



**MEETING OF THE WOU BOARD OF TRUSTEES
MEETING NO. 72 – February 25, 2026**

February 25, 2026

9:00am – 4:00pm

WERNER UNIVERSITY CENTER | COLUMBIA ROOM

To observe the meeting: <https://www.youtube.com/@WOUnews/streams>

Audio only, call: +1 346 248 7799 US | Meeting ID: 810 4838 3366

AGENDA

- I. CALL-TO-MEETING / ROLL CALL**
- II. VICE CHAIR'S WELCOME**
- III. PRESIDENT'S WELCOME & [PRESIDENT'S REPORT](#) | President Jesse Peters (pg. 3)
(Senior Leadership Reports in [Appendix B](#))**
- IV. CONSENT AGENDA ([Appendix A](#))**
 - 1) Meeting Minutes:
 - a. [November 18-19, 2025 Meeting Minutes](#)
 - 2) [FY26 Management Report](#) (As of December 31, 2025)
 - 3) [FY25 External Financial Statements Audit](#)
- V. FIRST PUBLIC COMMENT**
- VI. STAKEHOLDER UPDATES**
 - 1) SHARED GOVERNANCE**
 - a. ASWOU | Morgan Pemberton
 - b. [Faculty Senate](#) | Dr. Michael Baltzley (pg. 18)
 - c. [Staff Senate](#) | Rip Horsey (pg. 21)
 - 2) UNION**
 - a. SEIU | Jackson Stalley
 - b. WOUFT | Dr. Benjamin Coté
 - 3) WOU FOUNDATION REPORT | Katie Wojke, Vice President for Advancement**
 - 4) LEGISLATIVE REPORT | Evan Sorce, Executive Director of Government Relations & Secretary to the Board of Trustees**
- VII. LUNCH BREAK | Board of Trustees will meet with student group in the Willamette Room.**



VIII. FINANCE & ADMINISTRATION COMMITTEE (FAC)

- 4) Committee Chair Report | Trustee Gayle Evans
- 5) Committee Recommendations for Board Discussion/Action
 - a. [Approval of Heritage Hall Building Roof Renovation Resolution](#) (pg. 23)
 - b. [Approval of Campus Recreation Turf Field Replacement Resolution](#) (pg. 26)

IX. ACADEMIC, ATHLETIC, & STUDENT AFFAIRS COMMITTEE (ASAAC)

- 1) Committee Chair Report | Trustee Leah Mitchell
- 2) Committee Recommendations for Board Discussion/Action
 - a. None

X. DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY COMMITTEE (DEIAC)

- 1) Committee Chair Report | Trustee Jerry Ambris
- 2) Committee Recommendations for Board Discussion/Action
 - a. Equity Assessment Update | Dominique Vargas, Executive Director for Diversity, Equity, and Inclusion

XI. EXECUTIVE, GOVERNANCE & TRUSTEESHIP COMMITTEE (EGTC)

- 1) Committee Chair Report | Vice Chair Kari Nelsestuen
- 2) Committee Recommendations for Board Discussion/Action
 - a. None

XII. SECOND PUBLIC COMMENT

XIII. ANNOUNCEMENTS/COMMENTS

XIV. ADJOURNMENT

XV. EXECUTIVE SESSION

The Western Oregon University Board of Trustees will meet in executive session to discuss pending litigation. Pursuant to ORS 192.660 (h) (consult with counsel concerning the legal rights and duties of a public body with regard to current litigation). Representatives of institutionalized news media are permitted to attend under ORS 192.660(4) on the condition that matters discussed in the executive session remain undisclosed. Pursuant to ORS 192.660(6), no final action may be, or will be taken in executive session.



February 25, 2026

President's Report to the Board of Trustees:

With all the challenges currently facing higher education, especially in Oregon, I am sometimes asked if I remain hopeful. People want to know if I can see a road to success and sustainability. That question has become even more urgent because of the financial situation being faced by Southern Oregon University. Their declaration of financial exigency and more recent announcement that their cash would run out within a year is an example of what can happen when expenses outpace revenues. As I have told the campus community, and as affirmed by the recent HECC report on university finances, Oregon's universities have navigated an environment of resource scarcity for well over a decade. We are currently 46th in the nation in state support for public universities. And all seven of the public universities are managing fragile fiscal realities. Navigating these pressures is daunting to say the least, and it is increasingly clear that the state of Oregon will not increase their financial support enough to make a positive difference anytime soon.

You may have seen recent media coverage about the Higher Education Coordinating Commission's report, [Spending and Efficiency in Oregon Public Universities](#), that I shared with campus back in December. The report was developed after a legislative budget note last year directed the HECC to assess spending and cost efficiency across Oregon's public universities over the past decade. WOU's fiscal responsibility is evident in this report; we've kept operating expense growth to 3.1%, below state and national averages. We also boast the lowest tuition growth in Oregon at 3.2%, with overall attendance costs rising just 1.5% and net price of attendance increasing by only 0.4% (both the lowest in Oregon). We are also an economic engine for Polk and Marion counties, providing essential opportunities and producing workforce-ready graduates. Over the last decade, we have also increased degree completions per \$100,000 in spending by 71.4%.

However, Oregon cannot continue to demand low-cost education and accessibility without ensuring that universities can operate effectively. Universities face significant challenges, including lost grants due to federal policy changes, rising costs, declining enrollment, and increasing employee benefit obligations, all while current funding computations fail to consider rising wages and benefits.

In the Higher Education Coordinating Commission [Analysis of Spending and Cost Efficiency in Oregon Public Universities](#), Kim To states, "Across campuses, recent actions include multi-million dollar budget reductions, workforce cuts, program restructuring, and long-term plans to address structural deficits and align spending with revenues. Overall, universities are pursuing both short-term reductions and long-term reforms to stabilize finances." The report underscores the fact that universities have not been wasteful, and they have performed relatively well despite chronic fiscal pressure. Nothing in the report indicates that an increase in funding will be a solution in Oregon. In fact, the implication is that the universities must do even more with even less.



In a letter to the HECC dated January 2, Governor Kotek stated, “The state’s current revenue outlook requires every public agency and institution to plan and operate with fiscal discipline, transparency, and a shared understanding of budget realities. Oregon’s higher education institutions must be prepared to make difficult decisions that preserve affordability and access for students while maintaining long-term institutional stability.” In short, we are expected to keep doing more with even less.

So how do I, as the leader of this institution, remain optimistic? How do I maintain the belief that we can achieve a level of institutional strength and sustainability without significant state investment? My answer is simple; each day, I am impressed by the commitment and dedication that the employees of Western Oregon University have to this institution and to the success of our students. Their professionalism and determination are the foundations on which we stand as we lean into our strengths. The moves we have been making over the last three years to improve our systems, including marketing and admissions, is starting to yield benefits. If projections hold, we could see a meaningful increase in the freshmen class next year, and that is a strong indicator that we are moving towards enrollment sustainability.

But as I explained in a recent communication to campus, we have work to do that includes reducing our expenditures and creating new revenue streams. For fiscal year 27, we will reduce expenditures by \$2-3 million. Shortly after our June BOT meeting, we will engage in a campus-wide process to discuss, analyze, and implement restructuring across the university to realize an additional \$2-3 million in cost reductions for fiscal year 28. At the same time, the restructuring will result in innovation, the opportunity to strengthen some areas, and invest in new ones. We will be redefining the ways we serve our region and creating partnerships that will further position us as a hub for education, innovation, and community.

Finally, I want to again reiterate to the Board of Trustees what a special place this university is. The work we do here means something, and this community strives to support students while they support each other. Student success is our success. And though we face some difficult times, we will get through them. As I recently said to campus - remember that the rough roads are still roads, and as long as we travel them together and with purpose, we will get to where we want to go.

We. Are. Wolves.

Centering Students
Embracing Diversity
Fostering Accessibility
Valuing Community

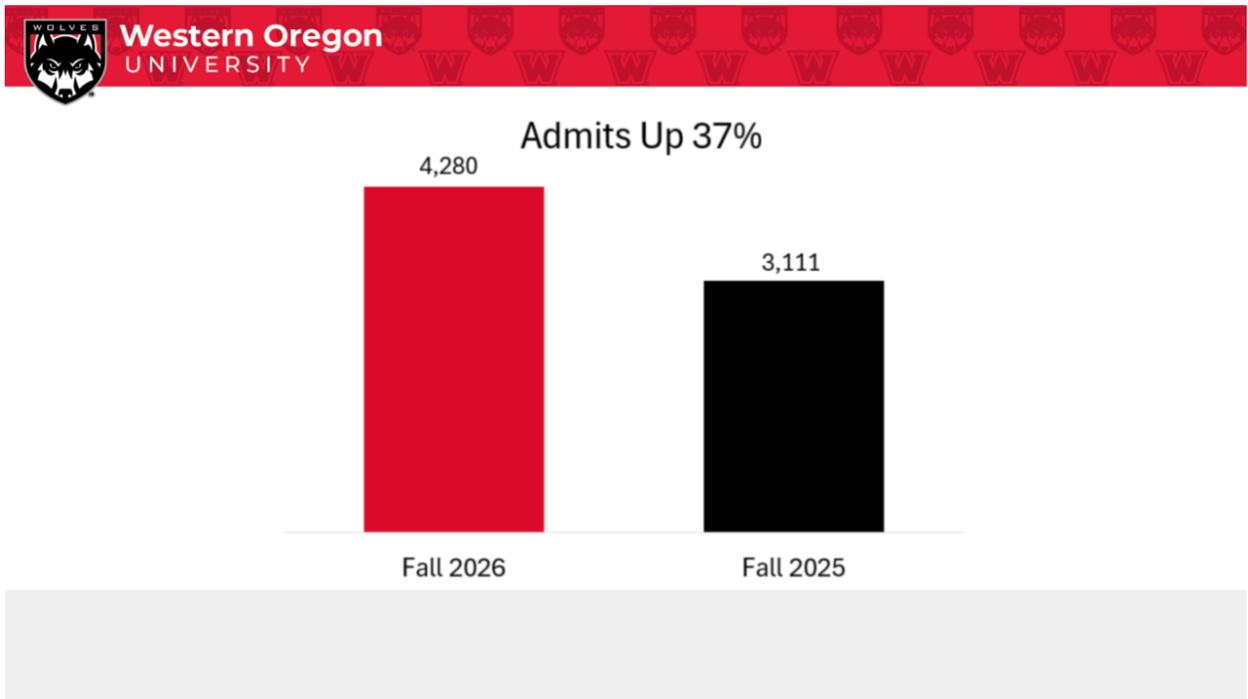


INSTITUTIONAL SUSTAINABILITY

Goal: Enhance the financial stability and sustainability of the institution through strategic financial planning, responsible resource allocation, and innovative revenue-generation initiatives, ensuring long-term resilience and success.

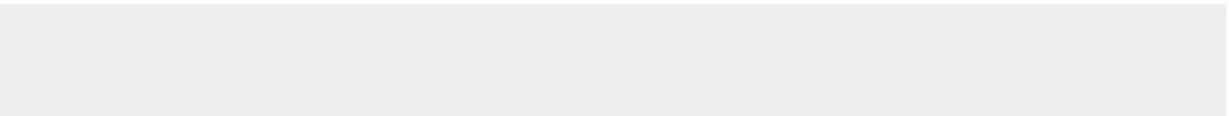
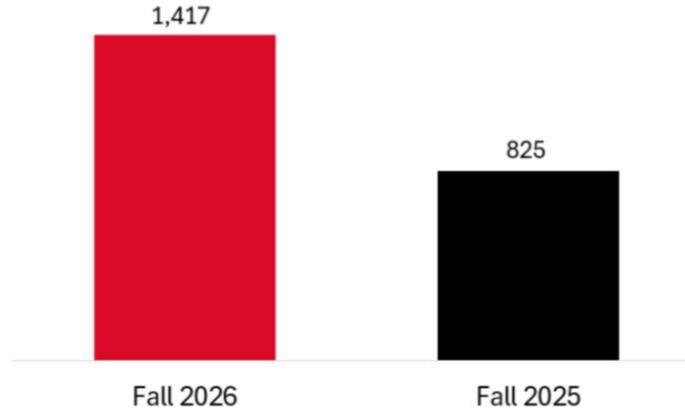
Activities & Accomplishments

- 1) **Enrollment:** Fall 2026 enrollment is currently conservatively projected to be flat, with final outcomes largely dependent on the size of the entering first-year class. First-year applications, admits, and confirmations are all trending significantly upward year over year, outpacing national and regional public university trends, which remain largely flat. While confirmation growth is expected to level off closer to the May 1 deadline, and several variables remain in play, current indicators suggest the university is on track to meet or potentially exceed its goal of enrolling 670 new first-year students. Transfer admits and confirmations are also modestly up, though this growth is expected to flatten over the coming months. The university has already confirmed one-third of the incoming first-year class—an unprecedented point in the admissions cycle—with 10% coming through Common App direct admissions.

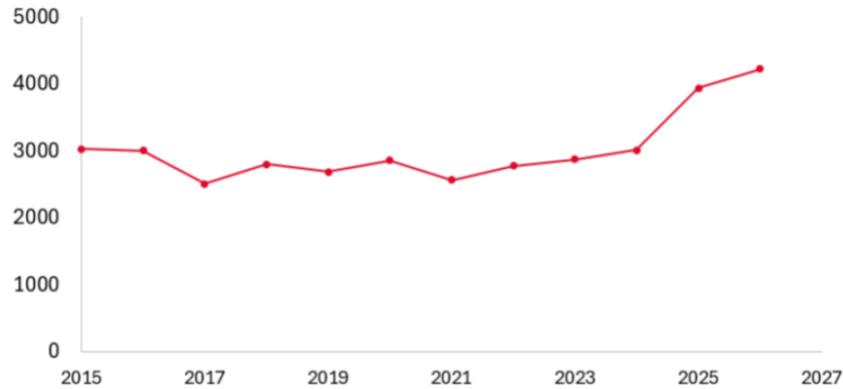




Visits are up 71%



Mid-Cycle First-Year Applications Exceed Last Year's 10-Year End-of-Cycle High



- 2) **Sponsored Project Office:** We are pleased to share a structural merger of the Sponsored Projects Office (SPO) into the Advancement Office, effective March 2, under the leadership of Katie Wojke, VP of Advancement & Executive Director, WOU Foundation. This strategic merger is designed to align, enhance, and streamline the acquisition of external funding from



both public and private sectors. By aligning our efforts, this integration creates a "one-stop shop" for faculty or staff seeking external funding. It reduces bottlenecks, minimizes duplicate efforts, and streamlines the process from grant proposal submission to donation cultivation to reporting.

