't be validated because not only are there no witnesses to the alleged events, they are Ms. Wilhelmsen's self-absorbed opinion of herself and her impression that Coach Rodriguez would look at her in an unprofessional manner. She knows this and includes the allegations in the Notice solely to smear him.

Ana Verdin, who worked in the office for 17 years and is currently an Administrative Assistant for Recruiting, has affirmed that there was no hostile environment in the football offices. She also assisted Coach Rodriguez by supervising the intern program, comprised mostly of women. She has never had any female intern complain about inappropriate behavior from Coach Rodriguez or anyone else in the football offices.

Likewise, Krisanne Ryther, who had a direct line of sight to Ms. Wilhelmsen's desk and into Coach Rodriguez's office, states under oath:

I never saw Coach Rodriguez inappropriately touch Ms. Wilhelmsen or speak to Ms. Wilhelmsen. I never saw Coach Rodriguez stand 'skin to skin' with Ms. Wilhelmsen.

c. Coach's Promise to Do "Anything at All" To Assist Her

Allegations. *Ms. Wilhelmsen alleges that on "one particular day in 2016, Rodriguez found Melissa crying at work because of personal issues with Jason. Rodriguez attempted to comfort Melissa by telling her that if she needs anything, 'anything at all,' to let him know. Melissa had never known Rodriguez to comfort anyone, and she felt this level of over-commitment from a boss to be somewhat disconcerting."*

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Facts. Coach Rodriguez did offer to help Ms. Wilhelmsen in this instance and around this time. Ms. Wilhelmsen, however, has put Coach Rodriguez in the difficult position of having to explain the background to this conversation to put his offer to assist in context. Absent being forced into this position, he would not have shared her confidences.

In 2016, there was at least one occasion when Ms. Wilhelmsen was crying at her desk. She had discussed her troubles frequently with her co-workers.²⁰ She told them the following:

²⁰ We're willing to share with you her co-workers' contact information so you may interview them about this.

She and her husband, Jason, were having serious marital difficulties. Jason was [REDACTED]

[REDACTED] He was insanely jealous of the men she worked with. He'd often track her movements and even appear at the office unannounced, standing beside her while she worked, much to her co-workers' discomfort. She couldn't meet donors at any location that had "bar" in its title, since Jason tracked her location with his cell phone and would be upset if she went to a bar with a donor.

Jason's [REDACTED] became so severe that, in early 2016, her son chose to live with his father because he feared Jason. This led to a bitter custody dispute, which Ms. Wilhelmsen ultimately lost.²² While Ms. Wilhelmsen attributes all of her marital difficulties to Coach Rodriguez's behavior, more likely they stem from her trip to Mexico to stay with a man she described to her co-workers as "the love of her life." By November 2016, Jason and Melissa Wilhelmsen had separated.²³

It was in this context that Coach Rodriguez consoled her when he found her crying, and he later shared this incident with his wife, who was also sympathetic to her plight. This is also why he had previously accommodated her by giving her time off work when she needed to deal with the custody dispute. He and his wife each gave Ms. Wilhelmsen money during the custody dispute to assist with her legal fees or other financial needs. Her allegations demonstrate nothing other than the saying that "no good deed goes unpunished."

²¹ Mrs. Rodriguez learned this from Ms. Wilhelmsen herself, in the attached text exchange. Ms. Wilhelmsen's messages are in gray. *See* Exhibit K. Again, Mrs. Rodriguez had no intention of sharing this text exchange, but Ms. Wilhelmsen's claims have left her with no other choice.

²² Ms. Wilhelmsen's Notice alleges that she began developing migraines because of Coach Rodriguez's harassment. While Coach Rodriguez had no knowledge of what caused her migraines, they appear to have begun during the time of her difficulties with Jason.

²³ *See* Ryther Declaration and attached text message. Additionally, there is other evidence, instances and sworn statements relevant to Ms. Wilhelmsen and her husband that the Rodriguezes have chosen not to make public at this time, that would provide further support.

d. ***Bringing Underwear from the Equipment Room and Handing Her Underwear to Fold.***

Allegations. *Ms. Wilhelmsen alleges that after asking her to bring him up clean underwear from the equipment room, Coach Rodriguez told her about how his preferred style of underwear “visually enhanced” his genitalia. She “pretended to ignore these comments, although they sickened her.” She also alleges that in March or April 2017, Coach Rodriguez asked her “to help clean out his closet, handed her underwear to fold, and told her, ‘I love that you want to take care of me.’”*

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Facts. Ms. Wilhelmsen’s allegations are absurd and contrived. First, the football program does not stock underwear in the equipment room, as Mr. Kirelawich confirms in his declaration. Second, there was an incident involving “visibly enhanced” underwear, but, once again, it was Ms. Wilhelmsen doing the talking. Coach Rodriguez had received in the mail an unsolicited pair of underwear as a marketing gimmick. The package label described the underwear as “visually enhancing.” Ms. Wilhelmsen saw the box on Coach’s desk, picked it up, and read it out loud to Coach Rodriguez.²⁴ They both laughed about it, and the underwear likely ended up in the trash, as Coach never saw it again. They never spoke of it afterwards, and certainly Coach Rodriguez never spoke to Ms. Wilhelmsen about a preferred style of underwear or his genitalia.

As to her allegations regarding being asked to clean Coach Rodriguez’s closet, Ms. Wilhelmsen was frequently bored at work, and would spend her time on social media, online shopping or looking at multimillion-dollar houses (all of which her co-workers will confirm). Co-worker Ana Verdin specifically recalled the day that Ms. Wilhelmsen cleaned out Coach’s bathroom closet: Ms. Wilhelmsen volunteered to clean the closet because she couldn’t stand how messy it was, and not because Coach asked her to do so. Nor did Coach hand her underwear or make the statements alleged.

e. ***Walked by Ms. Wilhelmsen Shirtless and in His Underwear***

Allegations. *Ms. Wilhelmsen alleges that by November, Coach Rodriguez “noticeably began timing his workouts so he could walk back to his office shirtless in*

²⁴ If your office does choose to interview Ms. Wilhelmsen’s co-workers, they’ll confirm that Ms. Wilhelmsen had a bawdy sense of humor, was not shy about making funny remarks, and would joke about something like this.

front of Melissa. On one such occasion, Rodriguez walked past her in just his underwear and said "Good Morning" to her to make sure she saw him."

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Facts. Ms. Wilhelmsen's allegations are made up and insulting. Coach Rodriguez did change his daily workout schedule in the fall of 2016, but it was because the football team's regularly scheduled practices changed from the afternoon to the morning, not because he wanted to parade shirtless in front of his assistant. Coach has always maintained a consistent and highly regimented workout schedule: If the team practices in the afternoon, he would be in the office and working out by 6:00 a.m. or 6:30 a.m., before employees arrived, to be done before practice and meetings; if the team practiced in the morning, he would be in the gym immediately after practice, around 10:30 a.m.

He would work out for up to 2 ½ hours. Ms. Wilhelmsen rarely came in early or stayed late, so she was almost always present in the office along with the full staff. Thus, she *and the entire office staff* would be in the office when Coach Rodriguez ended his work outs.

After working out and still in his shirt and workout shorts, Coach Rodriguez's routine was to return to his office by the stairs that opened right in front of his office and Ms. Wilhelmsen's desk. He'd then shower in his private bathroom inside his office. At times he would head straight to his office chair, which could not be seen from Ms. Wilhelmsen's desk, remove his shirt and put a towel around his neck before walking across the room to his private bathroom to shower behind a thick wooden door. He *always* dressed inside the bathroom, which contained his clothes closet.

Krisanne Ryther, whose desk for over four years was positioned so she could see straight into Coach's glass office door, stated that

I frequently saw Coach Rodriguez walk into his office after a workout. He would walk out of the stairwell, into his office and into the bathroom to shower each day around 8:30 a.m., always the same general time each day. He would exit his bathroom fully-clothed after showering.

Ana Verdin confirmed this as well. Both worked side-by-side with Ms. Wilhelmsen and on the same schedule.

Just about everyone in the office knew Coach Rodriguez's workout regimen was set in stone, as affirmed by Billy Kirelawich and Dusty Rutledge. Former analyst Miguel Reveles worked out with Coach for several years. He also confirmed

that Coach's workouts never changed (aside from accommodating the switch from afternoon to morning practices), and that the full staff would be present in the office by the time Coach finished working out. Like the others interviewed, he never saw the Coach Rodriguez walk around shirtless or in his underwear.²⁵

f. *The Attempted Kiss*

Allegations. *Melissa claims that after talking about his marital issues "Rodriguez told Melissa, 'Whatever you need, I'm here for you' ... he then grabbed Melissa, embraced her, touched the side of her breast, and tried to kiss her. Melissa managed to pull away and move her head."*

Facts. This allegation is fabricated. As discussed above, when attorney Jimenez first conveyed the extortion demand, he alleged that Coach Rodriguez had hugged Ms. Wilhelmsen, but not this specific incident. After hearing the initial allegations, Coach Rodriguez immediately scheduled a polygraph examination for the next Sunday morning after the upcoming late game. The examination was done by a certified and widely respected independent Forensic Psychophysiolgologist, using the highest quality equipment and the scoring system developed by Johns Hopkins University Applied Physics Laboratory. On the relevant questions, "Did you ever have sexual contact with Melissa?" and "Did you ever touch Melissa for sexual purposes?" The answer to each question was "no." The PolyScore, developed by Johns Hopkins, indicated that there was "no deception indicated," and there was a 99% probability that the subject was truthful to the relevant questions asked. Finally, the examination and scoring were subjected to an independent quality control review by a member of the American Polygraph Association who concluded that the examination results indicated "*no deception.*"

The conclusion of the polygraph is also supported by the observations of Ms. Wilhelmsen's colleagues who worked for Coach Rodriguez during Ms. Wilhelmsen's tenure, such as Ana Verdin, Krisanne Ryther, Dusty Rutledge, Billy Kirelawich, Miguel Reveles, Charlie Ragle, Mike Parrish, among others. Not one member of the staff interviewed has ever witnessed the Coach behave unprofessionally toward Ms. Wilhelmsen in any manner. Not one female intern assigned to the office has complained of harassment by Coach, or anyone else. In over 30 years of coaching, not one other female staff member has claimed Coach Rodriguez sexually harassed her. This includes former female staff at Arizona, Michigan, West Virginia and Glenville State.

²⁵ Further, a lot of people walk around the football office. You should feel free to ask anyone who spent time in the office if the Coach walked around shirtless or in his underwear.

g. Coach Grabbing Penis and “The Predator.”

Allegation: *Ms. Wilhelmsen alleges that on February 22, 2017, Coach Rodriguez called her into his office, “again telling her to close the door. After closing the door, Melissa looked up in horror to see Rodriguez grasping his penis beneath his basketball shorts which were pulled all the way up.” Ms. Wilhelmsen alleges that she informed General Manager Matt Dudek of Coach Rodriguez’s behavior. In her amended Claim, she alleges that she and Matt “had already had several conversations about the sexual harassment and the hostile work environment created by Rodriguez, whom she and Matt had begun calling “The Predator.” She also claims that Matt Dudek later told her, during a phone conversation on October 30, 2017, that she should just “be glad the boss isn’t groping” her anymore.*

**

Facts. This allegation is a shameless lie made-up to solicit TMZ-type headlines²⁶, and yet another instance of a salacious allegation that can’t be disproven (or proven) because there were no witnesses to this fabricated event. At the beginning of the extortion scheme, attorney Jimenez shared with Coach Rodriguez’s counsel that the Coach had exposed his genitals to Ms. Wilhelmsen, (now changed to say Coach “grabbed his penis.”) This was such an outrageous lie that the Coach subjected himself to the rigorous polygraph examination. The relevant questions put to him were, “Did you ever expose your genitals to Melissa?” and “Did you ever show your genitals to Melissa?” Coach Rodriguez answered “no” to both questions. The testing confirmed “**no deception indicated.**” Again, a member of the American Polygraph Association conducted an independent review and confirmed that the examination results indicated “no deception.” This event simply did not happen.

Matt Dudek’s representative has affirmed that he never referred to Coach Rodriguez as “The Predator,” and that he never made any statements about Coach Rodriguez groping Melissa Wilhelmsen.²⁷ Similarly, Ms. Ryther, Mr. Rutledge and Mr. Kirelawich confirm in their declaration that they never heard this term used either.

h. Payments for Services to Football Camp

Allegations: *Ms. Wilhelmsen claims that Coach Rodriguez paid her \$6,000 for her services to the camp, which was appropriate, but when giving her the money*

²⁶ It worked. In its headline on January 3, 2018, TMZ Sports.com emblazoned this allegation in 54 point font.

²⁷ We’re glad to provide Mr. Dudek’s contact information to your office if you’d like to interview him.

he told her that he gave her more than others not because she worked harder, but because “he wanted to take care of her.” She further alleges that he later gave her \$1,500 cash, but told her not to tell Mrs. Rodriguez or her husband.

**

Facts: These allegations have *some* truth to them, but they seek to convert a kind gesture into something nefarious. In June 2017, the University determined that it couldn’t increase the salaries paid to the administrative football staff because they were classified employees, and the University would have had to increase the salaries of everyone within the same class. The coach’s administrative staff was made aware that they could not receive raises because of this classification.

Around this time, Ms. Wilhelmsen sent Coach Rodriguez a text asking for a change in title, which might justify a higher salary, which he promised to look into.²⁸ In the meantime, over the course of her tenure with Coach Rodriguez, Ms. Wilhelmsen earned incentive dollars for the football camp sponsorships she secured. As a matter of protocol, he did ask her, along with other members of the staff who helped with his camp, not to share their ancillary incomes as that could engender ill will among other staff members. Coach Rodriguez didn’t make any of the other statements she claims. Her allegations once again simply punish good deeds.

i. ***Demanded Ride to Airport and Grazed Her Breast
While Reaching for a Hug.***

Allegations. *Ms. Wilhelmsen alleges that after Coach Rodriguez gave her the \$1,500, he “demanded” a ride to the airport. She recalls him being so close to her face that she could smell the BBQ chips on his breath as he whispered “I have more cash to give you.” He then grazed her breast with his hand as he awkwardly reached towards her for a hug. Ms. Wilhelmsen claims that he later texted that “she may need to come to his home late that night” to help him with the new dog, which he had just picked up that day, since Mrs. Rodriguez and the children had already departed for Georgia.*

**

Facts: These allegations are more distortions of a kernel of truth. Coach Rodriguez did ask Ms. Wilhelmsen for a ride to the airport, but he didn’t awkwardly

²⁸ See Exhibit H.

try to hug her and didn't graze her breast.²⁹ This allegation of physical contact is false and yet another instance of a salacious allegation that can't be disproven (or proven) because there were no witnesses to the alleged event.

To the extent that Ms. Wilhelmsen claims that Coach Rodriguez grazed her breast for sexual contact, her allegation is covered by the polygraph test to which Coach Rodriguez truthfully answered "no" to the questions: 1. "Did you ever have sexual contact with Melissa?" 2. "Did you ever touch Melissa for sexual purposes?"

In addition, attorney Jimenez has never produced the text message stating she may need to come to his home "late that night." Coach Rodriguez remembers texting her that he may need her help with the dog later, but does not recall using that wording and no longer has this text exchange in his phone.

j. ***The Missing "I love you" Text Message***

Allegations. *Ms. Wilhelmsen claims that she came home and "told Jason about having to take Rodriguez to the airport the next morning and about needed to help with the dog that evening. Jason was upset, and refused to let her go to Rodriguez's house. Melissa texted Rodriguez that if he needed help with the dog, she and Jason would come over to help. The following texts were sent:*

Rodriguez: just you

Melissa: I'm loyal to you and will always cover for you but it can't be me

Rodriguez: You know I love you [with a kissing face emoji]

Melissa: No! It can't be me!

Rodriguez: Ha. I'll see you in the morning."

Ms. Wilhelmsen also claims she reported this incident to Mike Parrish, who told her he was "more concerned with the Coach's misuse of funds."

Facts. When attorney Jimenez first called Coach Rodriguez's lawyers to buy Ms. Wilhelmsen's silence, he mentioned this text message. To support his extortionate threat, attorney Jimenez repeatedly promised to produce this text along with other "proof" of the allegations that would be released if Coach and Mrs. Rodriguez didn't pay the Wilhelmsens and him \$7.5 million. But to date, he has never produced this text message, even though attorney Jimenez provided to

²⁹ He doesn't recall whether he had eaten barbecue potato chips before this discussion, and obviously doesn't know if she could smell chips on his breath.

Coach's counsel what he claimed were all the supportive text messages in Ms. Wilhelmsen's possession.³⁰

Attorney Jimenez's file included four texts she had received from Coach and screenshotted, all of which are completely professional.³¹ Ms. Wilhelmsen also kept screen shots of dozens of other self-serving text messages, most contained in a folder labeled "not useful," and each of which her counsel provided to the undersigned for review. This text isn't in that folder either.

Mike Parrish denies that Ms. Wilhelmsen ever complained of harassment to him, and denied there was *ever* a concern of Coach Rodriguez's misuse of funds. This allegation is simply another attempt to smear Coach Rodriguez.

k. *Caring for the Dog and Another Underwear Allegation.*

Allegations. *Ms. Wilhelmsen alleges that the day she took Coach Rodriguez to the airport, she went to the office to care for the dog while he worked out and showered, and that "Rodriguez passed by her desk shirtless and told her that he needed to shower in his office. Rodriguez asked Melissa to stay in his office to keep his dog calm while he showered. Instead, Melissa took the dog on a long walk to avoid interaction with Rodriguez and to avoid seeing him naked. On her way back from walking the dog, Melissa ran into Dusty who remarked, 'I just shocked the shit out of Coach [Rodriguez]! He is in his underwear.'"*

Facts: Once again, Ms. Wilhelmsen bases her false allegations on a morsel of truth. Ms. Wilhelmsen did drive Coach to the airport, and she did wait with the dog while he worked out and cleaned up beforehand. But the rest of this account is made up. Dusty Rutledge attests:

I never, at any time, entered Coach's office to find him sitting in his underwear. Nor did I ever run into Ms. Wilhelmsen while she was on her way back from walking Coach's dog. I never said, "I just shocked the shit out of Coach. He is in his underwear!" That statement is false. Instead, I specifically recall coming into the office the day he departed for Georgia and finding Ms. Wilhelmsen sitting at her desk, waiting to drive Coach to the airport, while the dog was locked in Coach's office. The dog had

³⁰ Again, Coach Rodriguez no longer has these text exchanges about a ride to the airport in his phone.

