



LORI STEWART GONZALEZ
PRESIDENT OF OHIO UNIVERSITY

To: Brian Smith
c/o Rex Elliott, JD, rexe@cooperelliott.com
Date: December 17, 2025
Re: Termination of Employment

Dear Mr. Smith:

As you know, on December 12, 2025, I provided you with notice that the University was considering termination of your employment based on the charges outlined in that letter. On December 16, 2025, your counsel provided your detailed response to these charges. I have reviewed and considered this letter in detail. Notwithstanding the assertions and arguments articulated in this letter, Ohio University has ample cause to terminate under Section 7.1 of your Employment Agreement, and it is appropriate and necessary for the University to do so. On behalf of the University, I hereby terminate your employment, for cause, under Employment Agreement Section 7.1, for the reasons listed in my December 12, 2025 letter.

You are required to return all University property no later than 4:00 PM on Friday, December 19, 2025. This includes any keys (facility, office, cabinet, or otherwise), your University identification card, any parking pass(es), and any other University property in your possession or control. All files, including electronic files, records, and materials generated during your employment are the property of the University and are to remain in your office. Please work directly with Athletic Director Slade Larsheid on all such arrangements.

Your final paycheck, including any eligible vacation leave payout, will be processed by University Human Resources. Should you have a change to your address over the coming months, you must notify Human Resources to ensure correct mailing of your W-2 tax form. You will receive information by mail regarding continued healthcare benefits through COBRA.

Sincerely,

A handwritten signature in cursive script that reads "Lori Stewart Gonzalez".

Lori Stewart Gonzalez, President
Ohio University