



VIA HAND DELIVERY

March 31, 2017

Craig Neal
Head Coach, Men's Basketball
University of New Mexico

Dear Coach Neal,

It is with sincere regret that I write to inform you that, after extensive deliberation and consideration of the factors weighing in favor and against this decision, the University of New Mexico has determined that it will terminate your employment as the Head Coach for Men's Basketball effective today, March 31, 2017. UNM Athletics and the greater UNM community appreciate the effort you have extended as a coach and as member of our community, but at this time we must focus ensuring a strong future for Lobo Basketball that is aligned with the opportunities and challenges facing the University.

In accordance with Paragraph 8 of your July 3, 2014 Addendum to Employment Agreement and the end of the 2016-2017 Agreement year, no base salary payment is due. The "additional sum" that is articulated in the Agreement in the amount of One Million Dollars (\$1,000,000.00) is to be paid monthly over a period of two years. You will be contacted soon with more information about the details of this payment, as well as considerations that may offset this amount.

On behalf of the University of New Mexico, I wish you and your family only the best.

Very Truly Yours,

Chaouki T. Abdallah
Acting President