³¹ See Exhibit H.

gone to the bathroom in two different locations in Coach's office during that time, and Coach himself cleaned it up.

1. ***Refusing to Let Her Transfer and Tearing Up Resignation Letter.***

Allegations. *Ms. Wilhelmsen alleges that Coach Rodriguez refused to let her transfer to another part of the Athletic Department, even though Greg Byrne had confirmed she would be well-received there. When she broached the subject, Coach Rodriguez told her, "Bullshit, you're not leaving, I can't let you leave, I need you." Mike Ketchum told her that if he let her transfer "Coach Rodriguez would be pissed" and that there were no openings when she asked on June 13 2017, but she saw postings earlier that month. When Ms. Wilhelmsen was suddenly hired by donor Cody Ritchie, she claimed that Coach Rodriguez was so upset he tore up her resignation letter, stating "it's so depressing, can't lose you."*

**

Facts. These allegations are all false. Coach Rodriguez knew Ms. Wilhelmsen wanted to change her title to obtain a salary increase, but he didn't know she wanted to transfer and he never discussed it with her or with Mike Ketchum. Further, her reference to Greg Byrne is misleading as he had left the Athletic Director job in January 2017, six months before this allegedly happened. Attorney Jimenez has tried to support her claim by providing counsel with copies of two job postings in the development office from June 2017 – but both required a bachelor's degree, which Ms. Wilhelmsen does not have. Once again, her account of events is fictionalized.

Ms. Wilhelmsen's claim regarding Coach Rodriguez's reaction to learning that Mr. Ritchie had hired her is another fabrication. Her own text messages provided by attorney Jimenez, contradicts her account in the Notices of Claim, since she confirms to Matt Dudek that Coach Rodriguez took the news of her resignation well. She writes: "Went well he shed a tear,³²" with no mention of his tearing up the resignation letter or stating "it's so depressing, I can't lose you."

E. **Melissa Wilhelmsen's Bizarre Lies About Rita Rodriguez.**

Allegations. *Ms. Wilhelmsen alleges that during two different lunches, Rita Rodriguez interrogated her about Coach Rodriguez's "flirting and promiscuity" and "indiscretions." In addition, she claims that on her last day of work, "Mrs. Rodriguez*

³² See Exhibit L. Even this is a lie: Coach Rodriguez was in the middle of football camp and was solely focused on his student-athletes and coaches; there were *no* tears shed. Further, Exhibit L includes a photograph of her signed resignation letter, which Coach Rodriguez purportedly tore up.

cornered Melissa in the office demanding to know the truth about Rodriguez's girlfriend."

Facts. Mrs. Rodriguez did take Ms. Wilhelmsen out to lunch in the spring of 2016 to help support Ms. Wilhelmsen during a difficult time in her life, but never conducted any such interrogation. She asked Ms. Wilhelmsen to lunch because Coach Rodriguez had relayed to her that Ms. Wilhelmsen was battling her ex-husband for custody of their son, a battle that she ultimately lost. Mrs. Rodriguez even gave Ms. Wilhelmsen money during this time, to try to help in some small way with Ms. Wilhelmsen's custody dispute. Mrs. Rodriguez remains deeply hurt and disappointed that Ms. Wilhelmsen would reward her act of kindness by distorting it with lies.

On July 28, 2017, Ms. Wilhelmsen informed Mrs. Rodriguez by telephone that she had accepted a new job at Crest Insurance, stating that she was tired of sitting behind a desk, that her current job provided no opportunity for further advancement, she wasn't getting any younger, and this new position would be a significant pay increase with the potential of doubling her salary within two years. Mrs. Rodriguez told her how excited she was for Ms. Wilhelmsen to have this new career opportunity and had no intention of trying to talk her out of it. Two days later, Mrs. Rodriguez invited Ms. Wilhelmsen to lunch to thank her for her work, and for all of the assistance she had provided to the entire Rodriguez family through the many years. Ms. Wilhelmsen's claim that at this lunch, Mrs. Rodriguez once again interrogated her about Coach's extramarital affair is yet another complete fabrication. There was no discussion of the sort.

On August 11, 2017, Ms. Wilhelmsen's last day of work, she claims Mrs. Rodriguez "accosted or cornered her." Nothing could be further from the truth. Although Mrs. Rodriguez had been informed by Coach Rodriguez that the staff had already written thank you notes to Ms. Wilhelmsen, Mrs. Rodriguez wanted to do more. So Mrs. Rodriguez took her a cake and brought her a gift of jewelry. Ms. Wilhelmsen's parting gift to Mrs. Rodriguez in return was her conscious choice to interfere with Mrs. Rodriguez's marriage (reigniting an issue that they had already dealt with through marriage counseling) by unloading the details of Coach Rodriguez's affair that she had learned through her own private investigation. That very day, Ms. Wilhelmsen also texted Mrs. Rodriguez some of the documents she had been collecting. She then told multiple people that she did not tell Mrs. Rodriguez 'anything' and that Mrs. Rodriguez, not Ms. Wilhelmsen, was the aggressor who had "cornered her." And despite Ms. Wilhelmsen's unloading about Coach Rodriguez's behavior, she never even spoke a whisper to Mrs. Rodriguez

about the sexual advances she now claims to have endured from Coach Rodriguez throughout her last year-and-a-half of employment.

Three days after leaving her job, and again in October, Ms. Wilhelmsen did care enough to email and text to inquire about the well-being of one of the Rodríguezes. But it was *not* Rita Rodriguez she sought to check on—it was Coach Rodriguez.

F. Melissa Wilhelmsen's Cruel Lies About Zach Hemmila's Accidental Death.

Allegations. *Ms. Wilhelmsen alleges that “Rodriguez’s demand for secrecy included doing nothing about a player that needed help. On the evening of August 7, 2016, General Manager Matt Dudek had taken football player Zach Hemmila to Rodriguez telling him that something was wrong with Zach and he needed help. Rodriguez did nothing, simply saying ‘he’ll be fine.’ The following morning, Zach was found dead from a painkiller overdose.”*

Facts. Of all the Wilhelmsens’ false claims, there is none more cruel and despicable than this one –attempting to use the tragic accidental death of a young student-athlete to extort \$7.5 million from the Rodríguezes. At no time did anyone escort Zach Hemmila into Coach Rodriguez’s office asking for help for him, with Coach Rodriguez refusing to get him help. Rather, in the days before his death, Coach had spoken at length with Zach and saw him at team activities. Coach had also been in contact with Zach’s family, who were closely involved in Zach’s life. The sad truth is that Zach was yet another tragic victim of the opioid epidemic, and died due to an accidental drug overdose that no one could predict: not Zach, not his family, not his doctors prescribing his medications, and certainly not anyone on the coaching staff. The entire department was crushed by Zach’s accidental death, and it is heartless to suggest that Coach Rodriguez could have done something to prevent an accident that no one saw coming. This allegation not only smears Coach Rodriguez, but forces Zach’s family to relive the pain of his death through this public smear.

Reporting on Coach Rodriguez’s statement at the time, *The Washington Post* stated:

Rodriguez was in tears and his voice wavered as he delivered the statement on Hemmila’s death to reporters on Monday morning, adding that he had spoken to Hemmila after a team meeting on Sunday night [the night before his death].

Krisanne Ryther recalled this difficult time for the Arizona football program:

Everyone in the office was devastated by Zach Hemmila's death. The Athletic Department arranged for multiple 56-passenger buses to take employees, and their families, from campus to the funeral. The funeral was highly attended by Arizona Athletics employees and student-athletes.

The team, coaches, and staff attended Zach's funeral with a notable exception—Ms. Wilhelmsen—who had informed others in the office that she would not change her previously-scheduled appointment for [REDACTED] on that day.

G. Melissa Wilhelmsen Contradicts Her Own Story About Reporting Harassment to the University.

In her first Notice of Claim, Ms. Wilhelmsen emphasizes that she "decided to leave quietly" and "take one for the team," refusing to divulge details of the claimed sexual harassment, because she did not want anyone else to be adversely affected if Coach Rodriguez lost his job. So much so, she claims a prominent football booster who she told of her allegations, triggering the University investigation, praised her for "how she left quietly." In other words, she represented that she never told anyone employed by the University about her allegations because she was so concerned for Coach Rodriguez.

Yet, in her amended Notice of Claim, she changes her story. She now alleges that she told Mike Ketcham, Mike Parrish, and Matt Dudek about the alleged harassment in detail, and that they failed to act to stop it. Conveniently, her changed story allows her to claim an additional \$1 million in damages from the University.

The facts are that Ms. Wilhelmsen had never made any such allegations to them as she admitted in her first Notice of Claim, and she was never harassed.

Ms. Wilhelmsen can't even keep her own lies straight, and has now doubled-down on her fabrications, since she stands to gain an additional \$1 million by adding the University to her baseless claims.

III. Conclusion.

Ms. Wilhelmsen, her husband Jason, and attorney Jimenez hatched this scheme with the purpose of extorting \$7.5 million from Coach Rodriguez, and enriching themselves even at the cost of destroying Coach Rodriguez's and his family's lives. Demanding the payment the day before the Bowl Game was vicious, cut-throat, and explainable only as the ultimate threat to extort Coach and Mrs. Rodriguez of the \$7.5 million. They relied on Coach Rodriguez paying them

their ransom money to avoid the public uproar their claims would cause on the day of the Bowl Game.

But throughout this ordeal and through receiving that last extortion threat, Coach Rodriguez has fought back. He took the polygraph test, reported the extortion attempt to the U.S. Attorney and F.B.I., cooperated fully with the nearly-two-month University investigation into her complaints that exonerated him, and he'll continue to fight to expose her claims for the fabrications they are.

Respectfully Submitted,

A handwritten signature in cursive script that reads "Mechelle Zarou".

Mechelle Zarou, Esq.
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cc: Leo R. Beus, Esq. (via e-mail)
Thomas A. Zlaket, Esq. (via e-mail)

EXHIBIT A

Zarou, Mechelle

From: Speyer, Bennett H.
Sent: Thursday, November 09, 2017 11:10 AM
To: Zarou, Mechelle
Subject: FW: Our discussions

-----Original Message-----

From: Augustine Jimenez [<mailto:augie@abjlaw.com>]
Sent: Wednesday, November 08, 2017 6:47 PM
To: Speyer, Bennett H.
Cc: Nerusia Beltran; Mary Orozco
Subject: Our discussions

Bennett, at no time did I ever suggest that this matter could be resolved in "the \$2million range". I chose my words very precisely when I told you that I did not have a number, but that it would take "multiple millions of dollars" to resolve this matter. If your client is under the wrong impression please correct it and advise me as to whether his position has changed.

In regard to the evidence, we will provide you with everything we have available. We will also provide you with the names of all known witnesses, and with the dates or approximate dates of specific events and or complaints. Understand, that a great deal more evidence may exist, but we are unable to obtain such evidence without a subpoena.

We agree to prepare a timeline with the actual or approximate date of events.

Please be aware that we have until January 23, 2018 to serve our Notice of Claims.

On a separate note, Dan Dowd was finally able to corner me yesterday. He explained that he was charged to conduct an independent investigation and prepare a report to the University of Arizona. Not surprisingly his requested was essentially the same as your request plus the opportunity to interview my client. I respectfully advised him that we would not release anything to him nor would we agree to allow him to interview our client. I did agree to think about the release of limited information. However, after some thought there is nothing that we will agree to release to him or anyone, until your client has had the opportunity to resolve this matter confidentially and under an NDA.

Please feel free to contact me if you have any questions.

EXHIBIT B

Augustine B. Jimenez III
Attorney at Law

Augustine B. Jimenez III, P.C.
2999 N. 44th St., Ste. 318
Phoenix, AZ 85018
Tel: 602-263-7875
Fax: 602-865-8376
Attorney@abjlaw.com

December 10, 2017

Sent Via Email Only to:
BSpeyer@slk-law.com &
MZarou@slk-law.com

Re: *Melissa Wilhelmsen & Jason R. Wilhelmsen adv. Richard A. Rodriguez & Rita Rodriguez, and their marital community*

Dear Mechelle and Bennett:

Per your request, please find herein our demand letter for settlement of all claims by Melissa Wilhelmsen ("Melissa") and her husband Jason R. Wilhelmsen ("Jason") arising from the direct sexual harassment of Melissa by Richard Rodriguez ("Rodriguez") as well as the overall hostile work environment created and fostered by Rodriguez.

It should be noted that at this time we are specifically omitting from our demand any claims, or facts that may involve the conduct of the University of Arizona, its athletic department, its former director and/or other employees. Our demand is specific to the conduct of Rodriguez as the Head Football Coach at the University of Arizona and the environment he created within the football operations.

Melissa began her career at the University of Arizona in July of 2001 as an Accounting Associate in the Athletic Department. She briefly left to try a career in real estate but she missed the enjoyable work environment that previously existed in the Athletic Department and returned in August of 2007 to serve as Assistant to Eric Harper the Director of Football Operations. By all accounts Melissa was extremely well liked and worked tirelessly to ensure that football operations were effective, timely and organized. Melissa will testify that sexual harassment was not tolerated under then-Head Football Coach Mike Stoops and that his attitude of zero tolerance permeated throughout the entire Athletic Department.

Coach Stoops was terminated in October of 2011 and the University hired Rodriguez soon thereafter. On the strong recommendation of Coach Stoops, Rodriguez retained Melissa to serve as his assistant. Melissa was eager to prove herself of Coach Stoops' recommendation, so she redoubled her already tireless efforts to make sure Rodriguez had a smooth transition into his new role. However, her enthusiasm started to dwindle in 2013 with the introduction of the "Hideaway Book."

Sent Via Email Only to:
BSpeyer@slk-law.com &
MZarou@slk-law.com
December 10, 2017
Page 2 of 9

The Hideaway Book was a book authored by Rodriguez and typed up each year. The Hideaway Book was for coaches and some football operations people. It was not to be disclosed to anyone else. The main focus of the book was to establish secrecy within Rodriguez's inner circle and establish complete control of the group. This yielded such things as the saying: "Title IX doesn't exist in our office." Those who had the most interaction with Rodriguez - Melissa, Charlie Ragle, and Miguel Reveles referred to themselves as the Triangle of Secrecy. They were forced to lie to Rodriguez's wife, Rita and daughter, to help cover up his indiscretions - primarily his extramarital affair with [REDACTED]. This Triangle was also coerced by Rodriguez to shield him from anything that could harm his reputation. Just for good measure, Rodriguez also befriended Jason to help ensure that his Triangle stayed intact.

By the summer of 2015, Melissa was newly wed to Jason, but most of her attention had to be paid to Rodriguez, who had become more and more demanding of her each year. Jason recalls being shocked about the stories of Rodriguez berating staff members and how Melissa had to answer Rodriguez's calls at all hours of the night just to change travel plans or make some other request which were only emergencies to him. She had to walk on eggshells at work, because of his volatility and supreme power over the department. Jason even recalls some instances during this time period where football players sent Melissa screenshots of their genitalia and illicit overtures via text. When she asked Rodriguez to intervene, he ignored her.

By now, most of the department knew about Rodriguez's affair and lies to his family. Many of the assistant coaches and staff were longtime friends of Rodriguez, his wife, and their children. His coaches and staff began to lose respect for him, and the web of lies had become too widespread to remain private anymore. In August of 2015, Rodriguez's daughter, Raquel, was in Rodriguez's office when she saw a text from [REDACTED] come up on her father's iPad that said: "I love you." She demanded to know whom the text was from. Rodriguez created an elaborate story, suggesting that the text was meant for someone else. As per usual, Rodriguez directed Melissa to lie for him, to which Melissa responded, "Ok, I don't know anything." Rodriguez also made Charlie Ragle and Miguel Reveles go along with the lie.

On November 6, 2015, Rodriguez asked Melissa to get a sideline pass for his "friend" for the USC game in Tucson, which turned out to be [REDACTED]. During the game, Melissa realized that Rodriguez's wife, Rita was also on the sideline. At some point Melissa had to stand between the two hoping Rita would not notice [REDACTED]. The situation was extremely stressful for Melissa who was concerned about a possible confrontation between the two. The following Monday, Melissa complained to Rodriguez about how upsetting it was to be placed in that situation. Rodriguez laughed it off without acknowledging her stress or sense of betrayal to Rita.

On January 27, 2016, Melissa was in Tucson when she received a call from the San Diego Marriott about a barking dog in Rodriguez's room. Rodriguez was supposed to be on a recruiting visit. Melissa called Rodriguez who didn't answer. However, he called her later to tell her that the dog belonged to some friend. However, she later learned from Coach Rod Smith that Rodriguez had walked out of their meeting when the phone rang, and Rodriguez simply chose not to answer Melissa's call. Coach Smith also confirmed that the dog belonged to [REDACTED].

A short time afterwards, Melissa caught Rodriguez ogling her as she left the office for that day. She had suspicions prior to that time that Rodriguez may have been staring at her, but this was the first time she caught him doing it. She simply responded, "No, you can't do that ... that's not cool." She hoped that would be the end of it, but Rodriguez's bad behavior only became more egregious.

On February 23, 2016, upon learning that Jason was being considered as a head security officer for the Diamondbacks, Melissa told Rodriguez that she would need to quit her job and move to Phoenix. Rodriguez responded that he didn't want her to leave saying, "No, I can't lose you." Rodriguez told Melissa that he would have [REDACTED] set up an apartment for her to stay at several nights a week so she could continue working in Tucson. Melissa told him she was unwilling to do that. Jason didn't end up getting the Diamondbacks job; no explanation was ever given to him as to why.

On May 10, 2016, Rita asked Melissa out to lunch. It became a 3-hour interrogation of sorts to find out what Melissa knew about Rodriguez's flirting and promiscuity. Again, per Rodriguez's strict instructions and despite Melissa's growing discomfort with doing so, she tells Rita that she knows nothing and continues to cover up for Rodriguez. As it turned out, Rodriguez knew about the lunch and made Miguel Reveles call Melissa to make sure the Triangle of Secrecy had not been broken.

