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CONFIDENTIAL

June 15, 2003

Conrad Mock, Jr.
Wrestling Program
Carolina Campus

Dear C.D.:

I am pleased to inform you that your appointment to the position of Head Wrestling Coach has been approved effective July 1, 2003, at an annual salary of \$47,000. Your appointment is based in the Department of Athletics, which is responsible for initiating recommendations concerning any changes in your salary, subject to compensation policies adopted by The Board of Governors and The Board of Trustees. You are entitled to twenty-four (24) days of annual leave per year. In addition, you will receive football and basketball ticket privileges as outlined in the UNCAA Staff Manual.

Your appointment is an "at will" appointment, subject to the Employment Policies for EPA Non-Faculty Employees of The University of North Carolina at Chapel Hill adopted by The Board of Trustees on February 13, 1981, and as they may be periodically revised. A copy of the Policies currently in effect is enclosed with this letter. This appointment may be terminated by The University for cause, which shall include: (a) full adjudication of a violation (by you or one in which you knowingly participated) of a major NCAA or ACC by-law or regulation; and (b) conviction of a criminal act that constitutes a felony by you. You are required to abide by all applicable NCAA and University rules.

Please be advised that, as required by Section 11.2.2 of the NCAA regulations, you are required annually to receive prior written approval from the Chancellor for all athletically related income and benefits from sources outside the institution. A copy of the required reporting forms is attached.

The Department has a Mission Statement and a statement on Principles of Operation that clearly outline a commitment to academic success (copies attached). All of us want that success for our program and I know that you will work to this end.

Please indicate your acceptance of the conditions of employment as described in this letter by signing and returning the enclosed copy of this letter to this office.

We are pleased to have you as part of the UNC athletic program, and look forward to many successful contributions with the Department of Athletics.

Yours truly,

Richard A. Baddour
Director of Athletics

Enclosures
cc: Beth Miller

Signed: _____ Date: _____