- 3) **The Research Institute:** The Center on Early Learning Support and Innovation at the Research Institute at Western Oregon University has been awarded \$1.12 million through the Oregon Department of Early Learning and Care's Preschool Development Grant (PDG). This funding is an amendment to the current \$8.1 million Spark contract and is part of a larger \$7.3 million federal award to Oregon focused on strengthening early childhood systems statewide.
- 4) **Housing:** WOU is seeking funding for the replacement of the Heritage Residence Hall roof project. This project is essential to ensuring long-term resilience, as it safeguards the university's innovative revenue-generation initiatives, specifically, the capacity to safely house 333 current residents and the incoming Fall 2026 first year class. Investing in this infrastructure today prevents the displacement of students and protects the institutional stability required for future success.
- 5) **Equity Assessment Action Plan:** Accountability leaders continue to work on equity assessment action plan initiatives with an updated plan included in the January DEIAC meeting docket, which includes the new initiatives presented in November.
- 6) **Civics Training.** The office of Diversity, Equity, and Inclusion partnered with the Oregon Community Table on Postsecondary Education and Training (OCPET) on Thursday, January 29 to offer a civics training, which included learning about the legislative system, effectively engaging in civics advocacy, and university lobby day.
- 7) **Human Resources:** HR Recruitment continues to strengthen the University's hiring processes through a more structured, centralized, and supportive approach. High-touch pre-launch meetings with search chairs remain a cornerstone of this work and have proven effective in increasing clarity around roles, timelines, and compliance expectations.
 - Key recruitment improvements underway include:
 - More consistent application of standard hiring practices across academic and administrative searches
 - Expanded use of centralized guidance and resource tools for search committees
 - Ongoing refinement of processes based on feedback from departments and hiring managers



HR Recruitment remains focused on continuous improvement, equity, and transparency while supporting departments in attracting and retaining qualified candidates.

Human Resources continues to invest in targeted supervisor training focused on student employment, including:

- Student employment eligibility, funding sources, and work-hour limits
- Wage and timekeeping requirements, including proper use of Web Time Entry
- Performance expectations and appropriate feedback for student employees
- Managing absences, schedule changes, and academic priority conflicts
- Creating inclusive, respectful, and development-focused work environments
- Recognizing when issues should be escalated to HR or Student Employment staff

Workforce Trends

January 2022 – January 2026

Total employee headcount has remained relatively stable over the four-year period, despite enrollment shifts, budget constraints, and strategic staffing decisions.

- January 2022: 710 employees
- January 2026: 712 employees
- Net change: +2 employees

After growth in 2023, the University experienced three consecutive years of gradual workforce contraction, with the largest single-year decrease occurring between January 2025 and January 2026.

While a formal retention rate requires tracking individual employees over time, January headcount and separation data together indicate workforce stability. Most separations have been voluntary, and total separations have declined over time.

8) University Computing Solutions:

- Achieved 23% Banner Optimization ROI to date, reaching 1,148 hrs. of savings/year.
- Transitioned from WolfWeb to SS9 and now have active pages available in Experience.
- Achieved Cybersecurity control score of 63/100, which exceeded the FY26 goal of 60.

9) Budget & Finance:

- Prepared Financial Sustainability Analysis Report covering FY2021-25, which assessed the condition of Board fund balance, financial ratios, and Institutional Viability Metric.



- Created a Budget Process Handbook and shared with the campus community by posting it on the website for easy access.
- Established the FY27 Budget Development Timeline and FY27 Budget Commitments & Obligations worksheet and shared with budget authorities.
- Generated monthly budget status reports for budget authorities to check the progress of their budgets.
- Prepared quarterly management reports providing visibility into budget progress.

10) Efficiencies in Athletics: Review processes within the department to ensure efficiency within Athletics.

- Quarterly meetings with Director of University Budget/Planning and VP for Finance to monitor and evaluate Athletic department spending trends.
- FY27 budget reduction plan will include cuts in preseason support for fall sport student-athletes, reduction in preseason travel opportunities, and a reduction in student employment.

11) Wolves Rising: The Campaign for Western Oregon University:

The campaign's three pillars are \$10M Scholarships, \$5M Wolves Athletics and \$5M Student Success. The goal and timeline are \$20 million by June 30, 2028.

As of January 31, seven months into the 2026 fiscal year, \$1,803,676 has been raised. This brings the current Wolves Rising campaign total to \$20,835,415, which is 104.2% of the goal of \$20 million.

Percentage Progress by Pillar as of October 31:

- Scholarship – 129%
- Wolves Athletics – 42%
- Student Success – 116%

While the Wolves Rising campaign goal of \$20 million has officially been exceeded well ahead of the June 2028 timeline, there are still major projects within the campaign to complete. This includes raising \$2 million for the Turf Field for Wolves Athletics. The Data Center match requirement will also be added to the Student Success pillar.



STUDENT SUCCESS

Goal: Enhance degree completion rates for undergraduate, graduate, and transfer students, through strategic initiatives focused on academic support, streamlined pathways, and the necessary services that ensure timely and successful attainment of their educational goals.

Activities & Accomplishments

- 1) **Title III Strengthening Institutions Program (SIP) Grant:** Western Oregon University Retention Improvement Project continues to support and enhance our commitment towards retention of first-time students and reduce equity gaps. We are planning to realize this goal through five major activities: (1) Enhance Assessment and Continuous Improvement of Student Experience; (2) Leverage and coordinate first-year seminars and other elements of first-year experience to improve the student experience of belonging and finding purpose; (3) Increase faculty development programming and instructional design support to increase student engagement in priority courses; (4) Improve advising and clarity of degree paths for improved student success; and (5) Career and Life Design integration into curricula. All five of these activities are in year one implementation, and the initial report for our next funding allocation has been submitted. Grant activities in year two are largely being implemented as outlined in the original timeline, with meaningful progress across assessment, student success initiatives, advising, and career development. EAB Navigate was successfully expanded, advisors were trained, and a coordinated care network—Access, Advocacy, & Belonging—was established. Curriculum mapping efforts moved more slowly than anticipated due to the scale of collaboration required and leadership turnover but are advancing in year three.
- 2) **Center for Teaching and Learning:** The Center for Teaching and Learning significantly expanded faculty development, with strong participation in online teaching and digital accessibility training and launched WOU’s first AI Forum to guide institutional strategy around academic integrity and digital literacy. CTL also increased faculty engagement through a new professional outreach presence.
 - Online Teaching: Since January 2025, 145 faculty members have completed the Foundations of Online Teaching course.
 - Digital Accessibility: Launched in January 2026; already reached 143 attendees via workshops and 99 practitioners in specialized online courses.
- 3) **Graduate Studies:** During fall term, Graduate Programs administration focused on maintaining essential admissions and enrollment operations following abrupt staffing changes, prioritizing continuity of service and consolidating admissions functions within the central Office of Admissions to build long-term capacity for professionalized graduate recruitment and support.



With two re-scoped staff positions now in the hiring process, the unit is positioned to move from operational stabilization to optimization and strategic improvement. Near-term priorities include strengthening centralized graduate recruitment and marketing, improving CRM utilization, reducing administrative friction through process and workflow redesign, and enhancing communication and community-building for continuing graduate students.

- 4) **Online Education:** Academic Affairs in collaboration with the Faculty Senate will convene an Online Education Committee in Winter 2026 to build on recent work strengthening online and hybrid education. Chaired by Dean Chelle Batchelor and composed of faculty, students, and administrators, the committee will operate in close collaboration with the Faculty Senate and within shared governance structures.

The committee's charge is to establish clear, consistent institutional definitions, criteria, and processes for online, hybrid, and in-person course and program delivery, with a focus on student access, instructional quality, compliance, and long-term sustainability.

- 5) **Student Engagement:** The Co-Curricular Transcript has launched. It supplements the academic transcript by giving students a way to share their co-curricular learning, club leadership, awards and recognition, and volunteer service.

- 6) **Abby's House:**

- Supported 14 survivors in Fall term 2025 and allocated \$3,700 on emergency housing & move-in costs for survivors.
- Assisted 68 students in the Fall term for basic needs, allocated \$2,328 on course materials (textbooks, calculators, various school supplies for care cupboards), \$1,100 spent on gas gift cards & bus passes, \$2,750 spent on WINCO gift cards
- In the Fall term, 15,289 pounds of food and 2,470 clothing items were distributed in the Food Pantry and Stitch Closet. Visitors included 430 households and 1,579 individuals. The majority of people who use the Food Pantry and Stitch Closet are students.

- 7) **Professional Development.** The office of Diversity, Equity, and Inclusion hosted *Supporting DACA and Undocumented Students* with the Presidents' Alliance on Higher Education and Immigration on Tuesday, February 30. About 90 WOU employees attended this session. The session is now available in the 2025-2026 Diversity, Equity, and Inclusion course in Canvas for one month.

- 8) **Accessibility Working Group:** Emily Herb leads the Access @ WOU group to continue to move the work around digital accessibility forward with direct alignment with the strategic plan and subcommittees focused on implementation, professional development, and remediation. The Center for Teaching and Learning (CTL) and MarCom have begun hosting training



sessions.

9) University Athletics:

- Campus activity and vibrancy: 1 in 9 students at WOU is a student athlete
- Student employment opportunities: Game operations, ticket sales, sports information
- School tradition and culture: Fan following and alumni events
- Off campus visibility: Team travel, live-stream events, social media
- Retention/Graduation: Rates higher than general student population
- Diversity: Over 50% of student athletes identify as non-white

10) Scholarship Dinner: Our annual scholarship reception is being brought back after more than 5-year hiatus. This event, which connects scholarship recipients and donors, has been the most requested stewardship event to bring back.



TRANSFORMATIONAL DIVERSITY

Goal: Foster an inclusive educational, living, and work environment at Western Oregon University, ensuring that students and employees feel a profound sense of belonging and have abundant opportunities for growth and success.

Activities & Accomplishments

1) **Student Engagement:**

- Repurpose the former Freedom Center space into the Mosaic Center. It supports and connects students and organizations rooted in cultural identity, heritage, and advocacy. It fosters a sense of belonging, community building, and empowerment among historically marginalized student populations. This came from student feedback through various formats.
- Boxes of Hope sponsored by Student Media. 178 students participated. Project to support children in foster care in Polk and Yamhill counties, in partnership with Every Child Polk Yamhill, a program of REACH Northwest. Over the course of two days, 178 WOU students volunteered to build care boxes for foster youth in our area. This was an incredibly collaborative effort and brought many students and WOU departments together.

2) **HSI Shirts.** The office of Diversity, Equity, and Inclusion coordinated a competition for WOU students to design a t-shirt in celebration and honor of WOU becoming the first four-year public HSI in Oregon. Students submitted entries and voted for their favorite. The winning shirt has been selected, and the process is being finalized to print the t-shirt to be sold in the University bookstore.

3) **HSI Summit.** The office of Diversity, Equity, and Inclusion called for volunteers for a planning committee to develop the 2026 HSI Summit. [Marla Franco](#) is signed on to be the keynote presenter on Friday, April 17.

4) **OIRFC Grant Opportunities:** The office of Diversity, Equity and Inclusion is coordinating with General Counsel, the Special Projects office, and the Foundation to partner with Innovation Law Lab for legal and education resources for students.



COMMUNITY STRENGTH

Goal: Cultivate and maintain a culture at Western Oregon University that embraces collaboration, connection, and communication as we build meaningful partnerships with internal and external communities, while enriching the educational experience of our students.

Activities & Accomplishments

- 1) **Town Hall:** The President and Senior Leadership participated in an ASWOU Town Hall on February 17th and a UBAC Town Hall on February 18th.
- 2) **Community Conversations:** The office of Diversity, Equity, and Inclusion facilitated two community conversations with General Counsel and Campus Public Safety in follow up to the demonstration on December 3 that impacted many WOU community members.
- 3) **Community Conversations (shared governance):** The office of Diversity, Equity, and Inclusion partnered with General Counsel and Campus Public Safety to engage with Faculty Senate (January 22), ASWOU (January 23), and Staff Senate (February 3) to discuss rights and responsibilities in the 2026 social climate.
- 4) **Professional Development.** The office of Diversity, Equity and Inclusion hosted a *Know Your Rights* session with Esme Santos, an immigration attorney out of Salem on Tuesday, January 14. About 40 students, employees, and community members attended. This engagement was offered bilingually in English and Spanish, with ASL interpreters in person and live captioning over Zoom webinar. The session is now available in the 2025-2026 Diversity, Equity, and Inclusion course in Canvas for one month.
- 5) **Cesar E. Chavez Leadership Conference:** Following the May 2026 CECLC, the event will shift to Fall terms in collaboration with community partners and internal partners, including, but not limited to, Admissions, Multicultural Student Services and Programs, Oregon Community Foundation, and Unitus Credit Union. This year's planning committee will also include individuals outside of the direct WOU community. The office in partnership with the Foundation has secured funding to support both the May and October CECLC's, with the plan for the registration fees from October to begin the path to sustainably funding this initiative.
- 6) **Student Community Engagement:**
 - Abby's House has strengthened partnerships to address violence prevention and response on campus through our Office of Violence Against Women grant. Campus partnerships include Public Safety, Title IX, Student Conduct, Residence Life, SHCC,



Athletics, and the President's office. Community partnerships include Sable House, Monmouth PD, and Bradley Angle in Portland.

- The Food Pantry gave out 103 Turkey Baskets for Thanksgiving, which fed approximately 450 people in the community.
- In collaboration with the City of Monmouth, the Center for Professional Pathways hosted a MLK, Jr. Day of Service. Approximately 58 WOU volunteers, including the women's softball team, participated in a variety of service projects. Projects were both outdoors - such as graffiti cover up or home projects for senior citizens - and indoors - such as painting and making welcome bags for the local community shelter. They also made cards for senior citizens facing isolation and loneliness over the winter season.

7) **Family Outreach:** The Western Oregon Family Portal is an effective tool for communicating with families of current students. There are currently 2,318 active users of the portal, and an average open rate of the newsletter of 57%. Our top engagement comes from the following populations with the following open rate percentages:

- First-Year Families (2,081) - 60%
- Families for First Gen Students (302) - 70%
- Families of Transfer Students (273) - 75%
- Spanish Speaking Families (98) - 54%

8) **Professional Development/Training:**

- Held self-defense and CPR training in Fall 2025.
- Held pandemic exercise in October 2025 with community partners.
- Held training session focused on travel document oversight and proper form completion which was attended by 13 employees.
- Held training session focused on purchasing document oversight and proper form completion, which was attended by 17 employees.
- As the ability to use WolfWeb for invoice approvals sunset in December 2025, training sessions were held in November and December focusing on transitioning from WolfWeb approvals to Banner approvals. These sessions targeted all invoice approvers.

9) **Student Athlete Community Engagement (Oct-Dec):**

- Monmouth Halloween Trunk or Treat
- Wolves Football tailgate lot - 81 of the 94 available spaces purchased by Wolves Club members and fans
- SAAC hosted a Toy Drive and donated to the Fostering Success program for foster kids in our community
- MLK community service with City of Monmouth
- Fall sport camps



Home events (Fall/Winter):

- 50+ home athletic contests
- Hosted NCAA W Region Cross Country Championship (30+ M/W teams)
- Hosted collegiate, high school, and middle school cross country meets (5000+ participants)
- Hoop-N-Howl men's and women's basketball kickoff event
- Football Hall of Fame and Wolves Athletics Hall of Fame Induction Ceremonies
- Wolves on the Green Golf outing
- Men's Basketball Alumni Night

Social Media Reach (Main Athletics Accounts: Sept-Dec):

- Instagram: 5.5 million views
- Facebook: 671,805 views
- X: 243,353 impressions
- YouTube: 87,323 views

10) Alumni and Community Engagement:

Search is underway for Director of Alumni and Parent Relations.

Alumni Awards Selection Committee reviewed nearly 40 nominations and selected the following individuals as the 2026 Alumni Award Honorees. These individuals will be celebrated on April 3.