On August 8, 2016, football player Zach Hemmila was found dead from a painkiller overdose. The evening before his death, Zach had been taken to Rodriguez's office and told that Zack was not right and that he needed to be evaluated. However Rodriguez did nothing even though the training staff was still available to help Zach. Rodriguez simply said, "he'll be okay." Rodriguez's refusal to allow Zach to be evaluated knowing that he needed help was with keeping everything within Football secret.

By September 20, 2016, Jason and Melissa began having marital issues, primarily due to Jason's growing uneasiness with Melissa working amongst all men and the comments they made to her. On one specific occasion, Melissa was wearing a light colored top and [REDACTED] made an inappropriate comment, shouting, "Damn!" when walking by Melissa. This environment was condoned and in many ways encouraged by Rodriguez. The comments and staring by the males in the office reached the point to where Coach [REDACTED] even asked Jason, "Are you okay with Melissa working here?"

During the 2016 football season, Melissa's daughter, [REDACTED], worked as an equipment manager for the football team - [REDACTED]'s boyfriend, worked there too. Coach [REDACTED] made a comment in front of Jason and Melissa, "Come on you know [REDACTED] is laying down on the bed for all those guys." Again, the coach feared no repercussions because this behavior was perfectly acceptable with "Rich Rod" in charge.

Whenever Rodriguez asked Melissa into his office, he always told her to close the door behind her, which made her uncomfortable and wasn't necessary. Others began to notice, and make suggestive comments to her about what happened behind closed doors.

By this time, Melissa was keeping so many of Rodriguez's secrets that she could barely function. Her obligation to Rodriguez extended to keeping secrets from Jason as well. When he simply asked her, "How was your day?" she couldn't respond for fear of revealing one of the secrets. Jason naturally grew more and more uncomfortable and felt that Melissa was keeping things from him. This created stress on their marriage and caused Jason to lose trust with Melissa to the point where he considered divorcing her. Melissa felt that she couldn't be honest with him because she wanted to protect their marriage.

One particular day, Rodriguez found Melissa crying at work because of personal issues with Jason. Rodriguez attempted to comfort her by telling Melissa if she needs anything, "anything at all," to let him know. Melissa had never known Rodriguez to comfort anyone, and she found this level of over-commitment from a boss to be somewhat disconcerting.

Shortly after the incident where Rodriguez saw that Melissa was fragile, he asked her to get underwear for him from the equipment area downstairs. Melissa found this degrading and out of line but she emailed Michael Barnet, the equipment person who could get him a clean pair. Michael took the underwear into the office instead of Melissa, as she was hoping to avoid the situation altogether. Nonetheless, Rodriguez made incredibly inappropriate comments to Melissa afterwards about his preferred style of underwear that "visually enhanced" his genitalia when worn. Melissa pretended to ignore these comments, although they sickened her.

By November, Rodriguez noticeably began timing his workouts so he could walk back to his office shirtless in front of Melissa. On one such occasion, Rodriguez walked past her in just his underwear and said "Good Morning" to her to make sure she saw him.

On Monday, November 14, 2016, Melissa received a voicemail from La Paloma complaining that Rodriguez made sexual advances on the girl performing his massage. The caller "just wanted to inform the university." Per Rodriguez's instructions and the overarching rules of the Triangle of Secrecy, the complaint never made it past Melissa's voicemail.

The following January, Rodriguez asked Melissa to come into office and shut door; despite her discomfort with this, she agreed to do so. Rodriguez told Melissa that he began marital counseling with his wife because of issues at home. Rodriguez emphasized to Melissa that he needs to be with someone who is passionate, and Melissa understood Rodriguez to mean that he wants her to be that person, even though Rodriguez was still married and keeping his girlfriend on the side. Rodriguez told Melissa, "Whatever you need, I'm here for you" ... he then grabbed Melissa, embraced her, touched the side of her breast, and tried to kiss her. Melissa managed to pull away and move her head. Now desperate and emotional that Melissa rejected his advances, Rodriguez cried out that he had no place to stay that night. Melissa assured him that she'd find him a hotel.

After this incident Melissa began to look for a way out. However, her daughter was on qualified tuition reduction, and still working in the Athletic department, so she didn't want to complicate her situation by quitting. Melissa began considering a transfer into the University's development office to get away from Rodriguez without rocking the boat.

Sent Via Email Only to:
BSpeyer@slk-law.com &
MZarou@slk-law.com
December 10, 2017
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Two weeks after Rodriguez assaulted Melissa in his office, he called her back inside (again closing the door) and said he wanted to "take care of her." Rodriguez handed her \$300 in cash, but Melissa refused his money. Rodriguez begged her not tell Jason or Rita. This made Melissa even more uncomfortable that Rodriguez believed she could be bought. Melissa emailed her sister about the incident.

On February 22, 2017, Rodriguez called Melissa into office, again telling her to close the door. After closing the door, Melissa looked up in horror to see Rodriguez grasping his penis beneath his basketball shorts which were pulled all the way up. Rodriguez carried on a normal conversation with Melissa while still holding himself, but Melissa just looked down until he was through talking, so she could get out of there. Once Rodriguez had finished, Melissa darted to the restroom and recalled asking herself, "What the fuck just happened?" Eventually she returned to her desk, where Rodriguez leaned over her to start up another conversation. Melissa called Matt Dudek about the incident and they both begin calling him "the predator" after that incident.

By March 7, 2017, Melissa mustered up the conviction to ask for a transfer. She texted Mike Ketcham to ask about other positions at the University, specifically in the development office. Melissa scheduled a meeting with him but he later canceled without stating a reason. Melissa knew she would be well received in the development office, because Greg Byrne had confirmed as much; she had also received blessings from major donors who would be thrilled to have her oversee their account in development. Around the same time, Melissa broached the topic of transitioning out of the Athletic Department with Rodriguez. His response was, "Bullshit, you're not leaving, I can't let you leave, I need you."

Throughout the next month, Rodriguez continued to stand very close to get skin-to-skin contact with Melissa. He was constantly glaring at her now, and she would wear skirts less often because she could feel him constantly glaring at her thighs. Melissa recalls continuous jokes from this time period about how "Title 9 doesn't exist in this office."

On April 5, 2017, Melissa attempted to make a second appointment with Mike Ketcham to discuss transferring departments. She received no response. Eventually Mike told her, "We can't take you; Coach [Rodriguez] would be pissed." Melissa realized she was trapped. Rodriguez had control over all the people that could allow her to leave the department, and she couldn't quit for fear of what would happen to her daughter.

Shortly after trying to schedule the appointment, Rodriguez asked Melissa to help clean out his closet, handed her underwear to fold, and told her, "I love that you want to take care of me." Melissa escaped the closet area without further incident, but the experience confirmed that Rodriguez, through his twisted view of reality, believed that she wanted to be near him.

On May 24, 2017, Melissa had lunch brought into the office for Rodriguez's birthday and invited his family in to celebrate. Rodriguez pulled Melissa aside and asked her to do a tequila shot with him in his office; Melissa declined, and felt it was highly inappropriate, especially with his family in the next room.

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Shortly after his birthday, Rodriguez and Dusty Rutledge were standing at Melissa's desk discussing fund raising for football camps. Dusty made a comment that Melissa raises funds by rubbing her breasts on donors. Everyone within earshot laughed, including Rodriguez. Melissa pretended to ignore that comment, but later cried at the realization that the entire office thought that she had become successful by using her sexuality.

By April 26, 2017, Melissa began suffering migraines. On this particular day, she could not get up off the floor. She had never suffered from migraines in her life prior to this time period. On May 4, 2017, it became clear that the migraines were not subsiding, so Melissa went to the emergency room. Melissa was treated and sent home. On May 30, 2017, an EEG was performed; her migraines were attributed to stress from work. These affected her day-to-day life, her marriage and irritability with her younger children whom she saw every other weekend.

On June 13, 2017, Mike Ketcham told Melissa he didn't think there were any positions in development open. Melissa knew this wasn't true because she saw job postings earlier that month. Mike had no further explanation as to why.

On June 27, 2017, Rodriguez paid Melissa \$6,000 for summer camp work, which Melissa thought was appropriate for the amount of work she performed. Rodriguez told her afterward that this amount was more than anyone else received, and he gave her more money, not because she did more work or better work than the others, but because he wanted to "take care of her."

Not long after that, Rodriguez gave Melissa a wad of cash, approximately \$1,500, and asked her not to tell Jason or Rita about it. She was unsure whether the cash was for her or whether Rodriguez just wanted her to hold the money. When Rodriguez explained that the money was for her and insisted that she use it for outside costs like food and gas money. Then he demanded that Melissa take him to the airport the next day. Rodriguez ended the conversation by whispering to Melissa, "I have more cash to give you." She recalls him being so close to her face that she could smell the BBQ chips on his breath. He then grazed her breast with his hand as he awkwardly reached towards her for a hug. Melissa left the office feeling violated. Rodriguez then texted her that she may need to come to his home late that night to help him with the dog, because his wife and daughter had already left on vacation.

Melissa came home and told Jason about having to take Rodriguez to the airport the next morning and about needing to help with the dog that evening. Jason was upset, and refused to let her go to Rodriguez's house. Melissa texted Rodriguez that if he needed help with the dog, she and Jason would come over to help. The following texts were sent:

Rodriguez: "just you"

Melissa: "I'm loyal to you and will always cover for you but it can't be me"

Rodriguez: "You know I love you" [with a kissing face emoji]

Melissa: "No! It can't be me"

Rodriguez: "Ha. I'll see you in the morning."

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Melissa told Mike Parrish about this incident. His response was that "We don't need that in the office, but I am more concerned with his misuse of funds."

The next morning Melissa arrived at the office to take Rodriguez to the airport, although it had been her scheduled day off. Rodriguez passed by her desk shirtless and told her that he needed to shower in his office. Rodriguez asked Melissa to stay in his office to keep his dog calm while he showered. Instead, Melissa took the dog on a long walk to avoid interaction with Rodriguez and to avoid seeing him naked. On her way back from walking the dog, Melissa ran into Dusty who remarked, "I just shocked the shit out of Coach [Rodriguez]! He is in his underwear."

Over the next few days, Melissa had a scheduled vacation in Disneyland with Jason and her family. It was the first time in more than a year that she felt relaxed. Her migraines began to subside because she had no fear of Rodriguez, especially while he was spending time with his own family in Atlanta.

The month of July was relatively calm, because most of the staff was on vacation, but Melissa's anxiety grew as she edged closer to returning to daily work with Rodriguez. On July 23, 2017, Melissa and Jason went to dinner at Oreganos and Melissa told Jason everything that had happened. He was understandably furious, and they both agreed that she needed to look for another job, no matter what the financial fallout might be or what may happen with Yasmeen's job. Jason was, however, relieved that Melissa opened up to him. Melissa was also worried that if she told the Athletic Department everything that had happened, many other coaches and staff members would probably lose their jobs too. Although she didn't care about some of the coaches that made comments, even they had families to support, so she decided instead to leave quietly, and "take one for the team."

On July 27, 2017, Melissa got a new job with Crest Insurance. The owner, Cody Ritchie had been a major donor for the university and hired Melissa on the spot because of her work with the development office. The following day, Melissa gave Rodriguez her two-week notice. He tore it up, stating that it's "so depressing, can't lose you." Shortly afterward, Rita learned that Melissa was leaving, and scheduled another long lunch, peppering her with questions about Rodriguez's indiscretions.

On August 9, 2017, Melissa filled out exit paperwork and did an exit interview with Mike Ketcham. When he asked Melissa about why she was leaving, she began to cry, but ultimately told him that she had a great opportunity at Crest. Regarding Rodriguez, Melissa told Mike, "A lot of shit happened. I need to remove myself from this situation." Melissa didn't say more because she did not want anyone to be adversely affected if Rodriguez was fired. [Melissa has this audio recorded]

August 11, 2017, was Melissa's last day. Rita cornered Melissa in the office and demanded to know the truth about Rodriguez's girlfriend. Rita asked about a photograph taken of Rodriguez and his girlfriend. Melissa admitted that she knew about the girlfriend and apologized for not telling her sooner. Rita demanded to have a meeting between herself, Melissa

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and Rodriguez. Melissa did not agree, as she did not want to get further involved. Later on that day, apparently after arguing with Rita, Rodriguez stormed out of his office yelling about his wife, "What the fuck is wrong with her?" and "Who is trying to ruin me?" Afterwards Rita called and texted Melissa incessantly to the point where Rodriguez called Melissa to apologize for his wife's harassment.

Although Melissa had removed herself from the situation, reminders continue to pop up. On October 17, 2017, Melissa had lunch with [REDACTED] at the Trident grill. Rita was also there with her daughter. [REDACTED] told Melissa, "If they only knew I booked a separate room for Coach [Rodriguez] and his girlfriend." About two weeks after that, Melissa spoke with Matt Dudek, who called just to check on her. During the conversation, he remarked, "Just be glad your boss isn't groping you anymore."

Also in October, Melissa had a conversation during a football game with [REDACTED], one of the largest donors at U of A. He informed her that "I know what Coach [Rodriguez] has done," and said, "I don't agree with that shit." [REDACTED] said he respected Melissa for how she left quietly. Melissa began to realize how widespread these rumors had become, and although [REDACTED] respected her for how she handled it, her good name was now slandered throughout the entire University.

Since 2001, Melissa had worked hard to build a sterling reputation in the business community. She could have left the University years ago, as she had multiple job prospects throughout the community. She stayed because she enjoyed the excitement of working in the fast-paced, competitive environment of the football program. And when that joy faded because of the direct and indirect actions of Rodriguez, she realized she was trapped there. She wasn't allowed to transfer and leaving could have brought harm to her daughter who was still working in the program.

Meanwhile, for the last year of her employment under Rodriguez, staff members throughout the University began to speculate about what was going on behind Rodriguez's closed office door. Tucson is a small community, and rumors, especially salacious ones, spread fast. Although Melissa has a new job, she constantly runs into old acquaintances and wonders whether they think she was nothing more than Rodriguez's concubine all those years. He certainly never did anything to dissuade others from assuming as much.

Although the migraines have subsided, the nightmares have not. Melissa recently entered counseling to help her deal with the ongoing stress of being in such an abusive work environment and help her move on from it. Jason and Melissa feel that they need to leave Tucson altogether. He has already sought employment in the Phoenix area, which would be at a lower pay grade. But a move would be even more impactful on Melissa, who spent 13 years building an incredible network of contacts in Tucson. Even though she has some contacts in Phoenix and elsewhere, she needs a clean break from her prior life which means she will have to start from the bottom once again.

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Melissa and Jason care for each other very much. They are now in their third year of marriage, but thanks to Rodriguez' actions, nearly the entire marriage has been turbulent. Melissa's prior marriage ended over ten years ago; she was both cheated upon and physically abused. Understandably, this left her with trust issues that kept her from getting close to anyone until she met Jason. But shortly after the two were married, Rodriguez began to drive a wedge between them using his position of ultimate authority to make Melissa his servant. Melissa's trust issues from her prior marriage resurfaced and she tried to weather the storm by putting up a wall to protect herself. But the same wall kept Jason away, at least temporarily. Time will tell if a fresh start for both of them can heal the damage that has been done.

Jason, a former Marine and DEA agent, feels emasculated by what Rodriguez has done to his wife. For as long as he can remember, Jason has seen himself as a protector of the innocent and helpless who was always willing to put himself in harm's way to save those who couldn't save themselves. He didn't realize that Melissa needed saving, until it was too late. When he sees what has happened to Melissa, he sees it as his own failure to be a man. Rodriguez has taken this away from Jason, perhaps forever.

It's difficult to quantify the damage that Rodriguez has done opening Melissa's old wounds and creating new ones for Jason. Unlike broken bones, emotional fractures rarely heal. Where the two of them were perfectly positioned to spend a blissful existence together, now there are only walls, trust issues, and paranoia. There is no telling how long it will take for these two young people to move past what has been done to them. The specter of Rodriguez will linger over this marriage in some respect for the rest of their lives.

If this case were to go to trial, in the current climate where #MeToo is in the headlines on a daily basis, neither male nor female jurors would have any sympathy for a public figure who used his authority and power to oppress and degrade his female assistant in such ways. Undoubtedly, the verdict could be in the tens of millions of dollars because the jurors would want to send a message to such high-profile and highly paid coaches that such abuses of power are not acceptable.

My clients, Melissa Wilhelmsen & Jason R. Wilhelmsen therefore agree to settle all claims they may have against Richard A. Rodriguez & Rita Rodriguez, and their marital community for \$7,500,000.00.

This offer expires as of 5PM Arizona time on December 26, 2017.

Very truly yours,

Augustine B. Jimenez III
Augustine B. Jimenez III

ABJ:mo

EXHIBIT C

DECLARATION OF DUSTY RUTLEDGE

1. I have read the Notice of Claim served by Melissa Wilhelmsen's counsel on the Arizona Attorney General.
2. None of the statements made about me in the Notice of Claim are true.
3. I never made any comment about Ms. Wilhelmsen raising funds by rubbing her breast on donors.
4. I never, at any time, entered Coach's office to find him sitting in his underwear. Nor did I ever run into Ms. Wilhelmsen while she was on her way back from walking Coach's dog. I never said, "I just shocked the shit out of Coach. He is in his underwear!" That statement is false. Instead, I specifically recall coming into the office the day he departed for Georgia and finding Ms. Wilhelmsen sitting at her desk, waiting to drive Coach to the airport, while the dog was locked in Coach's office. The dog had gone to the bathroom in two different locations in Coach's office during that time, and Coach himself cleaned it up.
5. There was no hostile or sexually harassing atmosphere in the football office. Instead, it was a family friendly atmosphere, where Coaches often brought their children to visit. In fact, Coach Rodriguez's daughter Raquel was in the office just about daily, and often for hours at a time. Coach's son Rhett would also come by to visit frequently.
6. I never heard anyone state that "Title IX doesn't exist in this office." I never heard anyone refer to Coach Rich Rodriguez as "The Predator." I never heard the term "Triangle of Secrecy" and there was no culture of secrecy within the football offices, besides the necessary secrecy surrounding player injuries, football strategies, and the like.
7. The Hideaway Book actually refers to our annual staff retreat, which we attend before the season begins at an off-site location (the "Hideaway"). The book is approximately 150 pages long and provides the various coach and staff job descriptions, team and University policies, practice schedules, and other important information. Approximately one sentence describes the importance of loyalty, while another section addresses the need to keep staff personnel decisions and problems and disagreements within the office. As discussed at the retreat, this refers to player injuries, football strategies, and coach interactions (disputes or disagreements). To my knowledge, Coach Rodriguez has used the same concept of a retreat and coach handbook since he was coaching at West Virginia.

