

Gabe Feldman
Sher Garner Professor of Sports Law and
Paul and Abram Barron Professor of Law,
Tulane Law School

June 30, 2022

To Whom it May Concern:

I was nominated by Lori Bullock and engaged by Clemson University to serve as the Monitor related to Title IX athletics matters and the creation of Clemson's Gender Equity Plan (the "Plan"). As part of my role, student-athletes and coaches of each team were invited to provide input directly to me. I also visited Clemson's campus on Tuesday, June 14th, 2022, to tour Clemson's athletic facilities. During this visit, I met with the following representatives of Clemson:

- Graham Neff, Director of Athletics
- Kevin White, Deputy Director of Athletics
- Stephanie Ellison-Johnson, Senior Associate Athletics Director/Sports Administration/Senior Woman Administrator
- Eric Sabin (virtual), Associate Athletics Director/Facility Management and Capital Projects
- Chip Hood, General Counsel
- Jermaine Johnson, Associate General Counsel
- Dan Cohen, Nelson Mullins (outside counsel)
- Alexis Trumble, Nelson Mullins (outside counsel)

Additionally, representatives from Clemson consulted with me during the development of the Plan, I reviewed a preliminary draft of the Plan, provided input on the Plan (this input was incorporated into the final version of the Plan), reviewed the revised Plan, and have approved the final Plan. The Plan presents the results of Clemson's gender equity assessment, sets forth how Clemson's athletic program will comply with Title IX during the 2023-24 academic year and future years, and identifies areas where Clemson can continue to improve, enhance, or refine its efforts to provide equitable experiences for female and male student-athletes.

I am writing this letter to provide brief additional observations regarding my review and approval of the Plan. Based on my overall review, it is apparent that Clemson has made a significant commitment to both female and male college athletes. As highlighted in the Report, Clemson's commitment to gender equity is evident from, among other things, the following:

- Adding women's softball in 2019-2020, women's lacrosse in 2022-2023, and women's gymnastics in 2023-2024.
- Developing a \$27.5 million expansion plan for new facilities for women's lacrosse, women's gymnastics, and women's rowing.
- Replacing the playing surface in the Jervy Gym for the women's volleyball program.
- Building the Duckworth Family Tennis Facility for men's and women's tennis,

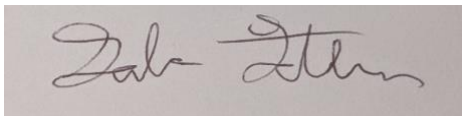
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- Building a Soccer Operations Complex, for the men's and women's soccer programs.
- Launching POWER, a Women's Leadership Academy.

These steps will improve the overall and relative quality of the treatment and facilities provided to female athletes at Clemson. The Plan also sets forth Clemson's plans to provide departmental oversight to monitor continued compliance with Title IX address gender equity issues as they arise and improve the athletic experiences for female and male student-athletes.

Pursuant to my role as Monitor, I approve the Plan.'

Sincerely,

A rectangular box containing a handwritten signature in cursive script, which appears to read "Gabe Feldman".

Gabe Feldman