- Jane Berry-Eddings '75 – Alumni Award of Excellence
- Jordan Meekins '15 – Professional Achievement
- Amanda Stevens '16 – Professional Achievement
- Kenn Letho '76 – Alumni Volunteer of the Year
- Pro Escobedo '04 – Community Impact Award
- Miranda Garrison '09 – Entrepreneurial Spirit Award
- Janell Davis '17 – Distinguished Alumni Educator

Events since last report:

- November 20 – Regional Alumni & Friends event in Salem, featuring “Meet the Deans”
- December 5 – Holiday Tree Lighting and WOU Foundation Open House
- December 6 – Smith Fine Arts Series featuring My Brightest Diamond
- January 17 – Smith Fine Arts Series featuring Nickerson-Rossi Dance and WOU Men's Basketball Alumni Night
- February 12 – Lobby Day reception



Upcoming events:

- March 14 – Smith Fine Arts Series featuring Rodney Marsalis Philadelphia Big Brass
- April 3 – Alumni Awards
- April 7 – Giving Day
- April 10 – Smith Fine Arts Series featuring De Tierra Caliente
- April 22 – Scholarship Reception
- May 16 – 2nd Annual WOU Block Party (*Postponed, new date TBD*)
- May 30 – 40th Wolves Athletics Auction
- June 6 – Smith Fine Arts Series featuring Taimane
- June 12 – Forever Wolves Grad Party
- June 13 – WOU Commencement: Featuring four Golden Wolves from the Class of 1976
- July 4 – Monmouth Independence 4th of July Parade
- July 18 – Alumni & Friends Summer Baseball at Eugene Emeralds
- July 24 – Alumni & Friends Summer Baseball at Hillsboro Hops
- July 30 – Alumni & Friends Summer Baseball at Salem Marion Berries
- July 31 – Alumni & Friends Summer Baseball at Tacoma Rainiers
- August 22 – Woodburn Fiesta Mexicana Parade
- September 10 – Art & Wine Auction
- October 23 – Wolves on the Green Golf tournament & Athletics Hall of Fame
- October 23-24 – Homecoming
- December 4 – Holiday Tree Lighting

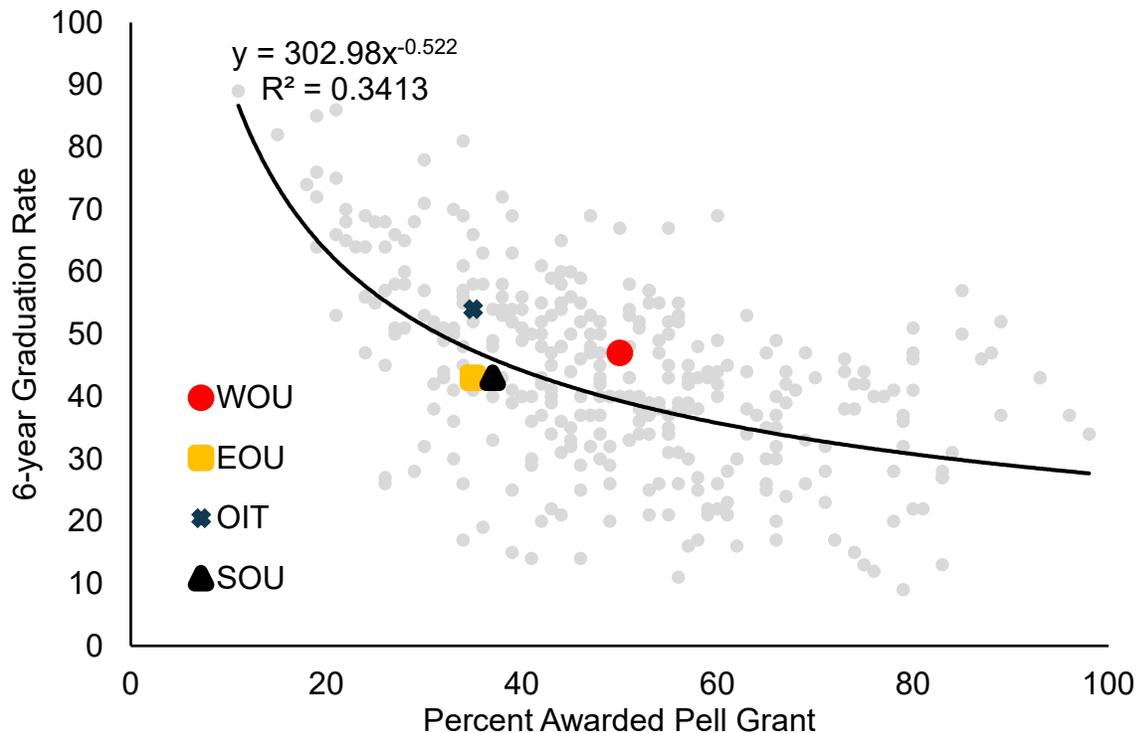
To: Western Oregon University Board of Trustees
From: Michael Baltzley, Faculty Senate President
Date: Feb. 25, 2026
Re: Faculty Senate President Stakeholder Update

I've been starting my Faculty Senate President's Report at our bi-weekly meetings with positive shout-outs about work that faculty are doing with students. Since my last stakeholder update to the Board of Trustees, I've shared the following with the Faculty Senate:

1. One of the valuable things that we do with students is expose them to the broader community of academics and professionals in our respective fields. One recent example is that Dr. L.B. Bouchard, an Assistant Professor in Gerontology, took 2 students to the Gerontological Society of America Annual Scientific Meeting in Boston, MA, in November.
2. Last summer Dr. Sean Rousch, Director of Occupational Therapy, took 10 Occupational Therapy students to do 2 weeks of Level I Fieldwork in York, UK, working with a program called [Converge](#). Converge aims to engage local mental health service users in high quality educational classes so that participants can develop roles and identities beyond that of a mental health patient.
3. A student asked me to recognize Dr. Emily Vala-Haynes, a Professor in Public Health and Co-Chair of the Division of Health & Exercise Science, for being "such an amazing advisor", and for ensuring that the student was "all set and squared away to graduate". The student stated that "Public Health and Exercise Science at WOU would not be the same without her abundant enthusiasm, creativity, inclusion, and expertise."
4. A staff member asked me to recognize Tim Cowart and the Dance Department for their "awesome work" in January. On Jan 9-10, they held an Emerging Choreographers Concert and showcased some of the "amazing work our dance students are doing". On Jan 17, 11 dance students joined the professional dance company, Nickerson-Rossi Dance, on stage for a "stunning performance".

I have also been giving a data report to the Faculty Senate at each meeting. Rather than sharing all those with you, I'd like to share the best discovery I made while mining IPEDS data. As you all know, our graduation rates don't seem impressive—our 6-year graduation rate is 47%. However, graduation rates are highly correlated with lots of variables, some that are outside of our control, and some that are related to our mission. About 50% of our students are awarded Pell Grants. There is a strong correlation between the percentage of students receiving Pell Grants at institutions of higher education and graduation rates: the higher the rate of Pell Grants, the lower the

graduation rate. While WOU has a 6-year graduation rate of 47%, that is 8% higher than expected for institutions where 50% of students receive Pell Grants.



I also need to report that faculty are frustrated with a number of issues that have been on-going for the past year or more, and don't seem to have any resolutions in sight.

We had an operational Honors Program several years ago, but because of management decisions we haven't had an Honors incoming class in two years. Faculty perceive that we have lost a functional program that was valuable to WOU, and WOU administration doesn't have a plan to fix Honors other than asking faculty to figure out a path forward without clear resources or guidance.

We are lacking clear leadership for our graduate programs because of management decisions not to replace the Dean and Director positions. The plan that was presented to faculty to replace a full-time Dean and full-time director was a part-time faculty position that would pull a faculty member out of teaching in programs that are already stressed for instructors. The Faculty Senate Graduate Studies Committee made a formal statement expressing concerns about this plan, and their statement was endorsed by the Faculty Senate.

Our Registration, Advising and Curriculum systems were changed with little input from faculty and students. Now that those systems are in place, requested improvements to

make them more usable for faculty and students have largely not been implemented. Faculty are the front-line of student interactions—when changes make it hard for us to help students, students are impacted.

Lastly, WOU faculty feel like our administration doesn't have a clear understanding of our program offerings, and is not invested in supporting our academic programs. There was a highly publicized report from the HECC which stated that, in 2022-23, WOU had over 260 degree- or certificate-awarding academic programs. The report was clearly incorrect—which faculty expressed multiple times to various administrators in the fall—but the data were published without being contested by WOU. Based on our 2022-23 catalog, we in fact only had about 120 degree- or certificate-awarding programs. At our last Faculty Senate meeting, the Associate Provost of Academic Effectiveness reported that their office considers us to have only 42 academic programs. Nonetheless, we keep hearing from administration that WOU has too many academic programs. We suspect that “too many programs” is simply code for “too many faculty” and that our administration is not fully invested in understanding or supporting our academic programs.

I recently had a meeting with Provost Coll about these concerns, and he addressed some of them at our last Faculty Senate meeting. I am optimistic that we can see movement on these topics, and firmly believe that we all ultimately have the same goal of wanting to see WOU succeed, but faculty are ready for some positive change on these concerns.

Thank you for the opportunity to update you on faculty issues, activities and perspectives.

Staff Senate Report to the Board of Trustees February 24, 2026

Thank you for the opportunity to provide the Staff Senate's progress in the shared governance of Western Oregon University. We have action items in the development stage and look forward to highlighting them in future meetings with you. Below is a summary of our journey this late fall 2025 and the beginning of winter 2026.

Staff and Faculty meaning

During the December 10, 2025, President's Cabinet meeting, a presentation was made on the Wolf Student Experience Feedback form (Daniella Dugan, Title III Coordinator; Patrick Aldrich, Director of the Center on Research, Evaluation, and Analysis; Beryl Neequaye, Data and Evaluation Specialist, The Research Institute). It was the first annual, internal student experience survey; 24.5% response rate with 936 responses. One of the questions designed to report on Faculty/Staff connections - (Question to students: When you are facing a personal issue or decision, is there a faculty or staff member with whom you would feel comfortable speaking?) 52.4% Yes, 29.4% No, 16.8% Unsure, 1.5% Prefer not to say.

Staff Senate training/refresher

On January 27, 2026, Staff Senate, in collaboration with Malissa Larson, Dean of Students & Associate Vice President, Student Affairs, offered an in-person training/refresher opportunity for staff on "Worries to warnings: Student Support Spectrum". The training/refresher was designed to provide information on navigating student wellbeing on campus. We had 24 folks attend, and due to the request from staff in the room and staff unable to attend, we sent out the slide deck of information. We are looking forward to providing another opportunity in the spring term.

Finding new ways to reach staff members

Staff Senate is currently in discussions and accepting ideas on establishing ways to enhance cross-communication among staff regarding the different areas of change, efficiencies, training, feedback, and data collection survey. The main theme we are looking at is, "How can we continue to advise and make recommendations to the university president on matters relevant to staff for the overall success of the university without input?"

The Staff Senate has been encouraged by Dr. Peter's email listed out, "...we are always open to ideas and suggestions. We want to hear what is going well, but we also want to know what challenges people are facing." Also with his statement in mind, "We have shifted systems,

revised how we do our work, implemented a new strategic plan, implemented an equity action plan, changed recruiting strategies and marketing, achieved reaccreditation, engaged in new ways with communities, and opened a new student success center.”

It seems to be a moment when it is okay to assess where we may be in the cycle of change.

Building connections

We are continuing to build connections through consistent communication and guest speakers. We have had the chance to invite four different areas (Admissions - Enrollment Report, Human Resources - Digital Accessibility, Foundation - Giving Day, and Office of Diversity, Equity, and Inclusion and Campus Public Safety - Federal and State legal updates) since our fall update. These guests have provided us with tools, knowledge, and resources to utilize in our normal positions as staff.

Investigating - Feedback Hesitancy

Continuing to have a conversation to hear if staff are still hesitant in providing honest, direct, or maybe not in alignment with the original direction feedback, survey ideas. We know that:

- Feedback can cause discomfort or awkwardness.
- Culture is driven through moments of truth.

It is part of the Staff Senate’s mission to “Promote positive, respectful, and constructive dialogue among staff, faculty, administrators, and students.” Our goal is to clearly understand if this is just something of lore or if it is something that needs to be addressed.

Staff for Student Scholarship

Working with Dave Beasley, Director of Development, Annual Giving & Sponsorships, WOU Foundation Staff Senate is working towards the goal of 40 for 5 (Forty staff members signing up for payroll deduction for \$5 a month) to be the base of funding for the Staff for Student Scholarship. We have already had a soft launch to get a few commitments now, will announce to all staff in late February, and plan to push it out on Giving Day.

Staff Senate Membership for 2025-2026

New members/positions in bold

Executive Board:

Rip Horsey (President), Gregg Vineyard (Vice President), Ambre Plahn (Treasurer/Secretary)

Classified Senators:

Sandra Holland, Ellie Baker, **Tessa Paulsen**, **Melissa Eddings**, (vacant-still looking for)

Unclassified Senators:

Maya Guerra, **Emily Herb**, **Kodee Harwood**, **Robyn Lopez Melton**

Board of Trustees, Resolution: Approval for Financing to Replace Heritage Hall Roof:

Heritage Hall's initial construction was completed in 1989. Although the roof was intended to have a useful life of 50 years, the University has had to patch it multiple times and is currently experiencing a catastrophic failure at only 36 years of use. The facility is causing severe water intrusion that, if allowed to continue, threatens the building's structural integrity and the students' health and safety. It is the opinion of the university-hired experts who inspected the roof that it has reached the end of its serviceable life and must be replaced immediately.

The University has solicited bids from roofing contractors to determine the cost of replacing the roof, and the lowest bid submitted is \$3.1 million. Senior leadership is pursuing two options for financing the cost of the roof replacement: (i) private financing provided by NCL Government Capital, a business specializing in financing government projects, and (ii) emergency capital funding facilitated by the Higher Education Coordinating Commission (HECC). Both options would require the University to pay back the loan over time. University Housing has developed a plan to pay back the loan over time using housing fees collected by on-campus students. The following resolution and the attached exhibits will provide you with information on each option.

The Board Statement on Delegation of Authority requires approval by the Western Oregon University Board of Trustees for any transaction or project for which the total anticipated costs or value exceeds \$1,000,000. Therefore, we need board approval to move forward with either option.

COMMITTEE RECOMMENDATION:

At the February 10, 2026 committee meeting, the Finance and Administration Committee voted to recommend to the Board of Trustees to approve the Resolution for Financing to Replace Heritage Hall Roof as written in the docket.