8. Coach's workout routine never changed during my tenure, and he always worked out first thing in the morning (6 – 6:30 a.m.), if we had afternoon practice, or right after morning practice (10 – 10:30 a.m.) once we started having morning practices. Either way, most of the coaching and office staff would be in the office by the time he finished his workouts. After his workout, he would usually take the stairs directly to his office, where he would shower in his private bathroom.
9. I never saw Coach Rodriguez walk around the office either shirtless, in just a towel, or in his underwear. I had no knowledge of any of these claims as stated in the Notice of Claim, and no one ever reported to me that Coach did any of these things.
10. I never saw Coach Rodriguez inappropriately touch Ms. Wilhelmsen or speak to Ms. Wilhelmsen. I never saw Coach Rodriguez stand "skin to skin" with Ms. Wilhelmsen. Coach was always professional in his day-to-day interactions with her. Nor did I see Coach Rodriguez or any of the other coaches stare at or glare at Ms. Wilhelmsen.
11. Coach Rodriguez' door, which is made of transparent glass, was only rarely closed. Usually this was because he was speaking with a player or another Coach. I never heard anyone on staff make comments about Coach and Ms. Wilhelmsen being in his office with the door closed.
12. Pursuant to 28 U.S.C. § 12746, I declare under penalty of perjury that the foregoing is true and correct.

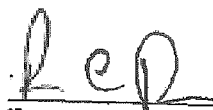
 1/23/18
Dusty Rutledge

EXHIBIT D

DECLARATION OF BILLY KIRELAWICH

1. I have read the Notice of Claim served by Melissa Wilhelmsen's counsel on the Arizona Attorney General.
2. I was employed by the University of Arizona for six years. I most recently served as Director of Football Operations under Rich Rodriguez, assisting with day-to-day operations, travel coordination, player personnel and recruiting logistics.
3. I can affirm that there was no hostile environment in the football office. It was a warm and welcoming place to work. I never heard of complaints from any woman, including Melissa Wilhelmsen, about sexual harassment by Coach Rodriguez or anyone else.
4. I never heard anyone state that "Title IX doesn't exist in this office." The football program took its Title IX obligations seriously, and we all attended Title IX training.
5. The Hideaway Book is just a coaching manual used as part of our coaching staff retreat where we plan for the upcoming season. There was no culture of secrecy in the department or in the Hideaway Book, beyond competitive football information. I never heard the term "Triangle of Secrecy."
6. I never saw Coach Rodriguez inappropriately touch or look at Melissa Wilhelmsen, or any other woman, nor have I heard anyone refer to him as "the predator." I never saw Coach Rodriguez walk around the office either shirtless, in just a towel, or in his underwear. The only time I have ever seen Coach Rodriguez shirtless was on a boating trip. I had no knowledge of any of these claims as stated in the Notice of Claim, and no one ever reported to me that Coach did any of these things.
7. The Equipment Room does not keep a supply of underwear in stock. The Equipment Room does do Coach Rodriguez's laundry. The dirty clothes are brought down in a brown basket, and once washed, taken back up to his office in the same basket. It is always a full load of clothes in the basket, and not just underwear. Ms. Wilhelmsen never had anything to do with the laundry, as the laundry was always handled by a male employee of the Equipment Room.
8. Ms. Wilhelmsen was in charge of sponsorships for Coach Rodriguez's football camp. On one occasion, after talking with me and another staff member, Ms. Wilhelmsen stood up, adjusted her top to show off her cleavage and said something to the effect of, "Time to raise some camp

funds." I took this as a joke. I never heard anyone else besides Ms. Wilhelmsen herself make this type of comment.

9. Coach Rodriguez is a generous man who often gives cash tips to those of us who assist him with personal matters. He once gave me \$350 just for transporting a treadmill for him in my truck. Another time, five of us helped him set up a trampoline at his house, and he gave each of us \$100 for helping out.
10. Coach Rodriguez was religious about his workouts, and his workout routine never changed during my tenure. He would never even delay his workouts, for any reason. He always worked out first thing in the morning (6 – 6:30 a.m.), if we had afternoon practice, or right after morning practice (10 – 10:30 a.m.) once we started having morning practices. Either way, most of the coaching and office staff would be in the office by the time he finished his workouts.
11. Pursuant to 28 U.S.C. § 12746, I declare under penalty of perjury that the foregoing is true and correct.


Billy Kirelawich

EXHIBIT E

DECLARATION OF KRISANNE RYTHER

1. I have read the Notice of Claim served by Melissa Wilhelmsen's counsel on the Arizona Attorney General.
2. I previously worked for the University of Arizona athletic department from June 2013 to July 2017 as an Administrative Associate & Football Operations Coordinator. I worked with Ms. Wilhelmsen throughout my tenure, generally on the same schedule, Monday through Friday, 8:00 a.m. to 5:00 p.m.
3. From my desk, where I sat from July 2013 – January 2017, I could see clearly into Ms. Wilhelmsen's work space, which we referred to as a zoo-like animal "cage" because it was surrounded by transparent glass enclosures. I could also see directly into Coach Rodriguez's office, since his door was also made of transparent glass.
4. I never saw Coach Rodriguez walk around the office either shirtless, in just a towel, or in his underwear. I have never seen Coach Rodriguez at Ms. Wilhelmsen's desk without a shirt on, in just a towel, or in his underwear. I had no knowledge of any of these claims as stated in the Notice of Claim, and no one ever reported to me that Coach did any of these things.
5. I frequently saw Coach Rodriguez walk into his office after a workout. He would walk out of the stairwell, into his office and into the bathroom to shower each day around 8:30AM, always the same general time each day. He would exit his bathroom fully-clothed after showering.
6. I never heard anyone state that "Title IX doesn't exist in this office."
7. I never heard the term "Triangle of Secrecy." I never heard Ms. Wilhelmsen, or anyone else, use the term, "The Predator" to refer to Coach Rodriguez.
8. I never saw Coach Rodriguez inappropriately touch Ms. Wilhelmsen or speak to Ms. Wilhelmsen. I never saw Coach Rodriguez stand "skin to skin" with Ms. Wilhelmsen. The Coach's office door was usually open. There was no discussion in the office whatsoever of Coach and Ms. Wilhelmsen having frequent closed door meetings.
9. Ms. Wilhelmsen would sometimes share details of her personal life in my presence, as well as general office gossip. I learned that Coach Rodriguez was having an affair from Ms. Wilhelmsen, who was not keeping it a secret and would frequently bring it up around me and others in the office.

10. At one point I learned that Ms. Wilhelmsen had separated from her husband Jason. He sent me a text to ask about her well-being, since he had not seen her in a while. I took a screen shot of the text to ask Ms. Wilhelmsen how to respond, and she told me not to do so, so I ignored it. That text is attached to this declaration.
11. Everyone in the office was devastated by Zach Hemmila's death. The athletic department arranged for multiple 56-passenger buses to take employees, and their families, from campus to the funeral. The funeral was highly attended by Arizona Athletics employees and student-athletes. Ms. Wilhelmsen did not attend the funeral.
12. Pursuant to 28 U.S.C. § 12746, I declare under penalty of perjury that the foregoing is true and correct.

 2.7.18
Krisanne Ryther

I'll b right there

Nov 23, 2016, 3:21 PM

iMessage
Today 2:20 PM

Hey Krisanne it's Jason
Wilhelmsen. Just concerned
for Melissa these days is she
doing okay?



Call to send



Q W E R T Y U I O P

A S D F G H J K L

Nov 28, 2016, 5:09 PM

Jen Michalczik

JM



EXHIBIT F

DECLARATION OF MARY PASSINK

1. I previously served as an Administrative Assistant for Michigan Football during Rich Rodriguez's tenure.
2. I have nothing but good things to say about the culture and experience of working for him.
3. Coach Rodriguez treated all of us with respect. I did not witness any type of secrecy request or Title IX issues under his direction.
4. We were all treated as part of "the family" and Coach Rodriguez always appeared to act as a leader and with dignity during some very difficult times for him and his family.
5. I was frankly shocked to hear of the allegations leveled at him, as I did not witness any type of behavior in that regard.
6. Pursuant to 28 U.S.C. § 12746, I declare under penalty of perjury that the foregoing is true and correct.

Mary Passink
Mary Passink

EXHIBIT G

Zarou, Mechelle

From: Maszatics, Jennifer [<mailto:jmasz@med.umich.edu>]
Sent: Monday, February 26, 2018 9:35 AM
To: Zarou, Mechelle
Subject: RE: Coach Rich Rodriguez

Hi Mechelle,

I agree 100% with Mary Passink's statement.

I was Coach Rodriguez's executive assistant during the 3 years he was at Michigan Football. He was always very professional and very respectful and I never saw him behave in a way that would be considered inappropriate.

Please feel free to use this email as my statement.

Thank you,
Jennifer

JENNIFER MASZATICS
Administrative Assistant Senior

 **MEDICAL SCHOOL**
UNIVERSITY OF MICHIGAN
Clinical Trials Support Office

Molecular and Behavioral Neuroscience Institute (MBNI)
205 Zina Pitcher Place
Ann Arbor, MI 48109
Ph: (734) 647-6770
jmasz@umich.edu

EXHIBIT H

Verizon

9:28 AM

90%



Verizon LTE

3:10 PM

59%



CR



Coach Rich Rodriguez

Just wanted to let you know that I won't be in the office tomorrow. Have some stuff going on. Let me know if you need anything.

Ok. Any thing you need from me ?

No, I'm ok thanks

Today 3:07 PM

All going ok?

Yes. In way to airport now.
You ?

Great! Yes, I'll talk to you about it tomorrow.

Delivered

Ok 😊

Verizon

9:25 AM

90%



Verizon

5:07 PM

34%



CR



Coach Rich Rodriguez

Flight is sold out 😞 sorry

Today 5:06 PM

Plane ok?

Oh man. Big time New jet!
Best we've gotten 😊 😊

lol perfect! Glad I did a good
job.

Delivered



Message



Yes

We

Q

W

E

R

T

Y

U

I

O

P

A

S

D

F

G

H

J

K

L

Verizon

9:26 AM

90%



...

Verizon

6:30 PM

29%



CR



Coach Rich Rodriguez

Today 4 58 PM

I was thinking about the conversation that we had regarding a raise. Would you be willing to change my title to Executive Assistant? Right now I am labeled as Admin associate. Based on my experience, years and education I feel I fit that title best. You would be able to bump my pay up if my title was changed. Something to think about if you are willing.

Good idea. Let me work on it

Thank you

Verizon

9:27 AM

90%



Verizon

6:20 PM

22%



Coach Rich Rodriguez



Ok thank you

Today

Hey , my dad just died.
I need to get all four of
us to West Virginia this
week Could you check
what the private air
people can do for
Tomorrow night to
Saturday. If can't get a
deal then maybe book a
flight Wednesday to
Monday. There is an
American flight - first
class that leaves at
1:22pm. Thx

I'm so sorry! Yes I'll
work on that now

Delivered

EXHIBIT I

2012
HIDEAWAY
BOOK
ARIZONA
FOOTBALL

2012 ARIZONA FOOTBALL SCHEDULE

<u>Date</u>	<u>Opponent</u>	<u>Location</u>	<u>Time</u>
Sat, Sept. 1 st	vs. TOLEDO	Tucson, AZ	7:30pm
Sat. Sept. 8 th	vs. OKLAHOMA ST	Tucson, AZ	7:30pm
Sat. Sept. 15 th	vs. SOUTH CAROLINA ST	Tucson, AZ	7:30pm
Sat. Sept. 22 nd	vs. OREGON	Eugene, OR	
Sat. Sept. 29 th	vs. OREGON ST	Tucson, AZ	
Sat. Oct. 6 th	vs. STANFORD	Stanford, CA	
Sat. Oct. 20 th	vs. WASHINGTON	Tucson, AZ	
Sat. Oct. 27 th	vs. USC	Tucson, AZ	
Sat. Nov. 3 rd	vs. UCLA	Los Angeles, CA	
Sat. Nov. 10 th	vs. COLORADO	Tucson, AZ	
Sat. Nov. 17 th	vs. UTAH	Salt Lake City, UT	
Fri. Nov. 23 rd	vs. ARIZONA ST	Tucson, AZ	

2012 PAC 12 FOOTBALL SCHEDULE

ARIZONA FOOTBALL
2012 TEAM HOTEL ACCOMODATIONS

University of Oregon
September 22, 2012

Valley River Inn
1000 Valley River Way
Eugene, OR 97401
(541) 743-1000

Stanford University
October 6, 2012

San Jose Marriott
301 S. Market St
San Jose, CA 95113
(408) 280-1300

University of California,
Los Angeles
November 3, 2012

Hilton Glendale
100 W. Glenoaks Boulevard
Glendale, CA 91202
(818) 956-5466

University of Utah
November 17, 2012

Marriott City Center
220 South State St.
Salt Lake City, UT 84111
(801) 961-8700

STAFF ORGANIZATION

STAFF RESPONSIBILITIES

Head Coach-Rich Rodriguez

1. Provide leadership, pride, high morals, and guidance for entire staff. To motivate and direct players and coaches to identify and solve problems and to assign responsibility and give authority to execute.
2. Public relations, media, fundraising, etc.
3. Make final discipline decisions (assistants handle cases that need not reach head coach).
4. Be responsible for losses.
5. Check staff on game plans and use of personnel. Veto any plan that I am convinced will end in failure.
6. Promote staff and team unity.
7. Promote stress and demand loyalty to staff, athletic department, and the University of Arizona.
8. To ensure proper team and program morale.
9. To help coach quarterbacks and receivers, help organize the offense, and assist offensive coordinator in calling the plays.
10. To organize the plan to make our program a consistent top ten program.
11. To approve game plans of offense, defense and special teams.
12. To communicate to staff my expectations and to receive their feedback on program matters.
13. To be the "voice" of the program to media/administration/boosters, etc.
14. To be decision-maker on issues that reflect back on program

Associate Head Coach/Offensive Coordinator-Calvin Magee

1. Coordinate offense-game plan, practice schedules, offensive staff meetings, offensive goals/statistics, teaching tools, and play-calling in conjunction with Coach Rodriguez
2. Assist Head Coach with internal relations of football program. Assist Head Coach with external relations/fundraising.
3. Assist Head Coach with staff/team morale.
4. Organize/develop offensive playbook.
5. Staff/Graduate Assistant and intern liaison.
6. Organize "answer" sheet on game plan and communicate audibles/checks on game day.
7. Coach running backs and oversee other offensive positions.
8. Oversee offensive scouting report and self-scout report.
9. Academic monitoring of running backs.
10. Oversee offensive walk-on program with Matt Dudek/Cory Zirbel.
11. Oversee practice/meetings in case of head coach absence.
12. Communicate with staff expectations of head coach on program matters.
13. Staff video liaison.
14. Recruit assigned area-Evaluate all offensive prospects.

Assistant Head Coach/Safeties-Tony Gibson

1. Assist Head Coach with internal relations of football program.
2. Assist Head Coach with external relations/fundraising.
3. Coach Spurs and Bandits.
4. Academic monitoring of Spurs and Bandits.
5. Defensive special teams coordinator/oversee all units.
6. Punt block team coordinator.
7. Recruit assigned area.
8. Staff equipment liaison.

Defensive Coordinator-Jeff Casteel

1. Coordinate defense-game plan, practice schedules, defensive staff meetings, defensive goals/statistics, teaching tools.
2. Organize/develop defensive playbook.
3. Call defenses.
4. Assign and evaluate defensive graduate assistant.
5. Press box and sideline assignments for defensive staff and team.
6. Coach the linebackers.
7. Organize defensive recruiting board and defensive practice schedule.
8. Weekly defensive scouting reports and daily defensive practice schedule.
9. Defensive staff and defensive team "morale".
10. Meet with Head Coach on defensive plan and practice organization and personnel.
11. Evaluate all defensive prospects.
12. Oversee defensive walk-on program with Matt Dudek/Matt Caponi.
13. Academic monitoring of linebackers.
14. Assist with external relations program.

Defensive Line-Bill Kirelawich

1. Coach defensive line.
2. Duties assigned by defensive coordinator.
3. Academic monitoring of d-line.
4. Extra-point block/field goal block team coordinator.
5. Recruit assigned area.

Offensive Line-Robert Anae

1. Coach Offensive line.
2. Organize short yardage/goal-line offense with Coach Magee.
3. Academic monitoring of o-line.
4. Assist with extra-point/FG units.
5. Organize scout team front looks.
6. Recruit assigned areas.
7. Staff liaison with Polynesian recruiting.

Corners/Free Safety-David Lockwood

1. Coach Corners/Free Safety
2. Academic monitoring of Corners/Free Safety
3. Duties assigned by defensive coordinator.
4. Assist with defensive special teams.
5. Recruit assigned areas.
6. Plan defensive skill development with coaches/strength staff.

Quarterbacks/Co-Offensive Coordinator-Rod Smith

1. Coach quarterbacks.
2. Assist Coach Magee with passing game coordinator/offensive play list.
3. Academic monitoring of quarterbacks.
4. Organize scout team coverage looks.
5. Organize/teach offensive signals.
6. Recruit assigned area.

Tight Ends/Specialist-Spencer Leftwich

1. Coach tight ends/specialists
2. Academic monitoring of tight ends/specialists.
3. Offensive special teams coordinator.
4. Plan specialists practices/workouts.
5. Recruit assigned areas.

Wide Receivers-Tony Dews

1. Coach wide-receivers
2. Academic monitoring of wide-receivers.
3. Oversee throwing/catching in-season program.
4. Recruit assigned area.
5. Punt Team Coordinator.
6. Plan offensive skill development with coaches/strength staff.

