



THE UNIVERSITY OF MICHIGAN
ATHLETIC DEPARTMENT

David A. Brandon, *Director of Athletics*

April 26, 2010

Mr. Jamie Morris

Dear Mr. Morris:

This letter is intended to inform you of the outcome of the Disciplinary Review Conference held on April 23, 2010. You have been discharged from the University of Michigan for work misconduct which includes a failure to appropriately manage a significant aspect of your work responsibilities, the demonstration of extremely poor judgment, willful deception, an unethical effort to engage others in an attempt to cover-up the truth, and a deliberate misrepresentation of facts to your direct supervisor. The effective date of the termination of your employment is April 26, 2010. You are not recommended for rehire at the University of Michigan.

The findings and investigation of your work misconduct include the following:

- You purposely provided an unauthorized, uninsured Quality Control Staff member of our football program an unassigned courtesy car which he drove for a period of approximately one month. You did this without any authorization and created a significant risk for the University and the Athletic Department.
- When the Quality Control Staff member was involved in a car accident, on April 14, 2010, you lied and made up a false story about what had happened, in a concerted effort to conceal that you had allowed an unauthorized driver to drive this vehicle. You told your supervisor that the Quality Control Staff member was driving a Coach's courtesy car to a car wash on South Industrial, to have it detailed for the Coach when the accident occurred. This was a complete untruth.

You then waited until the morning of April 15th to tell your supervisor a completely different story about the accident. Your explanation for waiting a full day to inform your supervisor as to what had transpired was that you thought the CFO would "mozy down and tell him about it." On the morning of April 15th, you told your supervisor, Joe Parker, that the Quality Control Staff member had been driving the vehicle for a couple of weeks and needed the vehicle to run errands for his wedding and you told him he could use the car.

- You asked a Coach to lie and corroborate your story about the Quality Control Staff member borrowing the Coach's car and taking it to get it washed. You told the Coach that you were going to say that his other dealer car was being serviced and that you had gotten this particular car for the Coach to drive. The Coach immediately contacted the Quality Control Staff member's supervisor to express his concern and discomfort over what you had asked him to do.
- You repeated the untrue car wash story to the Assistant Athletic Director of Business Operations. You explained to him that the vehicle involved in the accident was a loaner that was being used while the Coach's vehicle was being serviced. In addition, when asked by the CFO why an unauthorized Quality Control Staff member was driving this vehicle, you told the CFO that you gave the courtesy car to the Quality Control Staff member because he was getting married and needed a car.
- At the DRC meeting, on April 23, 2010, you attempted to rationalize that you had knowledge of other instances when things have happened where staff members have run errands for coaches and they may take a coach's car. Yet, you said you did not want to talk about those instances as you did not want to get anyone in trouble. Upon being pressed as to whether a Quality Control Staff member has ever borrowed a Head Coach's vehicle for an extended period of time, you finally responded, "No." You then acknowledged that you were not aware of any situations in which a staff member had used a Coach's car for an extended period of time.
- At the DRC meeting on April 23, 2010, you read a prepared written statement. In your prepared statement, you alleged that I had provided details surrounding your misconduct to an Athletic Department supporter. To set the record straight, I did respond directly to two supporters of the Department who reached out to me via email and phone calls in an effort to get involved in this matter. Their email contained information that clearly indicated to me that you were openly discussing your problems with them. I simply explained to them that they did not know all of the facts and reasons that led to your situation and it would not be appropriate for me to provide those details to them. I shared no other information of any kind.
- At the DRC meeting, on April 23, 2010, you also alleged that I told you on April 15th that charges may be filed, or that you would be "prosecuted to the fullest extent of the law." To set the record straight, I never mentioned any form of prosecution or legal action. The meeting included two witnesses who are prepared to corroborate this fact.
- Finally, we find that your repeated attempts to imply that the Athletic Department has somehow propelled, perpetuated, reinforced, and spread any rumors or innuendo regarding the circumstances leading up to your termination to be completely and entirely disingenuous and false. The reason this matter has been discussed beyond the appropriate University officials appears to be a result of your discussions with several people, in an attempt to encourage them to lobby on your behalf. You have apparently decided to make this a public issue for reasons I will never understand. It is neither in your best interest...nor in the best interest of the Athletic Program.

If you have any questions regarding the outcome of the Disciplinary Review Conference, you may contact Staff HR Representative, Darrell Washington, at (734) 763-0181.

You should make arrangements with Joe Parker to collect your personal belongings from your office and turn in all credentials, keys and assets that belong to the Athletic Department and were provided for your use.

You can contact the Benefits Office regarding the continuation of your benefit coverage. The Benefits Office is located at the Wolverine Tower-Low Rise, room G250 and can be reached at 734-615-2000.

Sincerely,

A handwritten signature in black ink, appearing to read "David Masson". The signature is fluid and cursive, with a long horizontal stroke at the end.

Cc: Joseph Parker, Senior Associate Athletic Director for Development
Kristin Orlovski, HR Officer, Athletics
Darrell Washington, Staff HR Representative
David Masson, Senior General Counsel, Office of the General Counsel
Personnel File