Board of Trustees



Board of Trustees of Western Oregon University

Resolution: Approval for Financing to Replace Heritage Hall Roof

Whereas, Heritage Hall is a residence hall located on the campus of Western Oregon University (“WOU”) that provides housing to students;

Whereas, Heritage Hall’s initial construction was completed in 1989, and the roof of the building has been patched on multiple occasions but never replaced;

Whereas, although the roof was intended to have a useful life of 50 years, the roof is experiencing catastrophic failure at 36 years old;

Whereas, the roof’s failure is resulting in severe water intrusion that, if allowed to continue, threatens the structural integrity of the building as well as the health and safety of student residents;

Whereas, in the opinion of experts hired by WOU to inspect the roof, the roof has reached the end of its serviceable life and must be immediately replaced;

Whereas, WOU has solicited bids from roofing contractors to determine the cost of replacing the roof, and the lowest bid submitted sets the cost at \$3.1 million;

Whereas, WOU’s senior leadership team is pursuing two options for financing the cost of the roof replacement: (i) private financing provided by NCL Government Capital, a business specializing in financing government projects; and (ii) emergency capital funding facilitated by the Higher Education Coordinating Commission (“HECC”);

Whereas, the proposed terms of financing initially offered by NCL Government Capital in December of 2025 are attached to this resolution as Exhibit A;

Whereas, if WOU is provided emergency capital funding via the HECC, WOU anticipates that the funding will be in the form of bond proceeds that WOU will be required to repay pursuant to Article XI-F(1) of the Oregon Constitution;

Whereas, WOU’s application materials for emergency capital funding are attached to this resolution as Exhibit B;



Whereas, any obligation to repay the funds required for this project will be funded by a portion of the fees charged to students for on-campus housing; and

Whereas, the Board Statement on Delegation of Authority requires approval by WOU's Board of Trustees for any transaction or project for which the total anticipated cost or value exceeds \$1,000,000;

NOW THEREFORE, the Board of Trustees of Western Oregon University hereby authorizes and ratifies:

- 1) A budget of \$3,100,000 for the Heritage Hall roof capital project as articulated in materials attached to this resolution as Exhibit B;
- 2) The President and his designee(s) to take all actions necessary and proper to execute the aforementioned capital project, including entering into any and all agreements necessary to obtain financing, to hire a contractor, and to perform any other act necessary to complete the capital project; and
- 3) All actions taken by WOU up to and through passage of this resolution in furtherance of the aforementioned capital project.

VOTE:

DATE:

Recorded by the Secretary of the Board of Trustees:

Resolution: Heritage Hall Roof Capital Project (Authorization)

February __, 2026

Board of Trustees, Resolution: Approval for Financing of the Turf Field Replacement project:

The Campus Recreation Turf Field construction project was completed in December 2011, with the Musco Light portion completed in January 2012. This project was Western Oregon University's first investment in an artificial turf field. After a bid process, Shaw Sports Turf (Shaw Sportex; at that time) was selected for the turf product. The standard 8 (eight) year manufacturer's warranty was provided. The turf field is now over 14 years old. The turf field is showing several signs that it needs to be replaced, such as shedding fibers, loose inlays/seams, loss of pile height, and displaced infill levels. The initial plan for the replacement of the turf field was started in 2020, but was paused due to the pandemic. Since 2021, Campus Recreation has been working with Shaw Sports Turf maintenance division to extend the life of the turf field by using top dressing (an additional 20 tons of crumb rubber and extensive grooming) and moving from just an annual maintenance day to bi-annual maintenance days along with a grooming schedule recommended by the manufacturer of between 80 to 100 hours' worth of usage. Unfortunately, experts have indicated there is little more that can be done and the turf field's turf has hit its life cycle, and thus needs to be replaced.

The turf field replacement project involves two principal safety enhancements. Installation of a Schmitz ProPlay shock pad designed to help maintain HIC (Head Injury Criterion) and G-Max testing, focusing on impact attenuation and risk of head injuries, is vital to the success of Club Sports Rugby, Soccer, and Lacrosse teams, as well as providing an extra level of safety for all student field usage. Switching from crumb rubber infill material to an alternate natural Coremax and Geofill reduces the chance of heat-related injuries, maintains durability, and provides stable footing and traction while being a renewable resource.

In Spring 2025, Campus Recreation worked with ASWOU to place a Turf Field Referendum on the ballot to increase the Turf Field debt fee to \$17.00 per term per on-campus student from the current \$7 Turf Field debt fee. The turf field referendum was passed with 81.5% approval by the student body. Summer 2026 will be the start of collecting the approved debt fees. The turf field replacement and principal safety enhancements of a shock pad and alternate natural infill is \$1.2 million.

Since the winter 2025 Legislative Session F-bond request was not passed, Senior Leadership is pursuing two options for financing the cost of the turf field replacement project: (i) private financing provided by NCL Government Capital, a business specializing in financing government projects, with a 5.6% interest rate, 12-year loan or (ii) an internal loan from WOU's building reserves, with a 5.0% interest rate, 12-year loan, (Campus Recreation has been working with VPFA for this option). Both options would require Campus Recreation to pay back the loan over time. Campus Recreation has developed a plan to pay back the loan over time using the student-funded Turf Field Debt Reserve collected by on-campus students. The following resolution and the attached exhibits will provide you with information on each option.

The Board Statement on Delegation of Authority requires approval by the Western Oregon University Board of Trustees for any transaction or project for which the total anticipated costs or value exceeds \$1,000,000. Therefore, we need Board approval to move forward with either option.

STAFF RECOMMENDATION:

Staff recommends that the Western Oregon University Board of Trustees approve the Resolution for Financing to Turf Field Replacement project as written in the docket.

Board of Trustees of Western Oregon University

Resolution: Approval for Financing of the Turf Field Replacement project

Whereas, the Campus Recreation Turf Field ("Turf Field") is an artificial sport turf field located on the campus of Western Oregon University ("WOU") that provides the Club and Intramural Sports home field, outdoor sports, and recreation to students;

Whereas, Turf Field's initial construction was completed in 2011, and the turf of the project has been groomed to manufacturers' recommendations, top dressed twice, patched and seam repaired on multiple occasions, but never replaced;

Whereas, the turf was intended to have a useful life of 8-10 years, the turf is 14 years old and is close to experiencing performance and safety failure;

Whereas, the turf's failure is resulting in age and heavy usage that, if allowed to continue, threatens the structural integrity of the turf field as well as the health and safety of student users;

Whereas, in the opinion of WOU's Campus Recreation staff, the turf field has reached the end of its serviceable life and must be replaced;

Whereas, WOU has secured a bid from Shaw Sports Turf, which was selected in 2011 for the original field through a bid process and using their current pricing based on the Shaw Sports Turf Purchasing Program with Sourcewell Contract #031622-SII, to determine the cost of replacing the turf, shock pad, and alternative natural infill for the cost at \$1.2 million;

Whereas, WOU's senior leadership team is pursuing two options for financing the cost of the turf field turf replacement: (i) private financing provided by NCL Government Capital, a business specializing in financing government projects; and (ii) an internal loan from WOU's building reserves (Campus Recreation has been working with VPFA) for this option;

Whereas, the proposed terms of financing initially offered by NCL Government Capital in February of 2026 are attached to this resolution as Exhibit A;

Whereas, if WOU's VPFA is investigating the feasibility of an internal loan using WOU building reserves; are attached to this resolution within Exhibit A;

Whereas, WOU's monitoring and supporting materials to support of Shaw Sports Turf's bid as Exhibit B;

Whereas, any obligation to repay the funds required for this project will be funded by a portion of the fees charged to students for on-campus Incidental Fees; and

Whereas, the Board Statement on Delegation of Authority requires approval by WOU's Board of Trustees for any transaction or project for which the total anticipated cost or value exceeds \$1,000,000;

NOW THEREFORE, the Board of Trustees of Western Oregon University hereby authorizes and ratifies:

- 1) A budget of \$1,200,000 for the Turf Field turf replacement capital project as articulated in materials attached to this resolution as Exhibit B;
- 2) The President and his designee(s) to take all actions necessary and proper to execute the aforementioned capital project, including entering into any and all agreements necessary to obtain financing, to hire a contractor, and to perform any other act necessary to complete the capital project; and
- 3) All actions taken by WOU up to and through passage of this resolution in furtherance of the aforementioned capital project.

VOTE:

DATE:

Recorded by the Secretary of the Board of Trustees:

Resolution: Turf Field Replacement project Capital Project (Authorization)

February__, 2026

EXHIBIT A

NCL Government Capital

February 2026 Proposed Financing Terms



February 9, 2026

Western Oregon University
345 Monmouth Ave. N
Monmouth, Oregon 97361

Re: Finance Agreement

Dear Sir or Madam:

Lease Servicing Center, Inc. dba NCL Government Capital (“NCL”) is pleased to propose to Western Oregon University the following financing transaction as outlined below. Under this transaction, Western Oregon University would enter into a finance agreement with NCL for the purpose of acquiring a Shaw Turf Replacement Project. This transaction is subject to formal review and approval by both the Lessor and Lessee.

LESSEE:	Western Oregon University
LESSOR:	Lease Servicing Center, Inc. dba NCL Government Capital
EQUIPMENT:	Shaw Turf Replacement Project
EQUIPMENT COST:	\$1,200,000.00
DOWN PAYMENT / TRADE-IN	\$0
AMOUNT FINANCED:	<hr/> \$1,200,000.00
FUNDING DATE:	March 1, 2026
FIRST PAYMENT DUE:	January 1, 2027
TERM:	<u>12 Years</u>
SEMI-ANNUAL LEASE PMTS:	\$70,753.94

PRICING: The Rates and Payments outlined above are locked, provided this proposal is accepted by the Lessee and the transaction closes/funds prior to March 9th, 2026. After these days, the final Rate and Payments shall be adjusted commensurately with market rates in effect at the time of funding and shall be fixed for the entire lease term.

DOCUMENTATION FEE: \$500 paid to Lessor at closing

DOCUMENTATION: Lessor shall provide all of the documentation necessary to close this transaction. This documentation shall be governed by the laws of the State of lessee.

SOURCEWELL CONTRACT: NCL has been competitively bid and awarded a contract through Sourcewell. **NCL's Sourcewell Contract # #092424-NCL is 092424-NCL.**

We appreciate this opportunity to offer an NCL Financing Solution. Please do not hesitate to contact me if you have any questions at (866) 763-7600. Acceptance of this proposal is required prior to credit underwriting by NCL. Upon acceptance of this proposal, please scan and e-mail to my attention. Thank you again.

Sincerely,

Katie Vangsness - (866) 763-7600

katiev@nclgovcap.com

ACCEPTANCE

As a duly authorized agent of Western Oregon University, I hereby accept the terms of this proposal as outlined above and intend to close this financing with NCL, subject to final approval.

ACCEPTED: _____ DATE: _____
NAME: _____ TITLE: _____
PHONE: _____

WE ARE PROVIDING THE INFORMATION CONTAINED HEREIN FOR INFORMATIONAL PURPOSES ONLY IN CONNECTION WITH POTENTIAL ARMS-LENGTH COMMERCIAL BANKING TRANSACTIONS. IN PROVIDING THIS INFORMATION, WE ARE ACTING FOR OUR OWN INTEREST AND HAVE FINANCIAL AND OTHER INTERESTS THAT DIFFER FROM YOURS. WE ARE NOT ACTING AS A MUNICIPAL ADVISOR OR FINANCIAL ADVISOR TO YOU, AND HAVE NO FIDUCIARY DUTY TO YOUR OR ANY OTHER PERSON PURSUANT TO SECTION 15B OF THE SECURITIES EXCHANGE ACT OF 1934. THE INFORMATION CONTAINED IN THIS DOCUMENT IS NOT INTENDED TO BE AND SHOULD NOT BE CONSTRUED AS "ADVICE" WITHIN THE MEANING OF SECTION 15B OF THE SECURITIES EXCHANGE ACT OF 1934 AND THE MUNICIPAL ADVISOR RULES OF THE SEC. WE ARE NOT RECOMMENDING THAT YOU TAKE AN ACTION WITH RESPECT TO THE INFORMATION CONTAINED HEREIN. BEFORE ACTING ON THIS INFORMATION, YOU SHOULD DISCUSS IT WITH YOUR OWN FINANCIAL AND/OR MUNICIPAL, LEGAL, ACCOUNTING, TAX AND OTHER ADVISORS AS YOU DEEM APPROPRIATE. IF YOU WOULD LIKE A MUNICIPAL ADVISOR THAT HAS LEGAL FIDUCIARY DUTIES TO YOU, THEN YOU ARE FREE TO ENGAGE A MUNICIPAL ADVISOR TO SERVE IN THAT CAPACITY.

Compounding Period: Semiannual

Nominal Annual Rate: 5.624%

Cash Flow Data - Loans and Payments

Event	Date	Amount	Number	Period	End Date
1 Loan	03/01/2026	1,200,000.00	1		
2 Payment	01/01/2027	70,753.94	24	Semiannual	07/01/2038

TValue Amortization Schedule - Normal, 360 Day Year

Date	Payment	Interest	Principal	Balance
Loan 03/01/2026				1,200,000.00
1 01/01/2027	70,753.94	57,260.65	13,493.29	1,186,506.71
2 07/01/2027	70,753.94	33,366.06	37,387.88	1,149,118.83
3 01/01/2028	70,753.94	32,314.66	38,439.28	1,110,679.55
4 07/01/2028	70,753.94	31,233.70	39,520.24	1,071,159.31
5 01/01/2029	70,753.94	30,122.35	40,631.59	1,030,527.72
6 07/01/2029	70,753.94	28,979.73	41,774.21	988,753.51
7 01/01/2030	70,753.94	27,804.99	42,948.95	945,804.56
8 07/01/2030	70,753.94	26,597.21	44,156.73	901,647.83
9 01/01/2031	70,753.94	25,355.47	45,398.47	856,249.36
10 07/01/2031	70,753.94	24,078.81	46,675.13	809,574.23
11 01/01/2032	70,753.94	22,766.24	47,987.70	761,586.53
12 07/01/2032	70,753.94	21,416.77	49,337.17	712,249.36
13 01/01/2033	70,753.94	20,029.35	50,724.59	661,524.77
14 07/01/2033	70,753.94	18,602.91	52,151.03	609,373.74
15 01/01/2034	70,753.94	17,136.35	53,617.59	555,756.15
16 07/01/2034	70,753.94	15,628.56	55,125.38	500,630.77
17 01/01/2035	70,753.94	14,078.37	56,675.57	443,955.20
18 07/01/2035	70,753.94	12,484.58	58,269.36	385,685.84
19 01/01/2036	70,753.94	10,845.97	59,907.97	325,777.87
20 07/01/2036	70,753.94	9,161.28	61,592.66	264,185.21
21 01/01/2037	70,753.94	7,429.22	63,324.72	200,860.49
22 07/01/2037	70,753.94	5,648.45	65,105.49	135,755.00
23 01/01/2038	70,753.94	3,817.60	66,936.34	68,818.66
24 07/01/2038	70,753.94	1,935.28	68,818.66	0.00

Proposal for Turf Field Loan FY26

12 years	24	5.60%	\$1,200,000	\$ 390,355.80	2375	\$17.00	-\$47,758.76
Length	Payments	Interest	Loan Amount	Cash on Hand	Enrollment	Turf Debt Fee	Reserves