Director of Football Operations-Mike Parrish

1. Provide administrative assistance for Head Coach.
2. Supervise receptionist.
3. Report time and approve vacation request for office staff and football temporary staff.
4. Approve hiring of any temporary office student staff.
5. Assist Head Coach with new employee transition.
6. Manage all aspects of the football budget.
7. Approve all travel request and travel expenses reports for all staff.
8. Provide administrative support with game operations.
9. Assist Head Coach with game schedule process.
10. Create football game contracts for execution.
11. Manage team travel arrangements for home and away game contracts.
12. Visiting football team coordination.
13. Coordinate football team bowl game operations.
14. Pre-season practice administrative arrangements.
15. Manage the daily functions of the football office.
16. Coordinate Training Table meal program, including occasional meals.
17. Arrange and coordinate football facility construction/improvements.
18. Hideaway preparations.
19. Distribution of staff football game tickets and parking passes.
20. Liaison to the marketing and promotions department for concepts/material.
21. Assist staff with NCAA rules interpretations.
22. Answer inquiries or complaints from faculty, staff, students and guests.
23. Manage sideline passes and game credentials.
24. Manage the CARA (Countable Athlete Related Activity) process.

Director of On-Campus Recruiting/Personnel Director-Matt Dudek

1. Provide administrative assistance for head coach.
2. Plan/Coordinate the recruitment of student-athletes for the football program-including: Prospect Evaluations, mailings, communications, official/unofficial visits, information gathering, coaches recruiting schedules.
3. Plan and assist with recruitment functions such as junior days, spring game, home games, visits and camps.
4. Organize recruiting board and prospect list.
5. Organize constitute communication regarding recruiting with Head Coach and staff.
6. Assist Head Coach with roster management.
7. Coordinate recruiting service purchases for purpose of complying with NCAA rules.
8. Organize game-day visits
9. Ensure all prospects are clear of playing field prior to kick-off.
10. Coordinate and manage all NCAA compliance forms for recruiting.
11. Arrange student-athlete hosts during official visits.
12. Organize recruiting mailings
13. Organize recruiting board and personnel board.
14. Assist in acting as liaison between football staff and compliance office to keep the football program in compliance with NCAA, PAC-12 conference and University rules.
15. Assist with marketing of program.
16. Organize/Host practice guests and implement practice atmosphere.

Assistant Director of Operations/University Liaison-Charlie Ragle

1. Provide administrative assistance for head coach.
2. Assist Director of on Campus recruiting with the planning and coordinate of recruitment functions of student athletes.
3. Coordinate player-family relations and operations.
4. Coordinate High School coaches clinic.
5. Help coordinate football camps.
6. Manage and coordinate yearly football calendar, coordinate with head coach, recruiting coordinator and strength coach dates and times for all activity.
7. Coordinate weekly award winners and Wildcat group competition.
8. Help coordinate and develop "Operation Blanket Arizona"
9. Provide assistance with management of team bench during games.
10. Assist with In-state walk-on program.
11. Assist in acting as a liaison with football staff and compliance office to keep program in compliance with NCAA, PAC-12 Conference and University rules..
12. Assist DFO with Pro/Day/Pro Scout organization.
13. Coordinate practice officials.
14. Organize community relations programs for the football program.
15. Collect public information on all opponents and distribute to staff.
16. Ensure safety of team bench during games.
17. Assist Head Coach with game officials reviews.
18. Help organize programs and systems that maintain a positive relationship with Alums, former players in support of program.
19. Assist in transition of incoming student-athletes to the University.

Executive Assistant to the Head Coach-Melissa Melendez

Job Summary:

Perform responsible secretarial administrative duties for the Head Football Coach, including matters of highly sensitive and confidential nature.

Essential Functions/Responsibilities:

1. Respond to inquiries and complaints regarding matters of highly sensitive or confidential nature, which may have institutional impact.
2. Initiate written correspondence requiring interpretation of policies and procedures.
3. Schedule appointments and coordinate meetings for Head Coach.
4. Manage all autograph requests from fans, alums and charities.
5. Take and transcribe correspondence as a representative of the Head Coach or direct matters to appropriate individuals for action of follow-up.
6. Receive and reconcile expense statements for the Head Coach
7. Personal interaction may involve providing and obtaining highly confidential information requiring discretion and judgment in the interpretation and application of policies and procedures.

Recruiting:

1. Assist the Head Football Coach with any recruiting correspondence.
2. Assist with maintaining prospect appointment schedule during unofficial visits.

Program Administrative Assistant-Billy Kirelawich

1. Assist Head Coach with administrative duties.
2. Assist Mike Parrish, Charlie Ragle and Matt Dudek with administrative duties.
3. Practice atmosphere/set-up (music, noise, etc.)
4. NCAA Compliance updates/reminders/verifications
5. Liaison to guests of head coach-games/practices/off-season
6. Assist with on-campus tours of guests.
7. Assist staff with community relations.

Video Coordinator-Tim Cummins

1. Organize taping of practices and games.
2. Responsible for weekly video exchange during season.
3. Responsible for upkeep and maintenance of all video equipment.
4. Responsible for weekly/yearly/position highlight tapes.
5. Assign video staff to responsibilities and supervise them.
6. Weekly officials review tape to PAC-12.
7. Administer/copy/develop weekly player tapes (scouting reports, game tapes, etc.).
8. Meet with coordinators/position coaches for video cut-up needs/wants.
9. Report to Calvin Magee with video issues.

Head Athletic Equipment Manager-Wendell Neal

1. Report to Head Football Coach for all football equipment needs.
2. Oversee and issue equipment and coaching tools for football.
3. Assign and oversee assistant equipment manager and student managers for football.
4. Oversee field preparation and assigned areas.
5. Purchase equipment and supplies. Maintain equipment budget for football.
Coordinate with all equipment contracts pertaining to football.
6. Maintain sideline phone hookup for both home and away games.
7. Keep inventory of equipment.
8. Oversee locker room and assign lockers.
9. Maintenance and cleanliness of football equipment (sleds-chutes-nets, etc.)
10. Work with administrators on control of sideline passes.
11. Maintain sideline during game.
12. Report to Tony Gibson with equipment needs/issues.

Head Trainer- Randy Cohen

1. Supervision/Implementation of Athletic Training program.
2. Daily injury report to staff
3. Assign trainers to on-field areas.
4. Liaison with medical staff.
5. Set appointments with doctors.
6. Prevention, care treatment, of injuries.
7. Work with strength/conditioning coaches on menus.
8. Handle travel meals with Strength/Conditioning Coach and DFO.
9. Administer player physicals and drug tests.
10. Check weight chart daily during two-a-days.
11. Assist DFO with travel arrangements (meals, taping, rooms, etc.).

Head Strength and Conditioning Coach-Chris Allen

1. Development, administration and implementation of strength and conditioning program.
2. Practice and game stretch/flex routine.
3. Keep accurate and up-to-date height/weight/strength records.
4. Assemble all team meetings and take roll.
5. Assist staff with team discipline.
6. Take roll at buses/meals and hotel curfew.
7. Assist trainer with travel meals.
8. Post pre-game warm-up times in locker room.
9. Oversee McKale Center weight room equipment/facilities.
10. Organize, supervise and assign all strength/conditioning coaches and their tasks.
11. Communicate with medical staff/trainer on physical well-being/injuries of players.
12. Practice plan/workouts for injured athletes (in conjunction with trainer).
13. Assist with recruiting visits-official and unofficial.
14. Upkeep/maintenance of weight room and equipment.

Skill Development/Assistant Strength and Conditioning Coach-Parker Whiteman

1. Develop, administer and implement position-specific skill development plan/exercises for each player.
2. Assist position coaches with administration of winter/summer written positions tests.
3. Assist with Strength/Conditioning Program.
4. Assign strength staff/GA's with position-specific agility drills.
5. Meet with position coaches regularly to get update on specific needs/wants for position specific exercises.
6. Duties assigned by the Head Strength/Coaching Coach.

Defensive Graduate Assistant- Matt Caponi

1. Duties assigned by Head Coach.
2. Duties assigned by Defensive Coordinator.
3. Recruiting area calls/letters.
4. Assist with defensive backs.
5. Assist with defensive walk-on program.
6. Help run Scout Offense and Scout Special Teams (kick-off return and punt block)
7. Assist Defensive staff with playbooks, tests, etc.

Defensive Graduate Assistant-Reed Williams

1. Duties assigned by Head Coach.
2. Duties assigned by Defensive Coordinator.
3. Recruiting area calls/letters.
4. Assist with linebackers.
5. Help run scout offense and scout special teams.
6. Assist staff with defensive tests.

Offensive Graduate Assistant-Cory Zirbel

1. Duties assigned by Head Coach
2. Assist Offensive Coordinator.
3. Recruiting area calls/letters.
4. Oversee/develop scouting reports.
5. Assist Coach Magee with offensive playbooks.
6. Assist Coach Anae with O-Line.
7. Assist with offensive walk-on program.
8. Help run Scout Team Defense and Scout Special Teams (punt block and kick off)

Offensive Graduate Assistant-

1. Duties assigned by Head Coach
2. Duties assigned by Defensive Coordinator.
3. Recruiting area calls/letters.
4. Assist with Scouting Reports
5. Assist Coach Magee with offensive playbooks.
6. Assist Coach Dews with Wide Receivers-particularly Slots.
7. Help run Scout Team Defense and Scout Special Teams

GENERAL JOB DESCRIPTIONS

Football Graduate Assistant

Job Areas and Responsibilities:

Assist Head Football Coach and Position Coaches with coaching, recruiting and administrative duties.

A. General Duties

- a. Attend coaching meeting
- b. Organize opponent scout team
- c. Run demonstration teams during practice
- d. Breakdown opponent video and provide scouting reports to coaches.
- e. Assist full time coaches with on field coaching as directed by the Head Coach and Coordinators.

B. Recruiting

- a. Assist coaching staff with recruiting calls and recruiting mailings.
- b. Assist coaching staff with on campus official and unofficial visits.
- c. Be responsible for a particular recruiting area
 - I. Including:
 1. Identifying potential prospects.
 2. Calling potential prospects
 3. Screening potential prospects for full time coaches to recruit.

C. Game Day

- a. Chart plays for coaches
- b. Provide coaching feedback to players at all direction of full time coaches.

D. Summer Camps

- a. Provide administrative support to the position coaches for summer camp.
- b. Assist in organization of position skill instruction.

Football Office Intern-

1. Assist staff with administrative duties.
2. Assist defensive staff with computer breakdowns and self-scout.
3. Type and print documents for defensive staff preparation.
4. Duties assigned by Head Coach.
5. Provide statistical data to assist coaches in game preparation/recruiting.

Football Staff Intern

Job Areas and Responsibilities:

Assist with management of the service and support functions of the Football program.
Description as follows:

A. General Duties

- a. Maintain and update football computer database. Attach opponent data to video to allow assistant coaches to efficiently view opponent video.
- b. Work with football operations to help organize player housing.
- c. Type and print documents created by Assistant Coaches.
- d. Assist academic support staff with class checking of current student/athletes.
- e. Assist academic support staff with organizing and monitoring study table.
- f. Copying and distributing weekly opponent scouting reports.
- g. Creating, copying, and distributing team playbook.
- h. Monitor team curfew during pre-season training camp.
- i. Lifestyle monitoring of student/athletes. Monitor off campus student/athlete housing.

B. Recruiting

- a. Assist recruiting coaches with campus tours during official visits.
- b. Transport prospects to and from the airport during official visits.
- c. Transport prospects to and from academic meetings during official visits.
- d. Provide tours of McKale Center for prospects on unofficial visits.
- e. Assist recruiting coaches with athletic campus tours during official visits.

C. Game Day

- a. Chart and record play calls and opponent play calls.
- b. Provide assistant coaches with statistical data compiled during the game.

D. Summer Camps

- a. Provide administrative support to the position coaches for summer camp.
- b. Assist in organization of position skill instruction.

STAFF NOTES

2012 STATE OF THE UNION

As we embark on our first season at Arizona, it is important that we remember that we are laying the foundation for building the best program in the country. Even though we will do all it takes to win with this year's team, we are building a program first and foremost.

We must stay consistent with our approach and message but also willing to try new or maybe unconventional methods to have success. I like being different with our schemes and we will probably have to be unique to compete with some of the teams on our schedule.

As always, execution and effort is the most important football aspect with our current players and recruiting the right kind of guy to win championships is the other area we must capture. Having a competitive and "hard edge" environment every day in our program while having fun will be a big key to our success. We must demand excellence from our players and ourselves and not dwell on what we don't have.

I understand our short comings and know there is a lot of work to do. But the positives far outweigh the negatives and we can get it done. Everyone must pull the rope together and believe and work to make it happen.

Staff Philosophy

Most of our staff has worked together so our philosophy should be understood but I must make sure we communicate all the aspects of our program. Every person in the program has value and must take ownership in Arizona Football.

Use your own personality and style in your job as long as you have success but remember to "DO YOUR JOB" as well as possible with appreciating everyone else's jobs.

We need to be tough, demanding and focused with our players and yet make them feel appreciated and loved at the same time. We should always be motivating them to have success on and off the field.

Your families are important to all of us and are always welcome. Choose to communicate what you want/trust with them but they must know they represent the program as well.

I welcome everyone's input and ideas but everyone must understand that all my decisions won't always please everyone. DO YOUR JOB as well as you can and let's enjoy working together and with our team.

2012 Objectives/Goals

Objectives of Hideaway:

- To review every detail of the football program and to make sure the entire staff has a clear understanding of what we are going to do and how we are going to do it.
- To make sure every person involved in our program understands his responsibility and for what he is going to be held accountable for.
- To make sure everyone is on the "same Page" on all aspects of the program.
- To stimulate thinking and questions among the staff.
- To have all three phases and their schemes reviewed and critiqued by the staff.
- To plan our entire year regarding every aspect of our football program.
- To discuss problems, ideas and solutions to better our program.

Goals for 2012 Season

TEAM GOALS

- Beat ASU, WIN the PAC-12
- Have the best conditioned and hardest playing team in the country.
- Have the best disciplined team in the country.
- Be fundamentally great and execute with confidence
- Be unselfish with no hidden agenda and team-oriented as players, coaches and staff.

Our Slogan: SPOT THE BALL AND PULL THE ROPE!!

HOW TO ACCOMPLISH OUR GOALS

Kicking Game

Be sound but also creative and unique with our schemes. All the coaches and players should be involved and engaged with the techniques and execution of each special team. We should have a goal of blocking a kick and setting up a score in every game. We should gain an edge on our programs opponents with innovative and sound techniques played with great passion.

Defense

Play fast and create confusion both pre-snap and post-snap for the opposing quarterback and coaches in order to create negative yardage plays, missed assignments and turnovers.

Our goal should be to lead the PAC-12 in negative yardage plays and turnovers.. Be physical and celebrate each stop.

Offense

To play fast and control the tempo of the game. To execute the system and force the defense to make plays. Value the position of the ball and eliminate negative yardage plays. Our goal should be to lead the PAC-12 in scoring.

Team

To be the hardest working team in America. We must convince our players that they can outwork their opponents before, during and after each snap. To be totally prepared for every situation in every game both mentally and physically.

Staff

To ensure that each unit is prepared and everyone does their part to make Arizona Football better each day. To work together with a common purpose and loyalty while respecting everyone's role and responsibilities. To enjoy the process of building the best program in America.

STAFF NOTES **EXPECTATIONS**

LOYALTY

- a. To me, each other and the entire football program.
- b. Do not publicly criticize anyone in the program.
- c. Defend each other in public (man on street knocks a coach, don't just shrug it off).
- d. We will succeed or fail with LOYALTY between men in here and their wives/families.

NO STAFF SECRETS OUT OF THE OFFICE

- a. Discussions of personnel.
- b. Problems and disagreements.
- c. Be careful what you tell your wives.
- d. Be careful what you say to the media (nothing is off record)
- e. Tell your players to stay in-house as well.

OFFICE HOURS/NOTES

- a. In-Season-7:30 am until finished. Best work is early; not late at night.
- b. Summer-office duty will be assigned.
- c. Out of Season-8:00 am until 5:00 pm
- d. Keep office clean and neat. We do not want sloppy GA, video, storage, or meeting rooms.
- e. Do not encourage loitering of outsiders in office or in dressing rooms.
- f. Do encourage your players to visit with you often.
- g. Don't give or lend anyone your office key.
- h. Take care of your own meeting rooms.

DRESS CODE

- a. When school is in session-Casual (slacks, dress shoes, golf shirt)
- b. When school is out-Relaxed but neat.
- c. No other school's attire when in public.
- d. Sport coat when traveling by plane to away games.
- e. Recruiting-Casual
- f. Wear as much Arizona attire as possible.

CONDUCT

- a. Be careful of profane language around office, secretaries, and public.
- b. Don't curse at players-you can yell at what he does or doesn't do but don't make it personal.
- c. Don't embarrass program or fellow coaches with drunkenness, DUI, embarrassing actions in public, etc.
- d. Remember you are a leader of young men.
- e. It is good to be involved in church (voluntary, but it does set a good example for our players).
- f. Get involved in university community, public speaking, etc.
- g. Never hit a player-you can get his attention other ways.
- h. Be enthusiastic and positive.
- i. Don't moonlight other jobs without my approval- I'd like for you to speak at clinics, etc.-just check with me for schedule.

GET TO KNOW YOUR PLAYERS

- a. The better you know the, the better you can coach them.
- b. Be professional.
- c. Don't offer or suggest things that you can't deliver.
- d. Have them develop pride in their position without diminishing the team concept.
- e. Help them develop in all aspects on and off the field.

RESPONSIBILITY

- a. Study and develop your knowledge of your position.
- b. Handle your players' off-field problems-let me know if you need my help.
- c. Don't practice or repeat mistakes-learn from them.
- d. Be the best at your responsibilities.
- e. Answer all mail and phone calls quickly
- f. Get the confidence and loyalty of all players you coach-first teamers to scout teamers.
- g. Don't rely on someone else to help you get something done.
- h. Know your job description, duties and responsibilities.
- i. Make sure you do your job and then you can help someone else.
- j. You get what you demand from your players.
- k. Communicate well with the staff at all times.

ROLE AS RECRUITER

- a. May be your greatest contributions to our staff.
- b. One great player may win a championship for us-don't shy away from the great ones- just have a back-up plan.
- c. Don't waste our money-don't try to out-spend or make money in recruiting-
ALWAYS BE HONEST!
- d. I will not back you in cheating! We are in a business for a lifetime. If something is "iffy," you must run it by me.

WIVES

- a. One of the most important assets to a coach.
- b. They often set your temperament and focus.
- c. Educate her and control her talk. She must understand our program, jobs, town and state.
- d. Solve office problems in the office-don't take them home to your wives.
- e. Be careful what you say to them.
- f. Make sure they are loyal to the staff and the program.
- g. Make sure they don't expect too many special favors from the start- understand our environment.

