

COMPLIANCE™

To Whom It May Concern:

Thank you for employing a University of Miami student-athlete. We hope and expect that it will be a mutually beneficial experience for you and the respective student-athlete.

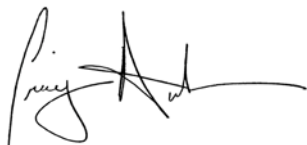
The University of Miami is committed to providing a quality academic and athletic experience for our student-athletes and to honor and support the mission of the National Collegiate Athletic Association (NCAA), the governing body of intercollegiate athletics. The NCAA has established guidelines to monitor the actions of both student-athletes and university athletics departments that are members of the NCAA. Included in these regulations are employment guidelines that we must monitor to protect our student-athletes' athletic eligibility.

For each student-athlete starting employment with an organization, we must secure information from both the student and their employer. This information is used to ensure compliance with NCAA regulations. Furthermore, we request information from the employers of our student-athletes to be certain that their employment follows the guidelines of the NCAA rules surrounding employment. I have included a form that needs to be completed and signed by you for each UM student-athlete that you employ, which we will then keep on file in the athletic department. Please return it as soon as possible to our office either by fax (305) 284-2844, or by email at athleticscompliance@miami.edu.

In addition, please note that you may be contacted by telephone, or a member of the University of Miami compliance staff may perform a site visit at your place of business to ensure that our student-athletes are working at the tasks indicated on the form.

Thank you for your cooperation in this matter. If you have any questions, please feel free to give me a call at (305) 284-2844.

Thank you for your assistance,



Craig Anderson
Senior Associate Athletic Director for Compliance

Confirmation of Employment

Student-Athlete's Name

Student-Athlete's Job Title

Employer's Name

Employer's Phone Number

Employer's Street Address

City

State

Zip

Pay Rate (\$/hour)

Employment Start Date

Employment End Date

Method of Payment: Cash Tips Check Commission Other, Explain: _____

Are you a University of Miami Booster? Yes No

If yes, please explain: _____

Are you or have you ever been a season tickets holder for any UM team? Yes No

If yes, which teams? _____

Did you know that this individual was a student-athlete when you hired them? Yes No

If yes, please explain: _____

Did any UM Employee or booster assist you in arranging this employment position? Yes No

If yes, please explain: _____

Is the student-athlete being paid at the same rate as other employees in similar positions? Yes No

If no, please explain: _____

Does the student-athlete receive benefits not offered to other employees? Yes No

If yes, please explain: _____

Is the student-athlete receiving payment only for work actually performed? Yes No

If no, please explain: _____

By signing this form, the employer agrees that:

- The student-athlete may not receive any remuneration for the value or utility that the student-athlete may have for the employer because of the publicity, reputation, fame or personal following that the student-athlete has obtained because of athletics ability;
- The student-athlete is to be compensated **ONLY** for work actually performed;
- The student-athlete will not receive additional benefits (i.e. transportation to and from work, etc.), unless those benefits are available to all employees;
- The student-athlete is to be compensated at a rate commensurate with the going rate in the locality for similar services;
- The employer and student-athlete will make available for review and/or inspection, by an authorized representative of the NCAA, the Atlantic Coast Conference, copies of all documents, earnings statements and other records related to the employment of the student-athlete if/when requested;
- The employer understands that failure to comply with these NCAA rules and regulation could result in a violation. Such violation could affect the student-athlete's continuing athletic eligibility and financial aid.

12.4.1 Criteria Governing Compensation to Student-Athletes.

Compensation may be paid to a student-athlete: *(Revised: 11/22/04)*

- (a) Only for work actually performed; and
- (b) At a rate commensurate with the going rate in that locality for similar services.

12.4.1.1 Athletics Reputation.

Such compensation may not include any remuneration for value or utility that the student-athlete may have for the employer because of the publicity, reputation, fame or personal following that he or she has obtained because of athletics ability.

Signature of Employer: _____

Date: _____

Compliance Signature: _____

Date: _____