Payment		Payment	Revenue	Gap	OG Turf Payment	Remining Cash on Hand	Projection Values				
0	Fall 26		\$54,825.00			445,180.80	<table border="1"> <tr><td>Fall - 100%</td></tr> <tr><td>Winter - 93%</td></tr> <tr><td>Spring - 86%</td></tr> <tr><td>Summer - 850</td></tr> </table>	Fall - 100%	Winter - 93%	Spring - 86%	Summer - 850
Fall - 100%											
Winter - 93%											
Spring - 86%											
Summer - 850											
1	1/1/27	70753.94	\$72,271.25	\$1,517.31		446,698.11					
2	7/1/27	70753.94	\$54,825.00	-\$15,928.94	40,000.00	390,769.17					
3	1/1/28	70753.94	\$72,271.25	\$1,517.31		392,286.48					
4	7/1/28	70753.94	\$54,825.00	-\$15,928.94	40,000.00	336,357.54					
5	1/1/29	70753.94	\$72,271.25	\$1,517.31		337,874.85					
6	7/1/29	70753.94	\$54,825.00	-\$15,928.94	40,000.00	281,945.91					
7	1/1/30	70753.94	\$72,271.25	\$1,517.31		283,463.22					
8	7/1/30	70753.94	\$54,825.00	-\$15,928.94	35,000.00	232,534.28					
9	1/1/31	70753.94	\$72,271.25	\$1,517.31		234,051.59					
10	7/1/31	70753.94	\$54,825.00	-\$15,928.94	40,000.00	178,122.65					
11	1/1/32	70753.94	\$72,271.25	\$1,517.31		179,639.96					
12	7/1/32	70753.94	\$54,825.00	-\$15,928.94	40,000.00	123,711.02					
13	1/1/33	70753.94	\$72,271.25	\$1,517.31		125,228.33					
14	7/1/33	70753.94	\$54,825.00	-\$15,928.94	40,000.00	69,299.39					
15	1/1/34	70753.94	\$72,271.25	\$1,517.31		70,816.70					
16	7/1/34	70753.94	\$54,825.00	-\$15,928.94	45,000.00	9,887.76					
17	1/1/35	70753.94	\$72,271.25	\$1,517.31		11,405.07					
18	7/1/35	70753.94	\$54,825.00	-\$15,928.94		0.00		-\$4,523.87			
19	1/1/36	70753.94	\$72,271.25	\$1,517.31		1,517.31					
20	7/1/36	70753.94	\$54,825.00	-\$15,928.94		0.00	-\$14,411.63				
21	1/1/37	70753.94	\$72,271.25	\$1,517.31		1,517.31					
22	7/1/37	70753.94	\$54,825.00	-\$15,928.94		0.00	-\$14,411.63				
23	1/1/38	70753.94	\$72,271.25	\$1,517.31		1,517.31					
24	7/1/38	70753.94	\$54,825.00	-\$15,928.94		0.00	-\$14,411.63				

OG Turf Payments	New Turf Payments	New Fee Revenue
\$320,000.00	\$1,698,094.56	\$1,579,980.00

Both Loan Values	Revenue/Reserves
\$2,018,094.56	\$2,018,094.56

Proposal for Turf Field Loan FY26 - WOU

12 years	24	5.00%	\$1,200,000	\$ 390,355.80	2375	\$17.00	\$0.00
Length	Payments	Interest	Loan Amount	Cash on Hand	Enrollment	Turf Debt Fee	Reserves

Payment		Payment	Revenue	Gap	OG Turf Payment	Remining Cash on Hand	Projection Values				
0	Fall 26		\$54,825.00			445,180.80	<table border="1"> <tr><td>Fall - 100%</td></tr> <tr><td>Winter - 93%</td></tr> <tr><td>Spring - 86%</td></tr> <tr><td>Summer - 850</td></tr> </table>	Fall - 100%	Winter - 93%	Spring - 86%	Summer - 850
Fall - 100%											
Winter - 93%											
Spring - 86%											
Summer - 850											
1	1/1/27	67095.38	\$72,271.25	\$5,175.87		450,356.67					
2	7/1/27	67095.38	\$54,825.00	-\$12,270.38	40,000.00	398,086.29					
3	1/1/28	67095.38	\$72,271.25	\$5,175.87		403,262.16					
4	7/1/28	67095.38	\$54,825.00	-\$12,270.38	40,000.00	350,991.78					
5	1/1/29	67095.38	\$72,271.25	\$5,175.87		356,167.65					
6	7/1/29	67095.38	\$54,825.00	-\$12,270.38	40,000.00	303,897.27					
7	1/1/30	67095.38	\$72,271.25	\$5,175.87		309,073.14					
8	7/1/30	67095.38	\$54,825.00	-\$12,270.38	35,000.00	261,802.76					
9	1/1/31	67095.38	\$72,271.25	\$5,175.87		266,978.63					
10	7/1/31	67095.38	\$54,825.00	-\$12,270.38	40,000.00	214,708.25					
11	1/1/32	67095.38	\$72,271.25	\$5,175.87		219,884.12					
12	7/1/32	67095.38	\$54,825.00	-\$12,270.38	40,000.00	167,613.74					
13	1/1/33	67095.38	\$72,271.25	\$5,175.87		172,789.61					
14	7/1/33	67095.38	\$54,825.00	-\$12,270.38	40,000.00	120,519.23					
15	1/1/34	67095.38	\$72,271.25	\$5,175.87		125,695.10					
16	7/1/34	67095.38	\$54,825.00	-\$12,270.38	45,000.00	68,424.72					
17	1/1/35	67095.38	\$72,271.25	\$5,175.87		73,600.59					
18	7/1/35	67095.38	\$54,825.00	-\$12,270.38		61,330.21					
19	1/1/36	67095.38	\$72,271.25	\$5,175.87		66,506.08					
20	7/1/36	67095.38	\$54,825.00	-\$12,270.38		54,235.70					
21	1/1/37	67095.38	\$72,271.25	\$5,175.87		59,411.57					
22	7/1/37	67095.38	\$54,825.00	-\$12,270.38		47,141.19					
23	1/1/38	67095.38	\$72,271.25	\$5,175.87		52,317.06					
24	7/1/38	67095.38	\$54,825.00	-\$12,270.38		40,046.68					

OG Turf Payments	New Turf Payments	New Fee Revenue
\$320,000.00	\$1,610,289.12	\$1,579,980.00

Both Loan Values	Revenue/Reserves
\$1,930,289.12	\$1,970,335.80

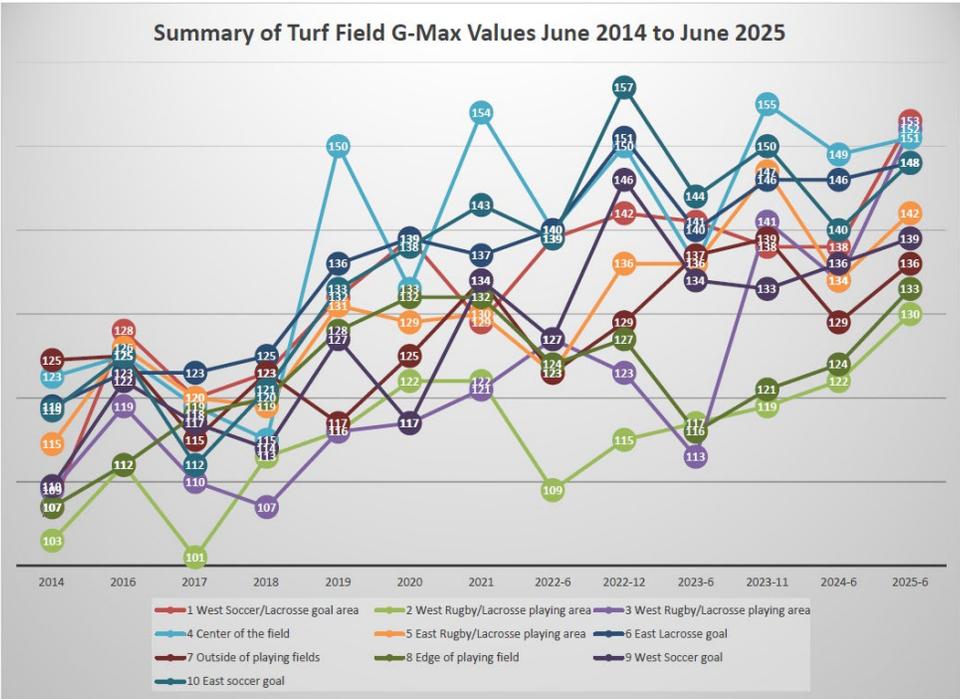
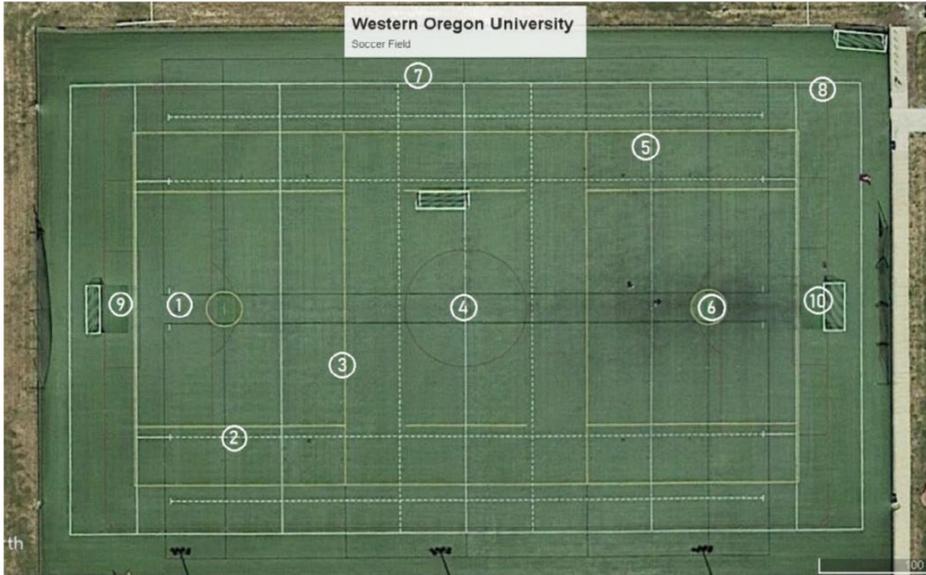
EXHIBIT B

Turf Field History and Maintenance

Shaw Sports Turf proposal

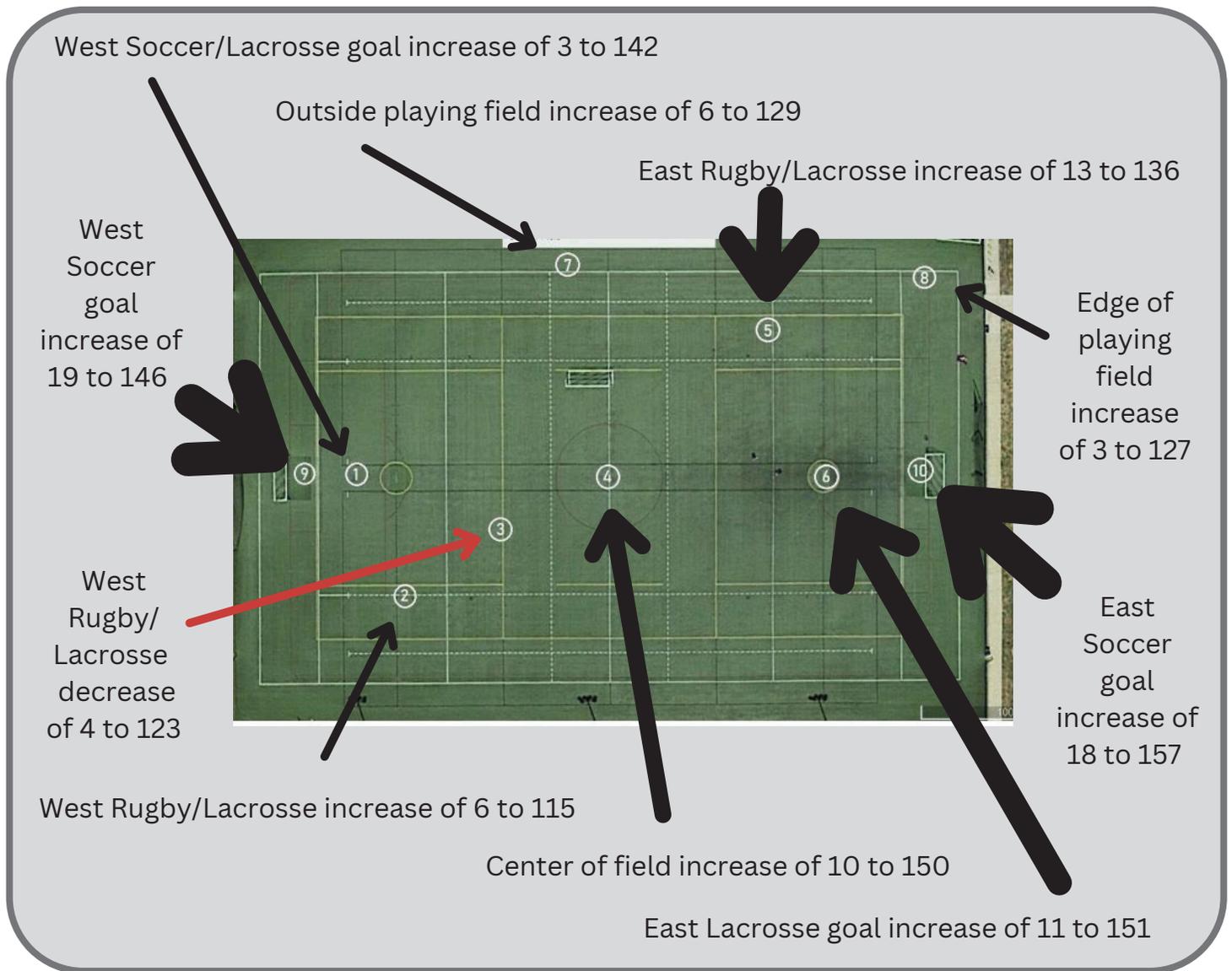
Since the opening of the Campus Recreation Turf Field, Campus Recreation professionals have been placed in charge of the maintenance (directed by Facility Services) and scheduling (Resolution by ASWOU) for the turf field. There is a lot of data around the maintenance of the turf field, so we will try to provide the necessary materials. GMax tests (measures the shock attenuation performance of sport surfaces) started in 2014. The locations are listed below with the final graph of the historic amounts to follow.

- | | | | | | |
|---|----------------------------------|---|----------------------------------|----|------------------------|
| 1 | West Soccer/Lacrosse goal area | 4 | Center of the field | 8 | Edge of playing field* |
| 2 | West Rugby/Lacrosse playing area | 5 | East Rugby/Lacrosse playing area | 9 | West Soccer goal |
| 3 | West Rugby/Lacrosse playing area | 6 | East Lacrosse goal | 10 | East soccer goal |
| | | 7 | Outside of playing fields | | |



Turf Field compaction

The Turf Field compaction summary below was taken from two GMax tests (measures the shock attenuation performance of sport surfaces) one in June 2022 and the other in December 2022. Grooming of infill occurred 8 times during that period (recommended every 80 to 120 hours of usage) and annual maintenance occurred on September 15, 2022.



The most significant compaction increase occurred in the soccer goal areas, east area of the field, and center of the field. The average values for each field area are 150 center, 148 east side, 132 west side, and 128 outside. The American Society for Testing and Materials (ASTM) states any value over 200 is considered to be dangerous for athletes. Additionally, some industry literature maintains play should only occur with a GMax of 165 or less. The objective of this report will be to educate teams that practices and performance sessions need to be moved around and conducted towards the west side. Ultimately, the east side of the Turf Field will cause the entire field to become unplayable by ASTM F355A & ASTM F1936 standards.

Campus Recreation Field Turf Replacement Referendum

Campus Recreation is proposing the complete removal and replacement of the existing 13-year-old Campus Recreation Turf Field, as a student fee-funded facility, the field is open to all WOU students for informal recreation and the home field of play for Clubs and Intramural Sports. Unfortunately, the current condition of the turf field (shown below) is in its very last stages of being safe and playable. The new turf field will have field markings for rugby, men's lacrosse, soccer, and multi-use mini field lines for ultimate, flag football, and additional sports. The project's designed to provide a safe and durable playing surface for Club and Intramural Sports and general student sports activities.