STAFF DECISIONS

- a. You have one vote-use it!
- b. I have one more than all yours added up-Respect it!
- c. I will listen to your opinions and I welcome them-know when it is time to move on.
We can agree to disagree without being disagreeable.
- d. **COMMUNICATE**

COMMUNICATION

- a. Keep me posted what is going on with the players.
- b. An assistant's responsibility is to decrease my participation in decision-making, not to replace my participation in decision-making.
- c. Never keep something from me that I will be held accountable for (institutional Control)
- d. Communicate with each other in all areas-Academics, strength/conditioning/skill development, medical, etc.

ORGANIZATION

- a. Be organized and present facts-not generalizations
- b. Don't major in the minors.
- c. Cover/coach the fundamentals.
- d. Coach your position only on the field. Coordinators can correct all positions.
- e. Have a plan for each day/practice and go after it intensely. You don't always have to scream and holler, but you should always be intense.
- f. Don't let your work pile up on you-mail, phone calls, plans etc.
- g. Don't have GA's do things that you should be doing yourself.

DEMANDS ON PLAYERS

- a. Demand that your players always play full speed and with great effort and focus.
- b. Demand that they go to class and be responsible students.
- c. Demand that your players act mature and don't embarrass the program.
- d. We don't want any lazy people in our program.

STAFF MEETINGS

- a. You must be mentally tough and thick-skinned
- b. Respect my final say-so
- c. Once a decision is agreed upon in a staff meeting, then go outside and defend it.
- d. Be on time-my watch.

COORDINATORS ROLE

- a. On offense/defense-coordinators have the final say-so on scheme decisions, personnel, etc. Always run personnel moves by me before you do them.
- b. I hold coordinators responsible for your position work.
- c. See me together on the tie-breaker decisions.
- d. I want you to battle the coordinator in staff meetings if you feel strongly about something.
- e. Let me know what we're doing!

KEY COMPONENTS TO A FOOTBALL PROGRAM'S SUCCESS

I. DISCIPLINE

This is the number one area of focus for the coaching staff in developing a consistent, highly-successful football program on and off the field.

A. Off-Field Discipline

1. The coaching staff will ensure that the student-athletes will not embarrass the program, the University, themselves, or families with any improper conduct. The Head Coach will be the main facilitator and will always demand proper conduct.
2. The student-athlete will be required to attend class and conduct themselves properly in the classroom.
3. The student-athlete will abide by university and program rules at all times.
4. Punishment for improper behavior will be immediate and stern, but consistent and fair.
5. Repeated disciplinary problem student-athletes will be suspended.
6. Student-athlete will be constantly reminded that they represent the university, a state, a program, and teammates, in addition to their families with all of their off-field activities, as well as their on-field activities. Thus, they will be held a higher standard than normal students.
7. The Head Coach will always be aware of potential or current discipline problems and will act swiftly to prevent any problems.
8. The coaching staff will have constant communication with academic services and have weekly updates on class attendance and weekly updates on academic progress.
9. The student-athlete will conduct themselves as a gentleman on trips, functions, with the media, and in other public arenas.
10. The student-athletes will follow a year-round academic program and will graduate with their degree. The coaching staff will constantly provide the motivation to achieve this.

B. On-Field Discipline

1. Stupid penalties will not be tolerated.
2. Any actions that bring attention to the individual and not the team will not be tolerated.
3. The coaching staff will ensure that their particular segment/position players will be disciplined in their techniques and fundamentals.
4. The sideline behavior and organization will always be well-structured.
5. The players will conduct themselves with class before and after each game as well.

II. RECRUITING

We will have a recruiting plan that will enable us to attract the best student-athletes that we can get on a consistent basis that will enable us to win Championships and graduate our athletes.

1. We must build a solid relationship with high school coaches and programs.
 - a. Camps and Clinics
 - b. Speaking opportunities throughout the state.
 - c. Phone contact with high school coaches on a consistent basis.
 - d. Letters to high school coaches on a consistent basis
 - e. Personal invitations to practices and games.
 - f. High visibility at state functions; clinics, games, etc.
 - g. May recruiting -the coaches will always pay close attention to
 - h. in-state prospects and be extremely organized in their evaluation process.
2. Build a relationship with all the top prospects in the state and within a 150 mile radius as early as possible (within NCAA regulations).
 - a. Letters sent on a consistent basis.
 - b. Phone calls when allowed.
 - c. Encourage participation in summer football camps.
 - d. Send invitation for unofficial visits (Jr. Day, etc.)
 - e. Sell the program and university at every opportunity.
 - f. High visibility in community relations and local events.

3. Persistence, enthusiasm and great energy in our approach to recruiting.
4. Relentless year round evaluation, identification and organization of prospects.
5. Coaching staff with detailed recruiting responsibilities.
 - a. No stone goes unturned in the search for great players.
 - b. Use an aggressive, exciting demeanor in our approach to recruiting, yet always remaining within the rules.
 - c. Develop relationships with prospects, their coaches, their families, and their communication.
6. Have a year-round long recruiting plan that will enable us to accomplish something every day in the recruiting process.
7. Update the recruiting board and mailing list on a daily basis.
8. Plan great visits for prospects during contact period.
9. Recruiting coordinators will have extensive 12-month calendar and notebook that will cover all aspects and daily functions.
10. The staff will always know and abide by NCAA rules and will always maintain the highest possible ethical and normal standards in all recruiting efforts.

III. STUDENT-ATHLETE DEVELOPMENT

The Coaching staff will be responsible for developing our student-athletes into the best player/student/person that he can be.

A. In the Classroom

1. Provide motivation, guidance and discipline for each player in their segment to achieve success and graduate.
2. Take a personal interest in "high-risk" students to aid in their development as a student.

B. Off the Field Maturation

1. Provide guidance and discipline for each player in their segment to prepare them for "Life outside football" and as a current representative of the program.
2. Encourage and nurture a "Family" atmosphere with the staff and players in the program including the staff's families, as well as the player's families.

C. In the Strength/Conditioning Program

1. Provide motivation, discipline and guidance in making our players faster, stronger, bigger, and in better condition than any of their opponents.
2. Provide guidance and teaching models so players can enhance their individual football skills (throwing, catching, etc.) on their own during off-season times.

D. In Mental Aspects of Football Program

1. Provide motivation and positive examples of how to succeed on/off the field.
2. Give written tests/quizzes to players regarding our offensive/defensive/special teams schemes on a consistent basis.

E. In Individual Positions

1. Provide teaching and development of each position's individual techniques and fundamentals.
2. Always research the "latest" and "best" ways to teach a position technique to see if it can improve the player's performance.
3. Be the best teacher of that position in the country.

ORGANIZATIONAL POINTS OF EMPHASIS

I. Coaching Staff

- A. Assistants must have experience and winning experience helps.
- B. Assistants must have knowledge and understanding of all aspects of the football program.
 - 1. Knowledge of particular position.
 - 2. Knowledge of NCAA rules and regulations.
 - 3. Knowledge of developing the student-athlete.
- C. Assistants -must meet the following criteria:
 - 1. They must be loyal.
 - 2. They must be honest.
 - 3. They must be dedicated.
 - 4. They must be interested in building a program that will be consistently successful.
 - 5. They must be interested in enhancing their understanding and knowledge of the game.
 - 6. They must care for our players, but not baby them.
 - 7. They must be active on campus and in the community.
 - 8. They must be inquisitive
 - 9. They must be willing to accept constructive criticism, be open to suggestions and be able to adapt to various schemes.
 - 10. They must work hard.
 - 11. They must represent the program and institution in a positive image at all times.
 - 12. They must be disciplined and be able to discipline, motivate and teach their student-athletes.

II. Fundraising will be essential to the Development and Maintenance of the Program. The Coaches will be involved with:

- A. Speaking and appearing at various alumni functions, fundraisers and dinners.
- B. Participation in g()lf tournaments to benefit the college and athletic programs.
- C. Visit large donors and contributors in person (when time permits) during the off-season and summer.
- D. Involve former Lettermen with spring functions and Honorary Captains in fall.
- E. Thank you notes to major contributors when asked by Head Coach. Let
- F. Head Coach lead in this regard.

III. Public Relations will be emphasized by the entire Coaching Staff.

- A. The coaches will attend as many alumni functions as possible and will promote the program and college.
- B. The coaches can become involved in local civic organizations.
- C. The coaches will deal politely and promptly with local media and out-of-state media to promote a positive "up-front" image.
- D. The coaches will put on a clinic each spring and openly invite high school coaches to visit with them.
- E. Practice sessions will be open to the public during selected times during the spring practice session.
- F. We will promote and have a highly successful football camp on campus.
- G. The coaches will become involved and seen at campus activities and promote the school at every opportunity.
- H. The coaches will conduct a ladies clinic each summer on campus.

IV. Our Student-Athletes will make a commitment to Graduating with a Four-Year Degree.

- A. We will recruit students who will have the proper academic requirements and who show a desire to excel and succeed academically.
- B. Class attendance will be mandatory at all times.
- C. Monitored study halls will be attended four days a week.
- D. The Head Coach and assistants will be assigned student-athletes for counseling and academic up-dates on a weekly basis.
- E. The coaches will ensure that their student-athletes will use all of the available university resources to help them academically.
- F. An incentive program for academic success will be implemented by the football staff.
- G. The coaching staff will ensure that their student-athletes will not embarrass the program with improper actions in the classroom.

V. Recruiting High-Quality Student-Athletes will be a Top Priority and a Major Key to our Success.

- A. We will recruit student-athletes that can succeed academically at our school.
- B. We will recruit student-athletes that meet our criteria (listed below) to play at our level:
 - 1. Athletic Ability
 - 2. Competitiveness/Football savvy/Character
 - 3. Speed and Quickness
 - 4. Strength and Aggressiveness
 - 5. Height/Weight Specifications

- C. We will recruit student-athletes that have character and maturity to have success on and off the field.
- D. We will recruit any local player that meets the above criteria and we feel can contribute to our program.
- E. We will be honest and up-front with high school coaches and build a positive rapport with them.
- F. We will always be aware of any changing NCAA rules or regulations and will inform prospective student-athletes of the updated requirements.
- G. We will always be positive when recruiting and selling our program.
- H. We will always promote the academic programs at our school and the education that the prospect can receive.
- I. We will promote our philosophy of offense, defense and special teams to the prospect and his potential role in those areas.
- J. We will always be honest with the prospects in all aspects of the recruiting process.
- K. We will promote the entire campus and community to the prospect and fully explain his expected role and responsibilities.
- L. We will promote our coaching staff, players and program to each prospect and explain our "Commitment to Excellence."
- M. We will make each recruiting visit a special, thorough experience for recruits.
 - 1. We will use a video presentation to introduce the academic and campus life.
 - 2. We will attempt to combine our visits with a basketball game so that the prospect can see the excitement and enthusiasm created by our other sports programs.
 - 3. The coaching staff will be personally involved in the campus tours and will get to know each recruit and their family thoroughly and have them get a comfort level with the university.

VI. We will cooperate and Support other Sports and Campus Programs.

- A. The coaching staff will attend other games and functions when possible.
- B. The coaches will work together to recruit a dual-sport athlete.
- C. We will always be considerate of other sports' needs for use of the facilities.

VII. We will Show "Class" in our Attire.

- A. We will commit to looking sharp on and off the field; with our uniforms and off the field.
- B. The coaching staff will dress neatly at all times and always project a positive image.

VIII. We will always maintain our Facilities and Equipment with the utmost care.

- A. The locker rooms, offices, equipment rooms, etc...will always be kept as neat as possible.
- B. Our players and coaches will keep their residence as clean and neat as possible.
- C. The coaches will commit to helping raise money to upgrade facilities as needed.

IX. We will instill Discipline and Communication between Players, Coaches and Administration in order for our Program to reach and maintain its potential.

- A. We will have a discipline policy that is demanding but consistent and fair.
- B. We will communicate with our players concerning academics, athletics and social life so we can maintain the necessary rapport that the student-athlete can thrive with.
- C. We will always maintain that discipline is the foundation of success for our program. We are convinced that a student-athlete can be successful if we create a direction and are consistent in following that course.

X. We will adopt a Year-Round Training and Academic Program for our Student-Athlete.

- A. We will provide yearly strength and conditioning program for our student-athletes that will help reach their fullest potential.
- B. The program will be closely monitored during the academic year by the coaches and over the summer by the student-athlete and strength staff.
- C. Each student-athlete will follow a yearly academic goals guideline and follow a consistent plan toward their degree.
- D. The coaches will involve guest lectures with the team throughout the year to stimulate student-athletes growth, discipline and unity.

XI. Summary Statement

There are many areas that must be pulled together to create a positive atmosphere that is conducive to a successful program. I feel that the general outline that I have listed explains my vision and plan for a successful football program. With cooperation and organization, I am convinced that I can lead our program to the pinnacle of success and maintain it on the highest level. We have done it before and are continuing to do it now.

Arizona Football Player Rules

I. General Rules

1. DO NOT EMBARRASS the Program!
 - a) Maintain our Motto- Most disciplined, Hardest playing, best conditioned Team in America!
 - b) No one is indispensable. Team rights supersede individual rights.
2. Be on time for all meetings, meals, classes, etc.
 - a) The official time is on Coach Rod's wrist. Call before, not after, if you have an emergency.
3. Designated spots for bulletins will be in the locker room and equipment room. Notices will be up by 11:00am. CHECK EACH DAY! Also make sure we have your updated phone numbers for texting purposes.
4. See or communicate with your position coach before missing or being late to meetings, practice, workouts, etc. even if the doctor, trainer or head coach excuses you.
5. Unexcused absence or other mistakes will mean immediate disciplinary action. Discipline will be fair but not always the same-depends on what you have done in the past.
6. Class attendance is MANDATORY! DO NOT Drop classes without seeing academic advisor AND informing position coach.
7. No hats, sunglasses or headsets are to be worn in meetings or study hall.
8. No cell phone use in Locker Room, Training Table or Field.
9. Dress Code- Coach Rod will set the travel attire for the game trips. During any football related time- practice, workouts, meetings, interviews- No jewelry. Hair and facial hair should be neatly trimmed and cut. Pants need to be worn at waist level. No other college/University attire to be worn.

10. Press/Media

- a) Always be complimentary- About teammates and opponents
- b) Use social media- Twitter, Facebook-With Caution
- c) Football info stays within football family- WHAT YOU SEE HERE AND HEAR HERE, STAYS HERE WHEN YOU LEAVE HERE!

11. We will drug test everybody- We will have a 100% Drug Free football team!
12. No Alcoholic beverages if under 21 years of age. Being intoxicated at any time is against the rules!
13. All injured players must receive treatment or see a trainer when training room opens at 7:00am each morning.
14. We dress alike for workouts and practices. Practice clothing to be worn as issued- Don't cut/Tie up Jerseys, etc. Do not cut mouth pieces, all ankles must be taped or braced for practices- OL/DL wear braces for knees.
15. Living off campus is subject to approval by Head Coach and position coach. Off-campus subject to moving back on campus.
16. Keep locker room and individual lockers neat and clean
 - You are responsible for your equipment and valuables
 - If something isn't yours, don't take it. Stealing means automatic dismissal.
 - Keep floors clean- pick up tape and trash.
 - Flush toilets and turn showers off when finished.
 - We have female trainers- watch language and mannerisms.
17. In training/Practice- NEVER BEND OVER when fatigued!
18. Do not talk to agents/runners and don't accept free things. Remember NCAA rules!!
19. BE A GREAT TEAMMATE- best way is to be of service and help when needed.
20. Communicate with staff- Don't be a locker room lawyer.
21. Do your BEST.

PULL THE ROPE!!

STRENGTH AND CONDITIONING NOTES

1. **Chris**-Review our in-season and year-long plan.
2. **Parker**-Review our position specific development plan. Who will help at each position?
3. Discuss our pre/post practice flexibility routine-should we change it to a more football related position warm-up (ex. Pat n' Go, technique steps, etc.)
4. What is our injured athlete plan during practice?
5. What are our game-day strength staff duties?
6. How will we coordinate individual discipline with position coaches? It needs to be immediate, fair and smart.
7. When/What can we do for position specific development of redshirt/non-travel guys during good vs. good skelly or team once school starts?
8. Are position/team records updated? Award/recognize record-breakers!
9. Any suggestions for training table or snacks?
10. Any additional improvements/equipment needed for weight room? Do we have all we need/want ordered for new weight room? Let's discuss the layout of new weight room.
11. Can we make a before/after "profile" page of our guys with picture, height/weight, strength, etc.
12. We will discuss each player's individual strengths/weaknesses during hideaway.
13. We must continue to communicate well with the strength staff and position coaches about our player's development/progress and our procedures.
14. How do we maintain/or increase our players conditioning level from August 1 to December 1?

TRAINING ROOM AND MEDICAL NOTES

1. Who is on our medical staff and what are their duties? Do we have pictures?
2. What is our current injury status?
3. What were our most common injuries this past year?
4. We need to make sure we have accurate vision tests.
5. Are our knee braces/ankle braces updated?
6. Any potential medical redshirts?
7. Explain our game-day communications regarding an injured player-who informs coaches, etc?
8. Training Table suggestions> Bottled water/Powerade for camp meetings?
9. Any trainers available on Fridays to rehab injured players when we leave for away games?
10. What is the best way to monitor weight loss during camp?
11. Do we check helmets periodically for proper air?
12. The Training Room is a popular gathering spot for players. Our training staff needs to make sure everyone is on the same "message" and wave-length" as a head coach/position coaches.
13. We will have a policy regarding Media questions about injuries during the season-using the ACC Model-Listed as Probable/Doubtful/out on Mon/Thurs
14. Staff-discuss any Training Room issues-kids' complaints/prompt MRI's/-same message as coaches, etc..

ACADEMIC NOTES

1. Discuss who is on our Academic staff for football and what their roles are.
2. What are the incentives/awards for academics? What more can we do? (Student of the week, helmet, stickers, etc.)
3. Discuss our class checking procedures?
4. Discuss our athletic department class attendance policy.
5. Discuss our class attendance rules-on time, not leaving early, being engaged in class, etc.
6. Where are we with our APR? How can we gain points?
7. How can we improve APR and our academic performance?
8. How are our new guys doing in Summer School?
9. Who will graduate in December? What 4th year players need to graduate?
10. Discuss each players status-identify high-risk players and high-risk new comers.



