



OFFICE OF HUMAN  
RESOURCES MANAGEMENT

T: 513-529-3131  
MiamiOH.edu/HR

June 1, 2026

Zachary Fremder

Dear Zachary,

On behalf of President Gregory P. Crawford, it is my pleasure to offer you the following position effective **June 29, 2026**. This is an unclassified staff appointment. The terms and conditions are outlined below:

<b>Job Title:</b>	Director of Video Operations-Football
<b>Department:</b>	Football Operations
<b>Primary Campus:</b>	Oxford
<b>Salary:</b>	\$50,000.00
<b>Time Type:</b>	Full time
<b>Duration of Appointment:</b>	12 months
<b>Eligible Reappointment Date:</b>	July 1, 2027
<b>University Provided Benefits:</b>	Yes

#### **Additional Terms**

This position is contingent upon the successful verification of the educational information provided on your resume or curriculum vitae and/or employment application. Should there be a problem with this information, you will be contacted. Otherwise, employment will proceed as outlined in this letter.

Your appointment is, of course, subject to applicable rules, regulations, and procedures of Miami University as now in effect and hereafter amended, directives of the President, and actions of the Board of Trustees. This appointment is also subject to all applicable laws and regulations, including Ohio's Ethics laws. The included Miami University Terms of Employment sets forth additional terms of employment and is incorporated herein by reference. Please review carefully, as you will be responsible for meeting the terms and employment requirements as elaborated. The documents included and this letter contain all the terms of our offer of employment. There are no other understandings or agreements, verbal or otherwise, in relation thereto between the University and you except as expressly set forth herein.

This appointment may be renewed consistent with Miami University's policies.

You will also be required to complete the Ethics Survey and External Service Disclosure on an annual basis.

#### **Miami University Mission Statement**

Miami University is a student-centered, public university, guided by the principles of Love and Honor. Leading with integrity, compassion, and respect, we pursue growth and excellence in a transformative learning environment. We embrace a holistic and personalized approach to education, infused with the humanities and liberal arts, to empower lifelong learners who use leadership, creativity, and innovation to shape the future. Our teacher-scholars and highly

engaged staff inspire curiosity, intellectual depth, and career preparation across our communities through instruction, research, scholarship, experiential learning, co-curricular experiences, and civic engagement. We foster a diverse, inclusive, and welcoming community where each individual is valued, respected, and appreciated. Our students, faculty, staff, and alumni develop the skills and knowledge to lead with confidence and courage and to provide solutions for local and global challenges now and in the future.

### **Miami University Statement of Commitment**

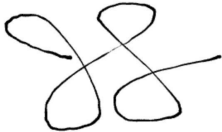
Miami University declares...

- That it will educate students by means of free, open, and rigorous intellectual inquiry to seek the truth.
- That its duty is to equip students with the opportunity to develop the intellectual skills they need to reach their own, informed conclusions.
- Its commitment to not requiring, favoring, disfavoring, or prohibiting speech or lawful assembly.
- It is committed to create a community dedicated to an ethic of civil and free inquiry, which respects the autonomy of each member, supports individual capacities for growth, and tolerates the differences in opinion that naturally occur in a public higher education community. AND
- That its duty is to treat all faculty, staff, and students as individuals, to hold them to equal standards, and to provide them equality of opportunity, without regard to those individuals' race, ethnicity, religion, sex, sexual orientation, gender identity, or gender expression.

If these terms are acceptable to you, please indicate your acceptance.

Congratulations on your new position! We hope that you will find continued professional and personal success at Miami.

Sincerely,

A handwritten signature in black ink, consisting of several loops and a trailing line, representing the name Jessica S. Palatka.

Jessica S. Palatka, SPHR, SHRM-SCP  
Vice President and Chief Human Resources Officer  
Miami University