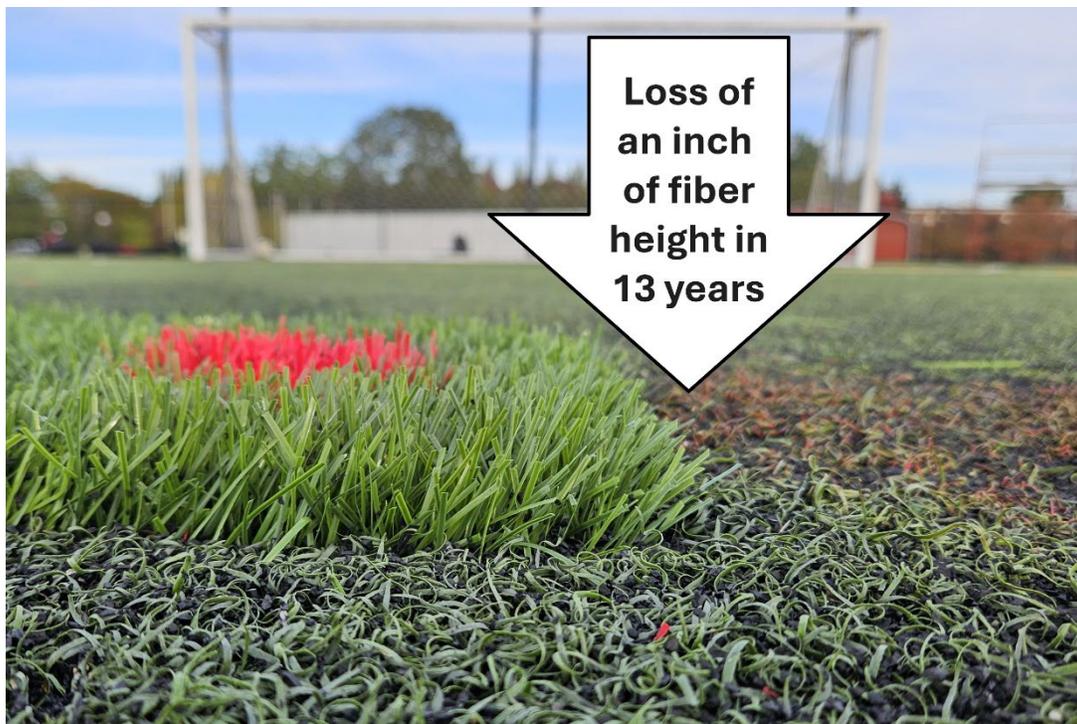
The project involves two principal safety enhancements. Installation of a Schmitz ProPlay shock pad designed to help maintain HIC (Head Injury Criterion) and G-Max testing, focusing on impact attenuation and risk of head injuries, is vital to the success of Club Sports Rugby, Soccer, and Lacrosse teams. as well as providing an extra level of safety for all student field usage. Switching from crumb rubber infill material to Natural Play reduces the chance of heat-related injuries, maintains durability, and provides stable footing and traction while being a renewable resource.

The Campus Recreation Turf Field is prioritized for Club and Intramural Sports, general student body usage, and limited practice (only 20 hours per week) for Athletics (until the department has its turf field). Campus Recreation will have oversight responsibility for the turf field to ensure that the priority and availability are maximized for all students' recreation and sports endeavors. The cost of repair and installation for the turf field is 1.4 million dollars.

If the Campus Recreation Field Turf Resurfacing project is successful, the current \$42 Rec Debt fee would increase by \$10 per student per term to \$52 per term per student.

This fee would be charged to students beginning the Fall term of 2025.

This fee would remain unchanged unless changed by future student action.



Why do we need these safety enhancements?

The project involves two principal safety enhancements. Installation of a Schmitz ProPlay shock pad designed to help maintain HIC (Head Injury Criterion) and G-Max testing, focusing on impact attenuation and risk of head injuries, is vital to the success of Club Sports Rugby, Soccer, and Lacrosse teams, as well as providing an extra level of safety for all student field usage. Switching from crumb rubber infill material to natural Coremax and Geofill reduces the chance of heat-related injuries, maintains durability, and provides stable footing and traction while being a renewable resource.

Why Shaw Sports Turf?

Reputation: Witter Rugby Field – Cal Rugby in 2019, replaced their turf field, which was originally installed in 2011, with Shaw Sports Turf and natural GeoFill system, meeting World Rugby specifications (<https://calbears.com/news/2019/10/8/new-turf-at-witter-rugby-field>)

Game On™ Technology: system features fewer seams and inlays, reducing trip hazards and enhancing durability

Proven Performance: Shaw Sports Turf's Powerblade product has lasted 14 years for Western Oregon University

Sustainability: The Powerblade system at Western Oregon University is a product that can be placed into the Cradle-to-Cradle recycled materials program

Installation challenges already factored into the bid: In 2011, Western Oregon University decided to reduce costs by selecting pea gravel, not a traditional crushed rock base, under the turf field, which will add additional time to remove the old panels of the field and then additional hours to ensure that the pea gravel is not disturbed when installing the shock pad and new panels.

Why do we need a decision now?

When discussing installation timelines with Shaw Sports Turf, the Legion Game On system production is already in May 2026. In consultation with Andy Main, Associate Director for Campus Recreation (Club Sports Men's and Womens+ Rugby, Men's Lacrosse, Men's and Women's Soccer) and Randi Lydum, Executive Athletics Director (NCAA Men's and Women's Soccer and Football), both provided necessary timeline limitations for installation. The contract for the Turf Field replacement project, if executed at the beginning of March 2026, installation should occur in August 2026. Delays in executing the contract may result in the May to June 2027 installation.

Club Sports

September - Minimal: some practices, no matches

Mid-September - Men's Rugby must start practicing to be eligible for their initial match, the 1st or 2nd weekend in October. Practices are 2.5 hours per day, Monday – Friday; once classes start, time reduces to accommodate other Club Sport teams
Women's Rugby typically starts the 1st week of classes,
Lacrosse, Men's Soccer & Women's Soccer typically start either week 1 or 2 of classes

October & November - Heavy Usage: Practices and Matches

All 5 Club Sport teams that use the turf field will be practicing throughout October and up until Thanksgiving week. Practices are between 4-9:30 pm Monday - Friday
From mid-October through late November, we have between 2 and 3 Club Sport home matches per weekendProject

NCAA

August – Heavy usage (1/2 month): practices, no matches, sports camp

Week of August 1st – Softball sports camp and WOSC ID camp

Week of August 13th – Football requests to use the turf field if grass field conditions warrant, 2.25 hours per day, Monday - Friday

Week of August 18th – Men's and Women's Soccer practices 2 hours per day, Monday – Saturday

September, October, & November - Heavy Usage: Practice and Matches

Football requests to use the turf field if grass field conditions warrant, 2.25 hours per day, Monday – Friday, until the second week in November

Men's and Women's Soccer practices 2 hours per day Monday – Friday, plus games on Thursdays and Saturdays until the second week in November

COMMITTED TO SUSTAINABILITY

Shaw Sports Turf is committed to safeguarding our environment. We provide end-of-life solutions for artificial turf. These fields are reclaimed, recycled, and manufactured in our new, high-performance shock pad, NXTPlay®. Developing Cradle to Cradle Certified® products, recycling turf, and reducing our carbon footprint are a few ways we contribute to the sustainability efforts within our industry.

shaw[®]
SPORTS TURF 

Measurable Environmental Impact

Shaw Sports Turf has reclaimed over 4,000 tons (8,190,000 lbs.) of artificial turf that would have otherwise gone to a landfill. One field of turf represents about 20 tons of plastic material. According to Waste Management, one ton of recycled plastic saves 13.6 gallons of oil. Therefore, one recycled field saves 272 gallons of oil.

8.19 Million

pounds of turf reclaimed

11,202,786

sq. ft. of NXTPlay® pad manufactured



122,850

cubic yards of landfill space saved*

23,664,530

kwh of energy saved*

*Data courtesy of Waste Management

Artificial Turf's Next Play

Our goal is to provide end-of-life solutions for artificial turf fields, while also bridging the gap between sustainability and superior playability. NXTPlay® pads are Cradle to Cradle Certified.® They have been third-party verified as safe for the planet and its people in five areas: material health, product circularity, clean air and climate protection, water and soil stewardship and social fairness.

Legion, Momentum and Powerblade Shaw Sports Turf product lines are now certified, and when combined with NXTPlay pad and a natural infill, result in a fully-certified turf system.

**Shaw
Certified
Products:**



NXTPLAY®
LEGION®
MOMENTUM®
POWERBLADE®

Chain of Custody The Journey of Reclaimed Turf.

1 

Complete Shaw Turf Field Reclamation Form.

2 

Upon approval of a field reclamation project, Shaw re[TURN]® Reclamation team will create and share a project number (this number should be affixed to each roll).

3 

After approved, coordinate transportation with Shaw re[TURN]® team at least 5 days prior to shipment pickup.

4 

Field removal. Only turf carcass, with infill removed, will be recycled; all other contaminants must be removed as well.

5 

Turf must be rolled. Contractor is responsible for loading material onto the trailer.

6 

Turf material is transported to processing facility.

7 

Turf is shredded and bailed.

8 

Shredded and bailed materials delivered for processing into NXTPlay shock pad.

Part of a Bigger Picture

As a division of Shaw Industries, our environmental mission aligns with Shaw's 20+ year commitment to reducing water, energy and emissions intensity. Focusing on the interconnected aspects of sustainability, we have made significant strides as an enterprise and continue to identify opportunities to partner with customers and peers to create a better future.



Carbon Footprint

Reduced carbon footprint by **MORE THAN 50%**
(scope 1 and scope 2; compared to 2010 baseline)



Contributions

Shaw and its associates contributed \$6.9 million+ to nonprofit/philanthropic organizations in 2020.



Recycled Material

Shaw has reclaimed and recycled ~1 billion pounds of carpet since 2006. Additionally, ~1.8 billion pounds of material were assessed for material health in 2020.



Company Mission

ALMOST 90% of the products Shaw Industries manufactures are Cradle to Cradle Certified®.

We Want it Back!

To request product pickup or learn more about our re[TURN]® Reclamation Program **visit us at shawinc.com/Shaw-Recycles**.

re[TURN]®

shaw
SPORTS TURF

shawsportsturf.com

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**GAME
ON**®

THE ADVANTAGE IS

TUFTED IN

shaw
SPORTS TURF



THE SHAW DIFFERENCE

SHAW SPORTS TURF

A leading synthetic turf company in North America, Shaw Sports Turf has demonstrated industry leadership in both quality and innovation for more than two decades with more than 4,000 successful installations, and an impressive list of high-profile customers. Engineered for performance and safety, Shaw Sports Turf features a product line designed specifically to meet the needs of athletes and sports programs.



LIFETIME WARRANTY

PEACE OF MIND WITH PRODUCTS BUILT TO LAST

This warranty is the first of its kind in the turf industry. GAME ON boasts premium quality and value that we stand behind. We want our customers to have confidence in our product's durability and performance; and each purchaser can rest assured that they are buying something that is built to last.

Shaw now offers a Limited Lifetime Warranty for football, soccer, lacrosse, field hockey, baseball and softball fields using Shaw Sports Turf GAME ON Legion®, GAME ON Powerblade®, and GAME ON Momentum® products. The enhanced warranty is applicable to our integrated graphics and/or line packages available with certain Shaw Sports Turf GAME ON products. The warranty is good for the life of the field.*

*please see full warranty document for additional details



GO BIG AT HOME.

Shaw Sports Turf takes the concept of “more than a field” to whole new level. Our revolutionary GAME ON® technology brings you dynamic new design capabilities and high-level performance. GAME ON offers a ground-breaking, proprietary new approach where bold graphics and colors are tufted together in one run, limiting the number of seams. Your team’s logo and graphics will jump off the field and bring the whole stadium to life. Get creative; old limitations are gone. Elevate your brand, and outplay the competition on the field and with the field—that’s GAME ON!

NEXT LEVEL HOME-FIELD ADVANTAGE.

Take your brand, your field and your team to the next level with GAME ON technology. Bring your entire field to life with logos, graphics and messaging. From fields of play to end zones to D-zones, we can tuft in your brand experience and create an awesome advantage for your team.

PERFORMANCE NEVER LOOKED SO GOOD.

Non inlaid hash marks, lines and numbers mean less work for the maintenance crew over time, less worry about maintenance issues and an increased element of safety for the player. All with the playability and performance Shaw Sports Turf is known for.





THE MANY WAYS TO GET YOUR GAME ON

END ZONE DESIGNS
WATERMARKS
MOW PATTERNS
SCHOOL LOGO
D ZONES
EXCLUSIVE FIELD
DESIGN
TUFTED-IN
TECHNOLOGY
HIGH-LEVEL
PLAYABILITY
FEWER SEAMS
AVOID INLAYS

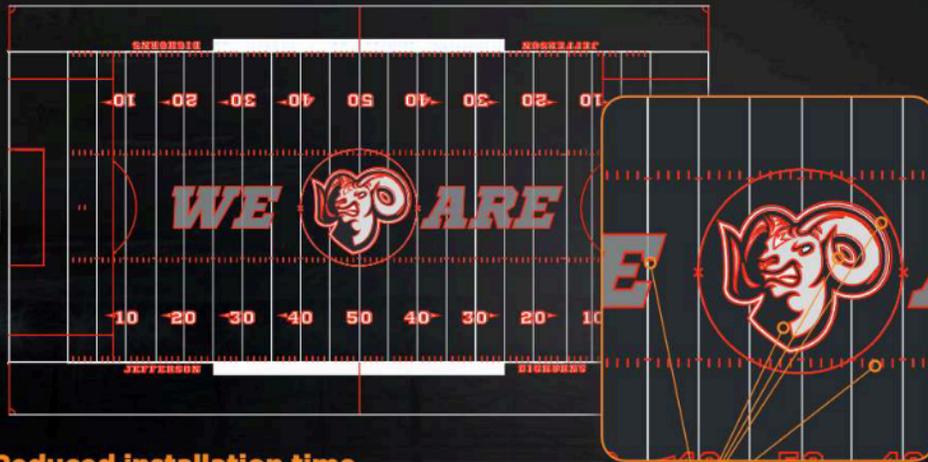
*Features vary based on design.

TUFTED-IN TECHNOLOGY



GAME ON[®]'s proprietary technology offers a new approach where logos, lines, numbers and hash marks are tufted in, limiting the number of seams in your field. Let your creativity lead the way as you design your field to elevate your brand and outplay the competition on the field and with the field, GAME ON!

Traditional Field

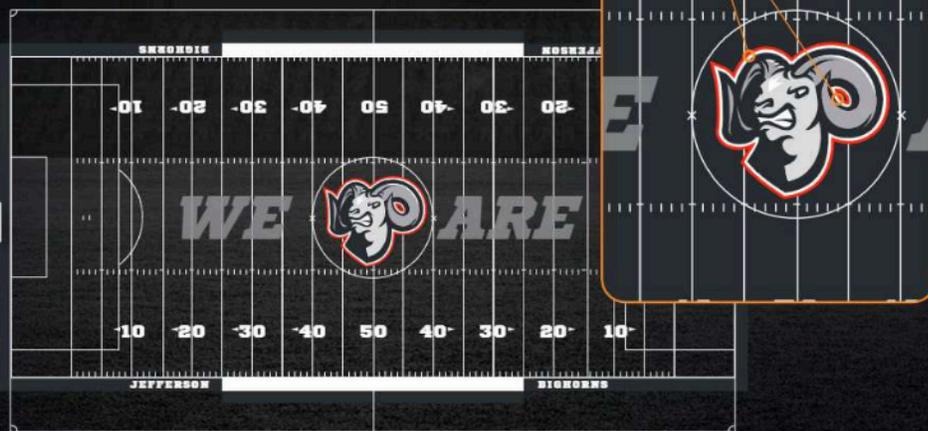


Reduced installation time.