THE UNIVERSITY OF ARIZONA,
General Catalog

2012-13 Academic Calendar

Fall Semester 2012	
International Undergraduate Orientation	Tues-Thur, August 7-9, 2012
International Graduate Orientation	Wed-Thur, August 8-9, 2012
New Student Convocation	TBA (To Be Announced)
Classes begin	Monday, August 20, 2012
Labor Day - no classes	Monday, September 3, 2012
Veterans Day - no classes	Monday, November 12, 2012
Thanksgiving recess	Thur-Sun, November 22-25, 2012
Last day of classes and laboratory sessions	Wednesday, December 5, 2012
Reading Day - no classes or finals	Thursday, December 6, 2012
Final examinations begin	Friday, December 7, 2012
Final examinations end	Thursday, December 13, 2012
Fall Commencement	Saturday, December 15, 2012
Degree award date for students completing by close of Fall Semester	Saturday, December 15, 2012

Winter Session 2012	
Classes begin	Monday, December 17, 2012
Christmas Holidays - no classes	Mon-Tues, December 24-25, 2012
New Year's Holiday - no classes	Tuesday, January 1, 2013
Last day of classes and examinations	Tuesday, January 8, 2013
Degree award date for students completing by close of Winter Session	Wednesday, January 9, 2013

Spring Semester 2013	
International Orientation (Graduate and Undergraduate)	TBA (To Be Announced)
Classes begin	Wednesday, January 9, 2013
Martin Luther King Jr Holiday - no classes	Monday, January 21, 2013
Spring recess	Sat-Sun, March 9-17, 2013
Last day of classes and laboratory sessions	Wednesday, May 1, 2013
Reading Day - no classes or finals	Thursday, May 2, 2013
Final examinations begin	Friday, May 3, 2013
Final examinations end	Thursday, May 9, 2013
Spring Commencements	Fri, May 10 & Sat, May 11, 2013
Degree award date for students completing by close of Spring Semester	Saturday, May 11, 2013

Summer Sessions 2013	
Summer Pre-Session	
Classes begin	Monday, May 13, 2013
Memorial Day Holiday -- no classes	Monday, May 27, 2013
Last day of classes and examinations	Saturday, June 1, 2013
First Summer Session	
Classes begin	Monday, June 3, 2013
Last day of classes and examinations	Wednesday, July 3, 2013
Independence Day -- no classes	Thursday, July 4, 2013
Second Summer Session	
Classes begin	Monday, July 8, 2013
Last day of classes and examinations	Wednesday, August 7, 2013
Degree award date for students completing by close of Presession, Summer Session I or II	Thursday, August 8, 2013

Fall 2012 Dates and Deadlines

Notes:

- Dates for another term are sometimes listed. These dates are labeled with the applicable term (e.g. Winter 2004-05) in the neighboring column.
- Any dates not yet determined at the time of publishing are marked as "TBA". These dates will be updated as they become available.

Go directly to:

- [Priority Registration Schedule](#)
- [Grades](#)
- [Dates and Deadlines for Classes that Start or End outside of the standard start/end dates](#)

Date(s)	Applicable Term	Description
March 19, 2012	Fall 2012	Fall Open Enrollment for both the Student Health Insurance and CampusCare Supplement begins upon class registration and ends September 4, 2012. www.health.arizona.edu and select "Fees and Insurance"
March 19-25, 2012	Fall 2012	Priority registration for athletes and Veterans plus their dependents using GI Bill benefits
March 26, 2012	Fall 2012	Priority registration for medicine, pharmacy, and graduate (degree seeking and non-degree seeking) students begins. You will have continuous access through the first week of classes.
March 26-April 1, 2012	Fall 2012	Priority registration for seniors and post-baccalaureate education certification students
April 2-8, 2012	Fall 2012	Priority registration for juniors and all students in the Honors College Priority registration for current 2nd and 3rd year law

students, Master of Law students, and Doctor of Juridical Science students

April 9-15, 2012 Fall 2012

Priority registration for sophomores

Priority registration for current 1st year law students

April 16-22, 2012 Fall 2012

Priority registration for freshmen

April 23, 2012 Fall 2012

Registration open to all degree seeking continuing students for Fall 2012 registration, adds, drops, and changes

April 25, 2012 Fall 2012

Registration open to all degree seeking readmits and transfer students for registration, adds, drops, and changes for Fall 2012.

May 01, 2012 Fall 2012

Main Campus Application Deadline

Application Deadline for freshman admissions (domestic only)

May, June, July and August

New Student Orientation for freshman and undergraduate transfer students (main campus students)

June 01, 2012

Main Campus Application Deadline

- Application Deadline for transfer admission (domestic students only)
- Undergraduate readmission deadline for those not in good standing at UA (domestic students only)

June 3, 2012 Spring 2012

CampusCare Supplement spring coverage ends

July 24, 2012 Fall 2012

Begin accessing your account balance through UAccess

July 30, 2012 Fall 2012

First account summary (bill) produced. After this date access UAccess for account balance

July 31, 2012	Fall 2012	First account summary (bill) mailed to billing address for students who are registered
August 01, 2012		Main Campus Application Deadline <ul style="list-style-type: none"> • <u>Undergraduate readmission; for those in good standing at UA (domestic students only)</u> • <u>Non-degree admission</u>
August 7 -9, 2012		<u>Undergraduate International Student Orientation</u>
August 13, 2012	Fall 2012	CampusCare Supplement fall coverage begins
August 13, 2012	Fall 2012	Registration open to all non-degree seeking undergraduate students for registration, adds, drops, and changes for Fall 2012.
August 15, 2012	Spring 2012	Student Health Insurance spring/summer coverage ends
August 16, 2012	Fall 2012	Student Health Insurance fall coverage begins
August 16, 2012		<u>Residence halls open</u>
August 17, 2012	Fall 2012	Last day to file <u>Undergraduate Leave of Absence</u>
August 19, 2012	Fall 2012	Last day for students to add to or drop from a waitlist
August 20, 2012	Fall 2012	Deadline to pay for Fall 2012 without late charge

August 20, 2012 Fall 2012

FIRST DAY OF FALL CLASSES

- ☐ UAccess still available for registration
- ☐ First day to file [Grade Replacement Opportunity](#)
- ☐ First day to add classes for audit; instructor signature is required

August 21, 2012 Fall 2012

Begin late payment charge of \$50.00

August 27, 2012 Fall 2012

Last day to use UAccess for:

- adding classes, changing classes, or changing sections
- changing to or from pass/fail grade

UAccess will still be available to DROP classes through September 16th

August 28, 2012 Fall 2012

Begin \$25.00 course late drop fee for undergraduate students.

- There will be a \$25 late drop fee assessed for **each** course dropped beginning today. For further information please click [here](#).

August 28, 2012 Fall 2012

Change of Schedule form with instructor approval required to ADD or CHANGE classes

UAccess only available to DROP classes

Registration from zero units requires Change of Schedule form with Instructor and Dean's permission

August 31, 2012 Fall 2012

The last day to receive a **REFUND** for a complete withdrawal or any drop in units.

September 1, 2012 Fall 2012

Deadline to apply for December 2012 and winter degree candidacy. Applications will be accepted after this date however, a \$50.00 Late Candidacy Application fee will be

assessed.

September 1, 2012 Fall 2012

Tuition Payment Plan auto-enrollment for students with unpaid tuition. \$125 non-refundable enrollment fee will be assessed

September 03, 2012

Labor Day - no classes

September 04, 2012 Fall 2012

Fall Open Enrollment for both the Student Health Insurance and CampusCare Supplement ends. This is the last day to add, cancel or change coverage.
www.health.arizona.edu and select "Fees & Insurance"

September 10, 2012 Fall 2012

Last day to increase in units without the \$250 Late Registration Fee.

September 11, 2012 Fall 2012

Registration from **zero** units requires written statement, Registrar, Instructor, and Dean's approval, and *pre-payment*

September 11, 2012 Fall 2012

\$125.00 Unpaid Tuition Charge applied

September 11, 2012 Fall 2012

Begin \$250.00 Late Registration Charge for additional class units

September 14, 2012

Last day to:

- Change from pass/fail or audit to regular grade or vice versa with just instructor approval on Change of Schedule form
- file Grade Replacement Opportunity (GRO)

September 16, 2012 Fall 2012

Last day to use UAccess to drop; classes dropped on or before this date will remain on your UAccess academic record with a status of dropped, but will not appear on your transcript

(Note: The last day to receive a REFUND for a complete

withdrawal or any drop in units was , 2012.)

September Fall 2012
17, 2012

Change of Schedule form with instructor's permission is required to drop a class. A penalty grade of W or E will be awarded and the class will appear on your transcript

Change of Schedule form with Instructor's and Dean's permission is required to change from pass/fail or audit to regular grade or vice versa

October 08 - Spring 2013
14, 2012

Priority registration for athletes and Veterans plus their dependents using GI Bill benefits

Priority registration for junior Honors students and senior Honors students.

October 15, Spring 2013
2012

Priority registration for medicine, pharmacy, and graduate (degree seeking and non-degree seeking) students begins. You will have continuous access through the first week of classes.

October 15, Fall 2012
2012

ALL REGISTRATION CHANGES REQUIRE not only the instructor's signature indicating permission on a Change of Schedule form, but also the Dean's signature. By policy, permission from the Dean to make a registration change at this time requires an extraordinary reason.

October 15- Spring 2013
21, 2012

Priority registration for seniors and post-baccalaureate education certification students

Priority registration for freshman Honors students and sophomore Honors students

October 19, Fall 2012
2012

Honors Convocation - no classes from 3:00 pm to 5:00 pm (Family Weekend)

October 22 - Spring 2013
28, 2012

Priority registration for juniors

October 29 - November 4, 2012	Spring 2013	Priority registration for sophomores
November 05 - 11, 2012	Spring 2013	Priority registration for freshmen
November 12, 2012	Spring 2013	Registration open to all degree seeking continuing students for Spring 2013 registration, adds, drops, and changes
November 12, 2012		Veterans Day observed --no classes
November 14, 2012	Spring 2013	Registration open to all degree seeking readmits and transfer students for registration, adds, drops, and changes for Spring 2013.
December 5, 2012		Main Campus: Last day of classes and laboratory sessions
December 5, 2012	Fall 2012	<p>Last day for complete withdrawal -- contact the <u>Dean of Students Office</u></p> <p>No registration changes can be made after the last day of classes.</p>
December 6, 2012		Reading Day --no classes or finals
December 7, 2012		Final examinations begin
December 11, 2012	Fall 2012	Final grades are available in UAccess as soon as the instructor posts them. Per Faculty Senate policy, grades should be posted within 2 business days after the final.
December		Final examinations end

13, 2012

December 14, 2012	Spring 2013	Registration open to all non-degree seeking undergraduate students for registration, adds, drops, and changes for Spring 2013.
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December 15, 2012		Fall Commencement/Graduation
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December 24-25, 2012		Christmas Holidays --no classes
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December 26-31, 2012	Fall 2012	HOLIDAY CLOSURE: University business offices will be closed. UAccess is available to view Fall 2012 grades, add/drop Spring 2013 classes, check account balance, and make payments.
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GRADES

Date(s)	Applicable Term	Description
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The University of Arizona reserves the right to change the fees, policies, procedures, rules, regulations, requirements for graduation, course offerings, and any other contents of this schedule at any time.

www.em.arizona.edu/datesdeadlines/datesdeadlines.aspx?t=124

Special Team Notes

1. Who are our coaches for each unit?
 - Punt
 - Punt Block
 - Kick-off
 - Kick-off Return
 - FG
 - FG Block
2. Review our schemes/plan/adjustments for each unit.
3. Who are our:
 - Punt Returners
 - Kick Returners
 - Long Snappers
 - Holders
 - FG Kickers
 - Kick-off Kickers
 - Punters
4. Punt team questions:
 - Work equally rugby/regular punts
 - Increase tempo
 - Offense punt-our QBs need to practice punting
 - Formation variety
 - Personnel
 - Recognition of one/two returners
5. Punt block questions:
 - Increase pressure
 - Practice individual techniques-get-offs/angles, etc.
 - Schemes vs. normal and spread punts
 - Personnel-single returner and two returners
6. Kick-off questions:
 - Regular/bloop/squib kicks
 - Personnel
 - Use of surprise kick
 - Ways to get possession

7. Kick-off return questions:

- Simple schemes
- Add a reverse (fake)
- Kick-off or punt after safety
- Hands team scheme/personnel
- Simple returner deep (with 2 in front of him)
- Personnel

8. We need to pressure (mentally) our kickers/punters often (fifths, up-downs, etc.)

9. When do we practice catching squib/bloop kicks? We need to emphasize ball security.

10. We need to take time to teach punters/kickers what to do with bad snaps (take safety, throw ball, etc.) (Come up with all possible situations.)

11. We need to do fads FG (JET) often.

12. Review our communications on kick-off returns, bloop kicks, and punt returns.

13. Review walk-thru/meetings times during camp and in-season.

14. Review our 7:30 am special teams meeting during the season (M-T-W-Th).

15. Review kicking game checklists and reminders.

16. Review kicking game emphasis.

17. Review practice organization regarding special teams (when to practice/rep each unit). Should kick-off return/kick-off units get extra time-practice during skelly because mostly involves back-ups?

18. How can we reward special teams performers-White shirts, etc?

Complete Kicking Game Checklist and Reminders

Punters

1. Time punter and snap. Who will take kicking in practice?
2. Time ball in the air.
3. Punting out of bounds.
4. Poocher-Rugby kick.
5. Punt snap (work on) low-high to both sides.
6. Punters snap from end zone (practice). Don't step on end line.
7. When to take a safety on a bad snap.
8. What to do versus ten-man-rush-free man rushing.

Punt Receivers

1. Handling punts-read punter's follow through-pick up ball as it leaves punter's foot-read the back end of the ball.
2. Don't let the ball hit the ground-average 17-yard roll.
3. Handling and sliced punt- if you can't handle it, get away from it.
4. Fair catch rule. (All facets)
5. Peter the ball (inside the 10 yard line or a short punt).
6. Peter the ball at the end of game or half time when we don't want to handle punts.
7. Standing on 10 yard line and punt going over your head don't simulate fair catch-go through receiving motions-be an actor. This may cause punt coverage to pull up and allow ball to go into the end zone.
8. Catch punts-with defender distracting you.
9. Depth of returner should always be correct.
10. When do the returners pick up a bouncing ball? Waist-high bounce?

Punt Returners

1. Must work versus a punter so that we are conscious of forcing the punter to kick on rhythm.
2. Goal: average 10 yards a return. Make 1st down.

Onside Kick

1. Best after we have gained field position on kick —off from ensuing 15 yard penalty.

Defensive Kicking Game

1. K.O. coverage and returns.
2. Punt returns, punt rushes, and coverages.
 - a. Drill for punt block...Can we change up to break monotony?
3. Extra Point and Field Goal Defense.
 - a. Rush
 - b. Fake
 - c. Two Point Try
 - d. Rush from right-left or west side of field
4. Emphasize 7 Don't(s) of Kicking Game (Punt)
 - a. Don't be offsides
 - b. Don't rough kicker
 - c. Don't clip
 - d. Don't block below the waist
 - e. Don't let the ball hit the ground
 - f. Don't get penalized for holding
 - g. Don't block behind the returner

KICKING GAME SCOUTING CHECKLIST

Punt Return

- a. Where kicker places ball
- b. Can we block the punt (what block)?
- c. Who must we hold up to get a return?
- d. Fake or special plays?
- e. What is the block point?
- f. Does snapper give the clues?

Punt

- a. What type of return do they use?
- b. What type of block do they use?
- c. Who not to punt to
- d. Special return or reverse

Kick-Off Coverage

- a. Returned used (any special)
- b. Who not to kick to
- c. Best type of kick and coverage

Kick-Off Return

- a. Return to use
- b. Who must we block?
- c. Ready for unusual type of kick

Extra Point Block

- a. Can we block it?
- b. What type of block to use?
- c. Do they do anything special?
- d. Will they fake it?
- e. Do they go "tackle over"?
- f. Does the snapper give any clues?

Extra Point

- a. Type of rush used
- b. Who must we block?
- c. Any special blocks?
- d. What are our fakes?

Kicking Game Emphasis

- a. Separate kicking tape each Sunday and study.
- b. Get comprehensive kicking game work on Sunday/Thursday. Punt Pro and FG/Extra Point every day.
- c. Coach gets anyone he wants on kicking team except QB's.
- d. Get good personnel on kicking team...select specialist and use them.
- e. Have a "plan" on field not just lectures (punt from 1 yard line, safety, etc.).
- f. Don't let yourself get in a rut with kicking game drills.

Kicking game coaching points: (Change up defense kicking game predictability)

A. Block Punt

1. Who runs fastest 10 yards?
2. Who will stick nose on the ball?
3. Now coach it:
 - a. Its predictable..."they are going to punt" Let's go get them (same as when we know run or pass.)
 - b. Where does punter hit the ball? How much time?
 - c. Psychological effect on 10 man rush...shank?
 - d. Make stance same whether block or return
 1. Sprinters stance 6' off ball? Move five linemen.
 2. Nose pointed to "spot" ...cocked and coiled.
 3. Most important 9 yards of your life.
 - e. Does their center "rock"? How many times he looks up!
 - f. Done be predictable!! (Rush vs. Return) Hide it!

B. Returning a Punt

1. Make a first down (10 yards)... up the middle and take crack if there.
2. Catching ball coming forward worth 5 yards.
3. Don't let ball hit ground.
4. Sideline return...up middle and break out. (1st land up middle-take it!)
5. Who is first man down? Slowest down? Who contains?
6. Can punter or FB throw?
7. Chart where ball hits and line safety up accordingly.