With GAME ON technology, not only can you expect a heightened level of design and less maintenance, but also a quicker installation. *Because there is less cutting and gluing than with a traditional field, a GAME ON field can go into the ground quicker* and reduce the amount of time your field is out of commission.

Cut & Glued Seam

GAME ON Field



LESS MATERIALS



Material Reduction: Traditional vs GAME ON

MATERIAL	REDUCTION
Total Turf Inlayed (linear ft.)	-97%
Seam Tape	-59%
Adhesive	-56%
Total Turf Required	-9%

*Calculations are based on an average 80,000 S.F. field: football with media line, soccer lines, 30'x30' 2-color logo, (16) 15' 2-color letters





INDIVIDUALITY, BUILT IN.

YOUR TEAM. YOUR FIELD. YOUR BRAND.

Home-field advantage takes on a new meaning with GAME ON®'s complete field branding. Multiple colors with tufted-in designs will make your brand come alive. Your team will take the field loud and proud with GAME ON—an advantage right out of the gate. Bring your team and your field to life with GAME ON.



[Learn More](#)

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1/2025



6 February 2026

Proposal 6

**Project: Western Oregon University
 Monmouth, OR 97361
 Removal, Disposal, Synthetic Turf, and Installation**

Shaw Sports Turf is pleased to provide the following budgetary proposal for your upcoming project:

Product	Description	Area/SF	Price
GameOn Legion 2.25 Schmitz ProPlay 20 Pad Coremax & Geofill Infill	Removal, Disposal, Synthetic Turf, and Installation	120,755 SF +/-	\$1,190,936
GameOn Legion 2.0 Schmitz ProPlay 20 Pad Coremax & Geofill Infill	Removal, Disposal, Synthetic Turf, and Installation	120,755 SF +/-	\$1,136,066

Notes: No taxes are included in this proposal. All appropriate taxes will be charged unless proof of tax-exempt status/certificate is supplied to Shaw Sports Turf related to this project. This proposal was generated using plans from the previous installation in 2011 and Google Earth images of the existing field. Pricing based on use of Shaw Sports Turf Field Direct Purchasing Program using Sourcewell Contract # 031622-SII.

Scope of Work Inclusions

- Removal and proper, lawful disposal of existing synthetic turf system
- Light re-grade of base layer
- Supply and install Schmitz ProPlay 20 (or equal) underlayment pad
- Supply and install our Shaw Sports Turf Synthetic Turf System over base provided by others generally in accordance with manufacturer product specifications, warranty and installation methods (including turf, sundries and infill materials)
- Price based on standard Shaw Sports Turf colors for each product (custom yarns not included)
- Supply and install tufted game field markings:
 - Lines/Markings – Soccer, Men’s Lacrosse, Rugby, and Flag Football
- Supply and install turf system infill materials: Organic – geofill, coremax, and silica sand by weight
- One (1) GMAX test performed upon completion of field
- All usable remnants of new material generated by Shaw Sports Turf shall become property of owner.
- Quote based upon use of Shaw Sports Turf standard adhesive; other adhesives at additional cost
- Shaw Sports Turf Standard 8 (Eight) year manufacturer warranty for our turf products only.
- Maintenance instruction and training for best practices in field care and maintenance and review of the Shaw Sports Turf Maintenance manual.
- Prices based upon prevailing wage schedule in effect at time of proposal.
- Performance and Payment Bond
- Prices based upon 1 (one) mobilization. If the site is not ready and additional mobilizations are necessary, additional charges will apply for each additional mobilization.

This Proposal and Shaw Sports Turf scope of work expressly excludes:

- Any bonds, bonding fees, or additional insurance policies other than P&P Bond
- Any Union Wages or Union Requirements

- Design services, engineering, construction drawings, storm water management, architectural/engineering inspections, geotechnical testing, site survey or independent testing
- Any contaminated soils, unsuitable soils, hazardous material removal and/or remediation including rock, disposal, analysis, testing
- Any base work including aggregate provision or installation, compaction, grading, testing for compaction or permeability of aggregate base not already included in the Scope of Work above
- Independent testing of synthetic turf not already included in the Scope of Work above.
- Any storm water measures including sediment/erosion control measures beyond scope.
- Any additional storm water detention or retention requirements that may be required by local or state jurisdiction is not included in our scope
- Installation of concrete pads or asphalt paving unless damaged during construction
- Any field markings, lettering or logos not mentioned above
- Civil Site Construction-Shaw Sports Turf shall not be responsible for the base, including site demolition, drainage systems, sub-grade work, grading, soil stabilization, rock excavation, stone base or concrete curbs and/or nailer boards, asphalt paving, track surface or track and field events.
- Locating, relocation, removal, supply, installation and/or repair of any existing or proposed utilities including removal or relocation of irrigation systems.
- Provision or refurbishment of sports equipment, score clocks, bases, home plates, pitching rubbers, foul poles, soccer nets, corner flags, netting, goal posts, fence, netting etc. (no labor or supplies of any kind)
- Maintenance of field or other turf treatments beyond what is expressly listed above.
- Any material storage fees or site security
- Any Shock Pad, E layer or Drain Tile (unless option included in the above scope of work)
- Protection for asphalt, concrete, landscaping, tracks, etc. unless identified in above scope of work.
- Anything not specifically stated in our above scope of work

Conditions

- This bid proposal and its acceptance is subject to Force Majeure and delays beyond Shaw Sports Turf reasonable control. In the event of any such delay, the date of completion shall be extended to compensate for the delay.
- Shaw Sports Turf requires suitable staging area no more than 200 feet from the site.
- Proposal contingent upon executed contract approved by Shaw Sports Turf.
- Proposal amount is subject to the payment terms established upon credit review by Shaw Sports Turf Financial Services at project award or approval.
- Changes in the specifications and/or scope of work are subject to change orders and may require additional charges and/or fees added to the agreed contract price. Changes in the scope of work require appropriate change order submittal, approval and execution from the appropriate parties.
- Shaw Sports Turf shall not be bound by any liquidated damages or penalty clauses.
- Proposal amount is subject to the payment terms established upon credit review by Shaw Sports Turf Financial Services at project award or approval.
- Proposal and Contract Price(s) are subject to increase. Items that may affect increase(s) include but are not limited to: raw material costs, freight costs, manufacturing costs, labor cost, taxes, etc. Prices are subject to change after 30 days of the proposal date.

This proposal expires 30 (thirty) days after proposal dated indicated above. Please contact me with any questions regarding this proposal.

Best regards,

Kevin Senf
Territory Manager
Shaw Sports Turf
Phone: 512.627.2220



866.703.4004

185 South Industrial Blvd. Calhoun, GA 30701

www.shawsportsturf.com

Shaw Sports Turf 8 Year Prorated (Material and Installation) Limited Warranty

WHO IS PROVIDING THE WARRANTY:

This warranty is provided by Shaw Integrated and Turf Solutions, Inc. (hereinafter referred to as "Shaw Sports Turf") and applies to Shaw Sports Turf's synthetic turf products ("Products")⁽¹⁾ when used for its intended purpose and installed by or on behalf of Shaw Sports Turf.

WHO DOES THE WARRANTY APPLY TO:

The warranty belongs to you, the Warranty Holder (unless otherwise specified and agreed to by Shaw Sports Turf at or around the time of substantial completion, "Warranty Holder" shall mean the property owner of the location at which the Product is installed).

WHAT IS THE APPLICABLE WARRANTY PERIOD:

The warranty period begins at the earliest of these dates:

1. The date of substantial completion of the initial installation of the Product, or
2. The date of Warranty Holder's first use of the Product.

This warranty remains in effect for the limited eight (8) year ("Warranty Period") following the Product's initial installation and is valid only while the Product is owned and maintained by the Warranty Holder at the original installation location.

WHAT IS COVERED UNDER THIS WARRANTY:

Shaw Sports Turf's commitment to the Warranty Holder is that (when installed, maintained, and used properly) the Product's synthetic turf fibers and backing will be free of manufacturing defects⁽²⁾ for the Warranty Period. Furthermore, the installation performed by, or on behalf of, Shaw Sports Turf shall be conducted in accordance with Shaw Sports Turf's Installation Guidelines.

Coverage under this warranty is prorated over the Warranty Period using the Sum-of-the-Years-Digits (SYD) depreciation method. In the event of a claim, the value of the covered repair or replacement will be determined based on the original cost of the field or its equivalent value at the time of the claim, adjusted in accordance with this method.

WHAT THE WARRANTY DOES NOT COVER:

This warranty does not cover any defects, failure in or damage to the Product that is due or attributable to:

- a. Abnormal use (meaning use inconsistent with the proper fit-for-use outdoor applications, overuse, high wear, repetitive wear, abuse, misuse, or negligence);
- b. Installation, repair, alteration, or replacement by any person or entity not authorized by Shaw Sports Turf;
- c. Damage due to accidents, vandalism, machinery, inappropriate footwear (including, but not limited to, spiked or metal shoes), animals, misuse, fire, flood, acts of God, significant weather events, war, chemical reactions, acts of terrorism, static or dynamic loads exceeding Product tolerances, improper cleaning agents, improper cleaning methods, or improper maintenance or grooming;
- d. Improper or faulty subsurface preparation or failure of the subsurface after installation of the Product including, but not limited to, settling of the surface, failure or improper design of the base, improper drainage or filtration, depressions or settlement of the base, lack of long term planarity and/or improper compaction of the base upon which the product is installed, and improperly prepared subgrade or subgrade settlement;
- e. Exposure to light other than natural light or approved artificial light;
- f. Excessive heat sources, sun magnification, solar flares, engine exhaust, field heaters, exposure to secondary reflective light, proximity to or contact with vinyl fences, metal equipment, tarps, plastic coverings, or other items that may harness heat;
- g. Failure to maintain the Product and installation in accordance with Shaw Sports Turf recommendations (including, but not limited to, maintenance of the Product and related infl levels where applicable);
- h. Ordinary wear and tear (defined as "normal, gradual reduction in quality due to regular use");
- i. Thermal expansion and contraction of the sub-base, pad, drain tile or changes in the water table;
- j. Use for any purpose other than that approved in writing by Shaw Sports Turf.

ADDITIONAL CONDITIONS:

- Synthetic turf fiber shall be considered to have maintained UV stability if the weight of the fiber has not decreased by more than ten percent (10%) per year per ASTM standards nor decreased more than fifty percent (50%) during the warranty period.
- Product performance metrics (i.e., G-max, HIC, etc.) are not guaranteed because performance testing is dependent on the entire system, and this warranty only addresses synthetic turf fibers, backing, and installation.

WHAT TO DO IF YOU BELIEVE YOU HAVE A WARRANTY CLAIM:

To submit a warranty claim, the Warranty Holder should notify Shaw Sports Turf c/o Financial Services, P.O. Box 2128, Dalton, GA 30722 in writing of the issue of concern. In the alternative, the Warranty Holder can reach out to a member of the Shaw Sports Turf team (via phone at 1-800-446-9332 or via email addressed to shawsportsturf.claims@shawinc.com) to request assistance with claim submission. At the time of submission of the warranty claim, Warranty Holder should be prepared to provide: a valid proof of purchase, a detailed description of the issue, photographs of the concern, proof of maintenance and care including documentation regarding the maintenance activities performed including, but not limited to, the dates of performance and the identity of person(s) or entity who performed the maintenance; please be prepared to share any other information that may be relevant to evaluation of the claim. Once a claim has been established, a claims representative will evaluate your claim. If you have questions, you can contact Financial Services as indicated above.

WHAT SHAW SPORTS TURF WILL DO IN THE EVENT OF A DEFECT:

If, after evaluating your warranty claim, Shaw Sports Turf determines that a claim is covered, it will repair the affected area to warranty standards. If repair is not practical, Shaw Sports Turf may, at its sole discretion, replace the Product with the same or comparable material. Replacement products may differ slightly in color and texture. Shaw Sports Turf will cover reasonable costs for the materials, freight, and labor. No cash refunds will be offered, and replacement costs shall not exceed the original cost of installation. Repairs performed under this warranty shall not extend the original warranty period.

This warranty is nontransferable. It extends only to the original Warranty Holder. Shaw Sports Turf does not authorize any other person or entity to create an obligation or liability on its behalf regarding any Product or service including, but not limited to, installation.

WITHOUT LIMITATION OF THE FOREGOING, UNDER NO CIRCUMSTANCES SHALL SHAW SPORTS TURF BE LIABLE TO THE ORIGINAL WARRANTY HOLDER, OR ANY OTHER PARTY, FOR ANY INDIRECT, SPECIAL, INCIDENTAL, OR CONSEQUENTIAL DAMAGES, INCLUDING CLAIMS FOR PERSONAL INJURY, LOST TIME, LOSS OF USE, LOST PROFITS, OR REVENUES, DOWNTIME COSTS, LOSS OF PERSONAL OR COMMERCIAL PROPERTY, OR OTHER INCIDENTAL EXPENSES.

SHAW SPORTS TURF'S OBLIGATIONS UNDER THIS WARRANTY ARE CONDITIONED ON HAVING RECEIVED FULL PAYMENT AT THE TIME OF THE WARRANTY CLAIM.

Project Name: _____

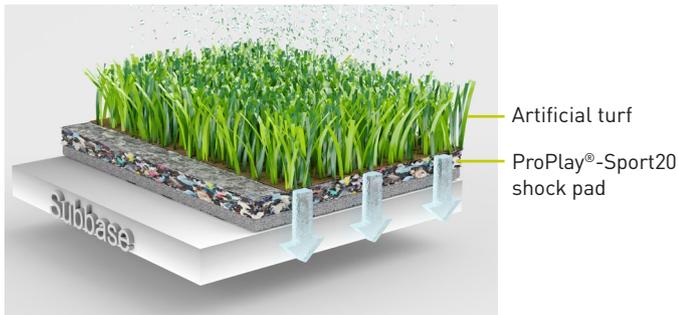
Issued to (As Warranty Holder): _____

Project Address: _____

Date of Substantial Completion: _____

Expiry Date: _____

GENERAL INFORMATION



Artificial turf system with ProPlay[®]-Sport shock pad



Puzzle shaped ProPlay[®] sheets with expansion slots

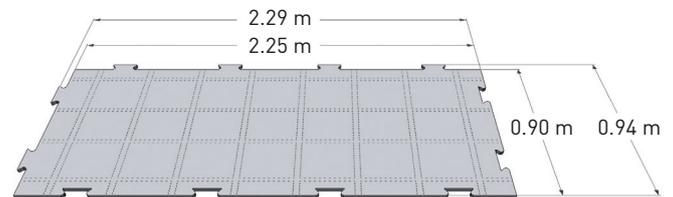


Product description

ProPlay[®]-Sport is a high performance shock and drainage pad, and the perfect basis for high-quality artificial grass systems for sports fields, multi-game and play areas.