C. Weather Plan

1. Punt block better on wet day- windy day.
2. Catcher and kicker on wet/windy day.

Pre-Season Camp Itinerary

Pre-Season Camp Itinerary-2012

ARIZONA FOOTBALL

Wednesday-August 1, 2012-6:00pm

1st Team Meeting

-Roll Call	Strength Staff
-Media Relations	Molly O'Mara
-Training Room	Randy Cohen
-Equipment Room	Wendell Neal
-Ticket Policy	Mike Parrish
-Housing	Mike Parrish
-Video	Tim Cummins
-Weight Room	Chris Allen
-Rules/Goals/Schedule	Coach Rod

Pre-Season Camp Itinerary-2012

ARIZONA FOOTBALL

Wednesday-August 1, 2012

10:00am Physicals (If not yet completed)

1:00pm-4:00pm- All players check into training room/Equipment room/Head Shots

4:00pm-Team Meeting with Compliance MANDATORY

5:00pm-Team Dinner-Stadium-MANDATORY

6:00pm-Full team meeting

8:30pm-Snacks

10:30pm-Curfew-Lights out

Thursday-August 2, 2012

Practice 1-Helmets

8:00am-Treatments/Breakfast

9:30am-Off. Lift/Def. meet & walk-thru

10:45am-Def. Lift/Off. meet & walk-thru

12:00pm-Special Teams walk-thru

12:30pm-Lunch

4:00pm-Snack

4:30pm-Team meeting

4:45pm-Individual meetings

6:00pm- Practice (Helmets)

8:30pm (approx.) – Dinner

11:00pm-Curfew-Lights out

Friday-August 3, 2012

Practice 2-Helmets

8:00am-Treatments/Breakfast

9:30am-Def. Lift/Off. meet & walk-thru

10:45am-Off. Lift/Def. meet & walk-thru

12:00pm-Special Teams walk-thru

12:30pm-Lunch

4:00pm-Snack

4:30pm-Team meeting

4:45pm-Individual meetings

6:00pm- Practice (Helmets)

8:30pm (approx.) – Dinner

11:00pm-Curfew-Lights out

Saturday-August 4, 2012

Practice 3-Shells

8:00am-Treatments/Breakfast

9:30am-Special Teams meeting

10:15am-Special Teams walk-thru

10:30am-Off/Def. meetings & walk-thru

11:30am-Lunch

3:30pm-Snack

4:00pm-Team meeting

4:30pm-Individual meetings

6:00pm- Practice (Shells)

8:30pm (approx.) – Dinner

9:30pm-Team Meeting

11:00pm-Curfew-Lights out

Sunday-August 5, 2012

No Practice

9:00am-Treatments

10:00am-Brunch-MANDATORY

11:00am-Team Chapel

12:00pm-Special Teams meeting

1:00pm-Team Meeting

1:30pm-Individual meetings

4:00pm-Dinner at Position Coach's house

7:30pm-Team Meeting

8:30pm-Snacks

11:00pm-Curfew

Monday-August 6, 2012

Practice 4-Shells

8:00am-Treatments/Breakfast

9:30am-Off. Lift/Def. meet & walk-thru

10:45am-Def Lift/Off. meet & walk-thru

12:00pm-Special Teams walk-thru

12:30pm-Lunch

4:00pm-Snack

4:30pm-Team meeting

4:45pm-Individual meetings

6:00pm- Practice (Shells)

8:30pm- Dinner

11:00pm-Curfew-Lights out

Tuesday-August 7, 2012

Practice 5-Full Gear

8:00am-Treatments/Breakfast

9:30am-Def. Lift/Off. meet & walk-thru

10:45am-Off. Lift/Def. meet & walk-thru

12:00pm-Special Teams walk-thru

12:30pm-Lunch

4:00pm-Snack

4:30pm-Team meeting

4:45pm-Individual meetings

6:00pm- Practice (Helmets)

8:30pm (approx.) – Dinner

11:00pm-Curfew-Lights out

Wednesday-August 8, 2012

Practice 6

6:30am-Treatments/Breakfast

8:00am-Practice

Noon-Lunch

2:00pm-Special Teams Meetings

2:45pm-Individual Meetings

4:00pm-Team Meetings

4:30pm-Buses depart for Fort Huachuca

5:45pm-Buses arrive at Fort Huachuca

6:00pm-Dinner and welcome

7:15pm-Team Meeting

8:15pm-Buses leave for Barracks

10:00pm-Curfew-Lights out

Thursday-August 9, 2012

Practice 7 & 8 Fort Huachuca

6:00am-Treatments

6:15 (Frosh) 6:30 (Soph) 6:45 (JR/SR) –Bus Leaves for training room

6:00am-Continental Breakfast at Fitness Center

7:30am-Practice (Helmets)

11:00am-Individual Meetings-TMAC

Noon-Lunch

1:00pm-Buses leave for barracks

3:00pm-Buses leave for meetings and TMAC

3:10pm-Snack-TMAC

3:15pm-3:40pm-Special Teams Meeting-TMAC

3:45pm-5:00pm-Individual Meetings-TMAC

5:05pm-Buses leave TMAC for practice

6:00pm-Walk-thru

6:15pm-Practice

8:45pm-Dinner-TMAC

9:30pm-Team Meeting (Individual Meetings)

10:15pm-Buses depart for barracks

10:45pm-Curfew-Lights out

Friday-August 10, 2012

Practice 9 Fort Huachuca

6:45am-Treatments

7:00 (Frosh) 7:15 (Soph) 7:30 (JR/SR) –Bus Leaves for training room

6:45am-Continental Breakfast at Fitness Center

8:00am-Practice (Full)

11:00am-Lunch-TMAC

11:50am-Special Teams Meeting

12:15pm-Individual Meetings

1:15pm-Special Workout

4:00pm-Snacks

5:45pm-Buses depart for TMAC

6:00pm-Players dinner with soldiers at TMAC

- Coaches Dinner with Ft. Huachuca VIP's

7:00pm-Team Meeting

10:30pm-Curfew-Lights out

Saturday-August 11, 2012

Practice 10 & 11 Fort Huachuca

6:45am-Treatments

7:00 (Frosh) 7:15 (Soph) 7:30 (JR/SR) –Bus Leaves for training room

6:45am-Continental Breakfast at Fitness Center

8:30am-Practice (Helmets)

11:00am-Individual Meetings

Noon-Lunch-Appreciation Social with Sierra Vista Rotary-TMAC

1:15pm-Buses depart for barracks

4:00pm-Buses depart for practice

- Snack for fitness center

5:30pm-Scrimmage (Full)

7:30pm-Dinner at TMAC

8:45pm-Team Meeting

10:30pm-Curfew-Light out

Sunday-August 12, 2012

No Practice

8:00am-Buses depart for TMAC

8:15am-Breakfast-TMAC

8:45am-Buses Depart

Leadership Reaction Course (LRC)

11:45am-Lunch to go at LRC

12:00am-Buses depart for Tucson

1:15pm-Buses arrive in Tucson

1:30pm- On-Campus players move into dorm

3:30pm-Snack-Lockerroom

4:00pm-Team Meeting

4:15pm-Special Teams Meeting

4:45pm-Individual Meetings

6:30pm-Dinner-Stadium Club

7:45pm-Individual Meetings

10:30pm-Curfew-Lights out

Monday-August 13, 2012

Practice 12

7:00am-Treatments/Continental Breakfast

8:15am- Practice (Full)

11:15am-Individual meetings

Noon-Lunch Stadium Club

3:00pm-Snack-Locker Room

3:15pm-Off. Lift/Def. meets

4:30pm-Def Lift/Off. meets

5:45pm- Dinner

7:00pm-Team meeting

7:15pm-Special Teams meeting

7:45pm Individual meetings

10:30pm-Curfew-Lights out

Tuesday-August 14, 2012

Practice 13 & 14

7:00am-Full Breakfast Stadium Club

7:00am-Treatments-Training Room

8:30am-Practice (Helmets)

11:30am-Lunch-Stadium Club

3:00pm-Snack-Locker room

4:00pm-Special Teams meeting

4:30pm- Individual Meetings

6:00pm-Practice (Full)

8:00pm-Dinner

10:30pm-Curfew-Lights out

Wednesday-August 15, 2012

Practice 15

8:00am-Treatments/Breakfast

9:30am-Def.Lifts/Off. Meets

10:45am-Off. Lifts/Def. Meets

12:00pm-Special Teams walk-thru-Snacks

3:30pm-Lunch

4:30pm-Team Meeting

4:45pm-Individual Meetings

6:00pm-Practice (Full)

8:30pm-Dinner

11:00pm-Curfew-Lights out

Thursday-August 16, 2012

Practice 16 & 17

7:00am-Full Breakfast-Stadium Club

7:00am-Treatments-Training Room

8:30am-Practice (Helmets)

11:30am-Lunch-Stadium Club

3:00pm-Snack-Locker Room

4:00pm-Special Teams Meeting

4:30pm-Individual Meetings

6:00pm-Practice (Full)

8:00pm-Dinner

10:30pm-Curfew-Lights out

Friday, August 17, 2012

Practice 18

9:00am-Treatments

10:00am-Breakfast-Stadium Club

11:00am-Walk-thru-Special Teams

11:30am-Individual Meetings

12:30am-Snack

2:30pm-Practice (Full)

5:30 pm-Leave for La Paloma

6:30pm-Dinner

7:30pm-Team Meeting

7:45pm-Gong Show

10:30pm-Curfew

Sunday, August 19, 2012

Picture-Media Day

9:00am-Brunch/Treatments

10:00am-Media Interviews Begin

11:00am-Pictures

12:00pm-2:00pm-Fan Day

4:30 pm-Dinner-MANDATORY

6:00pm-Team Meeting

7:00pm-Individual Meetings

8:00pm-Snacks

11:00pm-Curfew

Monday, August 20, 2012 **Practice 20**

7:00am-Treatments

6:30am-2:00pm-Scheduled Lift time during day

3:00pm-Individual Meetings

4:00pm-All Athlete Meeting with Greg Byrne

5:30pm-Practice (Full)

7:00pm-Dinner

11:00pm-Curfew

Tuesday, August 21, 2012 **Practice 21**

7:00am-Treatments

6:30am-2:00pm-Scheduled Lift time during day

2:30pm-Individual Meetings

3:30pm-Practice (Full or Shells)

6:00pm-Dinner

11:00pm-Curfew

Wednesday, August 22, 2012 **Practice 22**

7:00am-Treatments

2:30pm-Individual Meetings

3:30pm-Practice (Full)

Post Practice-Student Body Walk-On Tryouts

6:00pm-Dinner

11:00pm-Curfew

Thursday, August 23, 2012 **Practice 23**

7:00am-Treatments

6:30am-2:00pm-Scheduled Lift time during day

2:30pm-Individual Meetings

3:30pm-Practice (Shells or Helmets)

6:00pm-Dinner

11:00pm-Curfew

Friday, August 24, 2012

Practice 24

7:00am-Treatments

2:30pm-Individual Meetings

3:30pm-Dinner

5:30pm-Arrive at Stadium

Pre-Game Warm-Up

7:30pm-Beanie Bowl

9:30pm-Snacks

11:00pm-Curfew

Saturday, August 25, 2012

10:00am-Treatments

11:00am-Brunch

Noon-Team Meetings

12:30pm-Special Teams meeting

1:00pm-Individual meetings

Dinner at Coach's House

Midnight-Curfew

Monday, August 27, 2012 **Practice 25**

7:00am-1:00pm-Treatments if necessary-1 hour lift

2:00pm-Individual Meetings

2:45pm-Team Meeting

3:00pm-Special Teams Meeting

3:30pm-Walk-Thru

3:45pm-Practice (Full)

5:30pm-Dinner

Tuesday, August 28, 2012 **Practice 26**

2:30pm-Individual Meetings

3:30pm-Walk-Thru

3:45pm-Practice (Full)

Wednesday, August 29, 2012 **Practice 27**

7:00am-1:00pm-Treatments/45 minute lift

2:30pm-Individual Meetings

3:30pm-Walk-Thru

3:45pm-Practice (Helmets)

Thursday, August 30, 2012 **Practice 28**

7:00am-1:00pm-Treatments if necessary

2:30pm-Individual Meetings

3:00pm-Special Teams Meeting

3:40pm-Walk-Thru

3:55pm-Practice (Helmets/Vests)

Friday, August 31, 2012 **Practice 29**

7:00am-Non-Travel lift

3:00pm-3:30pm-Special Teams Meeting

3:30pm-Practice (Helmets)

5:00pm-Leave for Hotel

5:30pm-Chapel-Voluntary

6:00pm-Dinner

Post Dinner-Off/Def Film Review

9:00pm-Team Meeting

10:00pm-In Rooms-Lights out

IN-SEASON PRACTICE SCHEDULE

Sunday

Day-Off-Players

Injury Treatments Set-up

Monday

4 Hours

7:00am-1:00pm-Treatments if necessary-1 hour lift

2:00pm-Individual Meetings

2:45pm-Team Meeting

3:00pm-Special Teams Meeting

3:45pm-Walk-Thru

4:00pm-Practice (Helmets)

5:30pm-Dinner

Tuesday

4 Hours

2:30pm-Individual Meetings

3:10pm-Scouting Report

3:30pm-Walk-Thru

3:45pm-Practice

Wednesday **4 Hours**

7:00am-1:00pm-Treatments/45 minute lift

2:30pm-Individual Meetings

3:30pm-Walk-Thru

3:45pm-Practice

Thursday **3 Hours, 15 minutes**

7:00am-1:00pm-Treatments if necessary

2:30pm-Individual Meetings

3:00pm-Special Teams Meeting

3:40pm-Walk-Thru

3:55pm-Practice

Friday **1 ½ Hours**

7:00am-Non-Travel lift

3:00pm-3:30pm-Special Teams Meeting

3:30pm-4:00pm-Practice

6:30pm-7:00pm-Meetings

Offensive Notes

1. Review offensive staff assignments-game day, practice/scout team, scouting report, self-scout.
2. Discuss our tempo and ways to improve. What puts the most stress on a defense?
3. Discus our plays/formations/signals.
4. List our offensive depth chart.
5. What defensive guys could crack the 2-deep?
6. What newcomers could help this year?
7. What does our defense need to see the service them and what does our offense need to see?
8. How can we stress limiting negative yardage plays and turnovers? Including in practice?
9. How can we simplify the system?
10. How many days do we need to install offense? Discuss camp install.
11. Points of EMPHASIS:
 - Fast Tempo
 - Simplicity
 - Conflict plays
 - Ball security
 - Play a lot of guys
 - Practice what we run
 - Improve cut blocks

Defensive Notes

1. Review our Defensive staff assignments-game day, practice/scout team, scouting report, self-scout.
2. List our normal down/distance defenses.
3. List our 3rd down defenses.
4. Can our corners play press man?
5. What is our goal line/short yardage defense?
6. List our defensive depth chart.
7. Could any offensive guys break into the 2-deep?
8. How can we better reward turnovers/negative yardage plays in practice/games?
Should we scoop/score every incomplete pass in practice?
9. What newcomers may play on defense?
10. Without great pass rushers, should we work more on batting passes down?
11. Points of EMPHASIS:
 - Pressure looks
 - Pre-Snap movement
 - Attack the ball
 - Edge/Double edge pressure
 - Strain-To get off blocks
 - Playing fast-understand schemes
 - Play a lot of guys
 - Great communication
 - Taking blows and not losing confidence.

Program Notes

1. Review entire staff/players pictures and know their names.
2. Any equipment needs? T-Shirt needs?
3. Everyone on staff can help enforce team rules and get to know our players.
4. Stay involved with players academic progress and off-field lifestyle.
5. Any video needs?
6. Discuss our game-day sidelines. Who gets sideline passes?
7. Make sure players feel comfortable coming to the office.
8. Always have fields lined well and looking good.
9. We need to use noise/music more in offensive situations.
10. Coaches-Don't slow down practice tempo in "Green" mode to coach a guy. Take him out and make points quickly.
11. Keep players moving at practice. Use yellow, red modes to teach concepts.
12. Any suggestions for practice routines? Warm-up, stretch, team/skelly persons, etc.
13. Discuss any game travel plans for this year-dress, meals, buses, hotels, etc.
14. Communicate well with your players (text, visit, e-mail, etc.) and encourage them to visit you. Constant motivation!
15. Who does locker room/newspaper quotes? Run it by me. Should we update pictures, stuff in our locker rooms?
16. Update staff/player phone cards.
17. Update strength-position-Team records.
18. Review our weekly/daily awards-Off/Def/Sp. Teams/Weight Room/Academics.
19. Review our summer camps- 7 on 7, one day, etc.
20. Do we have officials lined up for practice?
21. We need to open to new ideas/concepts if it can help and be implemented-coaches, trainers, and staff.
22. Make sure everyone in program feels valued.

23. Should we have an "ALL IN" circle that gets updated daily?

24. Items to remember/Work on/Think about:

- Recognize Birthdays
- Learn Names
- When recruits/guests visit-send reminders with pictures
- Get youth pictures and videos-Players/Staff
- Get to know our players (ask questions)
- Get to know our recruits (ask questions)
- Make position T-Shirts
- Discuss team devotionals/ team Chaplin
- Wildcat Walk-No Headsets, SR's up front, hats forward or off.
- Dress in Shorts/T-Shirts for walk-thru
- Make position group photos
- Visit players off-campus/dorm
- Put pictures of Captains/Nacho winners up weekly
- Create competition for position groups-football, weight room, academics, service
- List all situations (down and distance, 2 minute, etc.) to cover in camp
- List Big Brother assignments
- Review Media policies-No Frosh-1st 2 weeks
- Offense-Master 5 "Trick" plays
- Stress Mental/Physical toughness-Hard Edge EVERY DAY!!

25. What are our advantages at Arizona?

26. What are our obstacles?

Recruiting Notes

1. Review our numbers and positions to recruit/sign this year.
2. Discuss In-State recruiting-offers, holds, walk-ons, top juniors.
3. How many mid-year signees can we bring in?
4. Discuss recruiting areas.
5. Discuss official visits-meals, hotels, meetings, tour, etc.
6. Discuss evaluation process-film, camp, at school etc.
7. Discuss offer process- too soon, too late, too many, too few, etc.
8. Know the rules! Communicate with each other!
9. Be positive in recruiting. Sell Arizona. We don't have to negative recruit.
10. Let's try to get as many football smart guys as we can.
11. Find out as much info on the recruit as possible. Try to minimize risks. Find out work ethic, coachability, competitiveness. Ask hard questions to teachers, coaches, etc. We need OKG's.
12. How is game day experience for recruits?
13. Discuss any ideas to help with recruiting-unofficial visits, camps, game-day, junior days, mass letters, etc.
14. How can we improve our walk-on program? Ideas to help? --- In -State emphasis, feeling of importance, walk-on weekend, video, etc.
15. Make sure everyone knows when a recruit visits campus.
16. Discuss Recruiting Board.