ProPlay[®]-Sport20 is made of thermal bonded (closed-cell) cross-linked polyethylene foam (XPE) and virgin (closed-cell) cross-linked polyethylene foam (XPE). This foam originates from both production residues and virgin foam and contains no contaminants.

ProPlay[®]-Sport performs in all weather conditions and is renowned for its excellent water permeability.



Dimensions ProPlay[®]-Sport sheet

ENVIRONMENT, HEALTH AND SAFETY CREDENTIALS

Cross-linked polyolefins are chemically stable by nature. Any compounds contained in the material will not be released during the lifetime of the product. ProPlay[®] can be safely used for any artificial grass system. The products do not leach chemicals that pose a risk for the environment and/or human health.

ProPlay[®]-Sport complies with:

- The European Community:
 - Regulation No 1272/2008 of the European Parliament and of the Council on Classification, Labelling and Packaging of substances and mixtures (CLP).
 - Regulation (EC) No 1907/2006 of the European Parliament and of the Council on the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH).
- The state of California's Code of Regulations (CCR):
 - Title 22 'Social Security' – Division 4.5 'Environmental Health Standards for the Management of Hazardous Waste'.
 - Title 27 'Environmental Protection' - Division 4 'Office of Environmental Health Hazard Assessment' - Chapter 1 'Safe Drinking Water and Toxic Enforcement Act of 1986' (Proposition 65).
- Toxicology requirements from ESTC (ESTO) Shock pad Working Group's 'Performance Guide for Shock pad'.

TECHNICAL DATA

Physical characteristics	Tolerance	ProPlay [®] Value	Unit	Standard
Thickness at 2 kPa (0.3 psi) load	+/- 1	20	mm	EN-ISO 9863-1*
Mass per unit area	+/- 0.23	2.3	kg/m ²	EN-ISO 9864*

* As modified by Schmitz Foam Products

Required characteristics International Sports Associations		ProPlay [®] Value	Unit	Standard
Tensile strength	> 0.15	0.26	MPa	EN 12230
Tensile strength after (air) ageing acc. EN 13817	> 0.15	0.25	MPa	EN 12230
Water infiltration rate [IA]	> 180	72,000	mm/h	EN 12616

Performance characteristics		ProPlay [®] Value	Unit	Standard
Force reduction		60	%	AAA**
Energy restitution		48	%	AAA**
Vertical deformation		8.1	mm	AAA**
Shock absorption		61	%	EN 14808
Vertical deformation		6.6	mm	EN 14909
Critical fall height (Head Injury Criterion ~ 1000)		0.68	m	EN 1177
Thermal resistance (R-value)		0.40	m ² .K/W	EN 12667

** Advanced Artificial Athlete

INSTALLATION DISCLAIMER

- Installation of ProPlay[®]-Sport must be done under the code of good workmanship. Schmitz Foam Products B.V. does not accept any liability for the design, or construction of any facilities, or actions of any parties employed, as a result of, or in connection with, any information provided in this document.
- It is recommended that the subbase is designed and approved by an architect or civil engineer, based on the geotechnical and meteorological conditions of the site and any (local) restrictions to the drainage discharge.
- Although ProPlay[®]-Sport can be installed on any kind of subbase, as long as the construction itself is strong enough to hold installation and maintenance equipment, it is advised that the subbase has a minimum undrained shear strength of at least 50 kN/m² (BS 1377, part 7) or a minimum California Bearing Ratio of 5% (BS 1377, part 4) or equivalent.
- The regularity of the surface of the subbase should be within 10 mm under a 3 m straight edge.
- When a ProPlay[®]-Sport "D" variant (for lateral drainage) is applied, the slope of the surface of the subbase should be at least 0.5%, although 1.0% is better. When the surface of the subbase can rinse out, it is recommended to use a liner (foil or geotextile).
- One of the inherent properties of ProPlay[®]-Sport is the expansion/shrinkage under influence of temperature. To limit the impact of expansion/shrinkage during installation and to prevent shrinkage after completion of the installation, the ProPlay[®]-Sport Installation Manual must be followed in its entirety.
- ProPlay[®]-Sport is produced in a controlled environment, enabling to measure the sheet sizes in stable conditions. Therefore we can maintain a tolerance in sheet length of - 0.5% / +1.0% at a temperature of 20 °C. Please be aware that measuring the sheet size in different conditions can lead to different outcomes regarding the expansion/shrinkage properties.
- The textile of the ProPlay[®]-Sport should not be exposed to UV-radiation (i.e. daylight) for more than 1 month.
- It is advised to install the synthetic turf within 1 week after installation of the ProPlay[®]-Sport.
- The synthetic turf shall not be glued (or in any other way be attached) to the ProPlay[®]-Sport, since the ProPlay[®]-Sport needs to be able to expand/contract without any hampering.
- It is strongly recommended to stabilize the synthetic turf with at least 15 kg/m² (~3.1 lbs/ft²) of sand, or (preferably) to use a turf with a fiberglass reinforced backing.
- In any case, it is advised to fix the turf to the perimeter of the field (according to the guidelines of the turf supplier).
- During installation of the ProPlay[®]-Sport or after installation (when installing and filling the synthetic turf) it is allowed to drive over the ProPlay[®]-Sport with installation equipment/machines. The load (per tyre) of the installation equipment shall be less than 40 psi (~276 kN/m²) for short time frames (e.g. driving over the surface). Vehicles that are temporarily parked on the surface should have a load of less than 20 psi (~138 kN/m²) per tyre.

GENERAL DISCLAIMER

- This ProPlay[®] product data sheet provides general product properties and is not related to specific sportfield and playground installation regulations. Relevant ProPlay[®] shock pad installation instructions can be found in the ProPlay[®] installation recommendation guide. Please note there are separate installation manual for ProPlay[®]-Sport and ProPlay[®] for Playgrounds products.
- The given information is based on (independent) measurements and (where possible) based on average values measured over a long and representative period. Additional information can be made available upon request.
- Great attention to the accuracy of this document was taken during its compilation. This publication supersedes and replaces all previous datasheets. Schmitz Foam Products B.V. cannot, however, guarantee the total accuracy of the information included. If you have any doubts or further questions please do not hesitate to contact us by phone +31 475 370 270.

Schmitz Foam Products B.V. is the global supplier of ProPlay[®], the perfect shock and drainage pad for high-quality artificial grass systems in sports and fall protection.



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Geo*fill*®

ELITE PERFORMANCE BY NATURE

THE CHOICE FOR PERFORMANCE

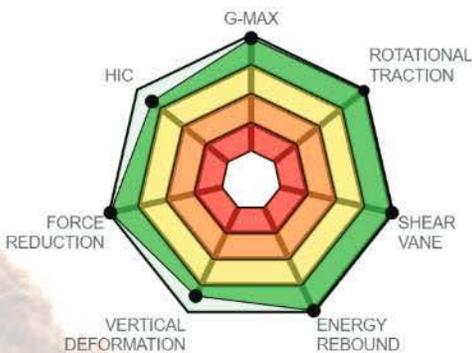
Geofill is the leading natural "soil" infill in our industry - composed of 90% coconut and 10% naturally derived plant-based matter. The coconut comes from the world's leading suppliers of coconut fibers, resulting in the highest quality, backed by the Shaw brand and warranty.

This natural material alleviates the concerns with questionable chemicals from synthetic infill material, and serves as a completely safe and natural choice for our system.

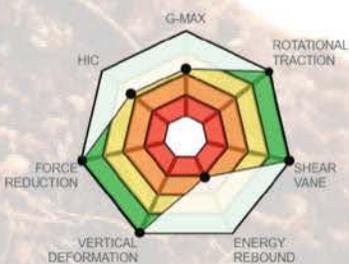
The accompanying shock pad provides additional safety and performance benefits, including shock attenuation, which can help prevent injuries from tackles, trips, and falls throughout the season.



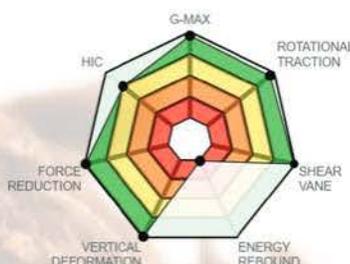
PERFORMANCE PROFILE VS. ALTERNATIVE INFILLS



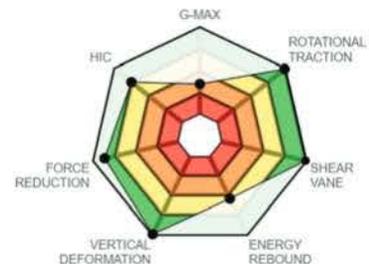
When tested for our Playability Index, Geofill performs closest to natural grass of all the available infill types, providing players with a more comfortable under-foot feel, better and more reliable responsiveness, and safer overall conditions. When paired with a Shaw Sports Turf shock pad, Geofill creates the most optimal surface for any sport.



Wood Chip

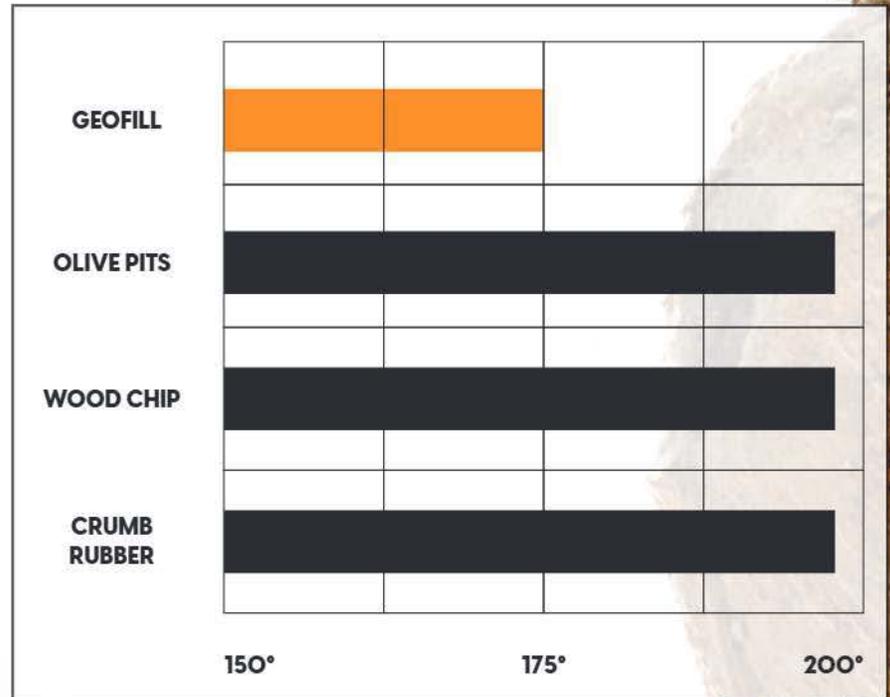


Crumb Rubber



Olive Pits

MAX TEMPERATURE BY INFILL TYPE



Geofill's maximum surface temperature is nearly **25 degrees cooler** than crumb rubber, making your playing surface safer and more comfortable to play on.

COOLING TIME IN HOURS

The Shaw Sports Turf Geofill continues cooling your playing surface for up to 18 hours as moisture evaporates. Geofill's moisture retention capabilities allow it to keep athletic fields cooler over **18 times longer** than rubber and over 9 times longer than other natural alternative infills.



SIX REASONS TO CHOOSE



IT'S COST-EFFECTIVE

GeoFill's natural coconut husk and fiber base results in a product that out-performs the competition while sporting a lower price tag.



IT'S ENVIRONMENTALLY FRIENDLY

Coconut fibers have an excellent natural resistance to mold, mildew, and decay. They also allow for clean water runoff. End-of-life recycling for GeoFill is as easy as using it to create a soil layer in a garden bed.



IT'S PROVEN

Currently, there are over 1,000 successful installations of GeoFill around the world, ranging from recreation fields to professional. Coconut fibers have also been used for hundreds of years.



IT'S COOLER

GeoFill fields have been shown to be as much as 40° cooler than traditional synthetic turf fields. Coconut fibers have excellent moisture retention which allows the system to absorb water and release heat from the surface through evaporative cooling.



IT'S NATURAL

GeoFill is the leading natural alternative infill in the synthetic turf market. Composed primarily of coconuts husks and fibers, GeoFill is a rapidly-renewable resource, making it environmentally friendly.



IT OUT-PERFORMS

GeoFill looks and performs like natural soil without the mess of dirt and instability of other systems. It excels in ball-to-surface interaction and features added safety with the use of a shock pad. It's the closest thing to a natural system!

LEARN MORE ABOUT GEOFILL ON THE SHAW SPORTS TURF WEBSITE



COREMAX

Olive pit infill alternative by Shaw Sports Turf



Performance Meets Sustainability

Athletes strengthen their core to help boost performance, the same is true for Shaw Sports Turf's CoreMax infill. Crafted from the pit, or core of the olive, CoreMax is a 100% natural infill that is a highly sustainable and rapidly renewable solution. Offering improved traction, reduced surface abrasion, and simplified maintenance all at a great value.



Friendly to the Environment

While olives and olive wood are commonly used, the cores are typically discarded. Producing CoreMax from these cores makes it a truly sustainable option.



Premium Performance

Coremax performs exceptionally well on all seven playability metrics, additionally it's unique shape and rounded edges prove to be less abrasive to the athlete's skin vs other flat and angular natural infills.



No Water Required

CoreMax does not require irrigation to achieve peak performance, adding to the long-term sustainability of the infill, and in turn, your field.

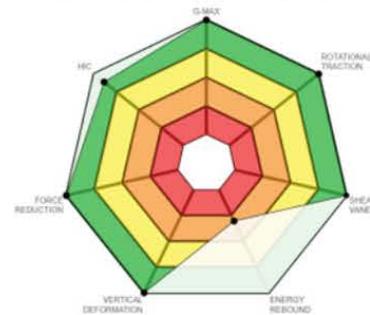
Elevate your game

When tested using our patented Playability assessment tool, CoreMax produces an impressive profile that mirrors high-end natural grass.

What is the Playability Assessment Tool?

Shaw Sports Turf's Playability Assessment Tool measures seven key metrics of field performance on any turf system and compares them to a database of previously tested high-quality competition fields. The closer data points get to the outside of the chart, the closer they are to optimal ranges.

CoreMax Playability Profile*



* When paired with an approved 16mm performance pad and 2" turf infill mix

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shaw
SPORTS TURF 



Performance meets sustainability

Coremax is made from non-toxic and allergen free olive cores, there are no other synthetic materials or additives used, and thanks to it's natural make up and color, Coremax is cooler than synthetic infills.

Additional benefits



Enhanced Durability

Olive cores consist of tough, fibrous material that resists microbial breakdown. Unlike softer organic matter, olive cores are resistant to degradation, making them the ideal material for performance infill.



Premium Performance

CoreMax's shape and characteristics allow the infill to contribute to a firm surface with stable footing and traction; the ideal surface conditions for athletes of all ages and levels of play.



Renewable Resource

Produced from 100% natural olive cores, there are no other synthetic materials or additives used in CoreMax.



Reduced Maintenance

CoreMax does not migrate, float, or degrade at the same rate as other, lighter natural infills, ensuring the infill stays in place longer and requires less top-dressing over the life of the system.



Optimal Value

The ability to use CoreMax with various performance pads and turf products, coupled with its durability and sustainability, makes it a more affordable option that doesn't sacrifice on performance.



From the brand you trust

From testing standards to quality production and design, you can rest assured CoreMax is the next in a long line of premium products from Shaw Sports Turf.

shawsportsturf.com



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