



PANTHERS 2018 SCHEDULE



PRESEASON

GAME 1



Thursday, Aug. 9 • 7:00 pm
(Panthers TV)
at BUFFALO BILLS

GAME 2



Friday, Aug. 17 • 7:30 pm
(Panthers TV)
vs MIAMI DOLPHINS

GAME 3



Friday, Aug. 24 • 7:30 pm
(Panthers TV)
vs NEW ENGLAND PATRIOTS

GAME 4



Thursday, Aug. 30 • 7:30 pm
(Panthers TV)
at PITTSBURGH STEELERS

REGULAR SEASON

WEEK 1



Sunday, Sept. 9 • 4:25 pm (FOX)
vs DALLAS COWBOYS

WEEK 2



Sunday, Sept. 16 • 1:00 pm (FOX)
at ATLANTA FALCONS

WEEK 3



Sunday, Sept. 23 • 1:00 pm (CBS)
vs CINCINNATI BENGALS

WEEK 4

Sunday, Sept. 30
BYE

WEEK 5



Sunday, Oct. 7 • 1:00 pm* (FOX)
vs NEW YORK GIANTS

WEEK 6



Sunday, Oct. 14 • 1:00 pm* (FOX)
at WASHINGTON REDSKINS

WEEK 7



Sunday, Oct. 21 • 1:00 pm* (FOX)
at PHILADELPHIA EAGLES

WEEK 8



Sunday, Oct. 28 • 1:00 pm* (CBS)
vs BALTIMORE RAVENS

WEEK 9



Sunday, Nov. 4 • 1:00 pm* (FOX)
vs TAMPA BAY BUCCANEERS

WEEK 10



Thursday, Nov. 8 • 8:20 pm (FOX/NFLN)
at PITTSBURGH STEELERS

WEEK 11



Sunday, Nov. 18 • 1:00 pm* (FOX)
at DETROIT LIONS

WEEK 12



Sunday, Nov. 25 • 1:00 pm* (FOX)
vs SEATTLE SEAHAWKS

WEEK 13



Sunday, Dec. 2 • 1:00 pm* (FOX)
at TAMPA BAY BUCCANEERS

WEEK 14



Sunday, Dec. 9 • 1:00 pm* (FOX)
at CLEVELAND BROWNS

WEEK 15



Monday, Dec. 17 • 8:15 pm (ESPN)
vs NEW ORLEANS SAINTS

WEEK 16



Sunday, Dec. 23 • 1:00 pm (FOX)
vs ATLANTA FALCONS

WEEK 17



Sunday, Dec. 30 • 1:00 pm* (FOX)
at NEW ORLEANS SAINTS

**Subject to flexible scheduling.*

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PANTHERS STAFF DIRECTORY

ADMINISTRATION
& COACHES

VETERANS

ROOKIES

2017 IN REVIEW

RECORDS

TEAM HISTORY

REFERENCE

ADMINISTRATION

David Tepper	Owner
Tom Glick	President - Business Operations
Tracy Lear	Executive Assistant to the Owner

COACHING STAFF

Chase Blackburn	Special Teams Coordinator
Jason Benguche	Assistant Strength and Conditioning
Jerricho Cotchery	Assistant Wide Receivers
Heath Farwell	Assistant Special Teams
Pete Hoener	Tight Ends
Brady Hoke	Defensive Line Coach
Jeff Imamura	Assistant Secondary/Cornerbacks
Joe Kenn	Strength and Conditioning
John Matsko	Running Game Coordinator
Sam Mills III	Assistant Defensive Line
Linda O'Hora	Executive Assistant to the Head Coach
Ron Rivera	Head Coach
Vincent Rivera	Defensive Quality Control
Richard Rodgers	Secondary
Steve Russ	Linebackers
Jim Skipper	Running Backs
Lance Taylor	Wide Receivers
Drew Terrell	Offensive Quality Control
Norv Turner	Offensive Coordinator
Scott Turner	Quarterbacks
Eric Washington	Defensive Coordinator
Travelle Wharton	Assistant Offensive Line

COMMUNICATIONS

Ryan Anderson	Assistant Director of Communications
Will Bryan	Communications and Content Coordinator
Steven Drummond	Vice President - Communications and External Affairs
Preston Edwards	Communications Assistant

COMMUNITY RELATIONS

Riley Fields	Director of Community Relations
Trip Foreman	Community Relations Assistant
Aaron Gray	Community Relations Assistant
Lanie Hudson	Community Relations Assistant
Bruce Speight	Social Engagement and Alumni Affairs Manager

ENTERTAINMENT

Ken Harill	Mascot Coordinator
Chandalae Lanouette	Entertainment Assistant
Kate Milstead	Entertainment Coordinator
David Sanchez	Entertainment and Event Manager
Miguel Vargas	Director of Entertainment

FACILITIES

Alex Barraza	Maintenance Assistant
Justin Brodie	HVAC Technician
Alex Furr	Plumbing Assistant
Matthew Getz	Facility Manager
Jeff Long	Maintenance Assistant
Daniel Moose	Maintenance Assistant
Gerard Reyes	Maintenance Supervisor
Chuck Rosselot	Electrical Assistant
Dominick Russo	Preventative Maintenance Supervisor
Raymond Thomas	Refrigeration Technician
Adam Thompson	Plumber
Cameron Tucker	Refrigeration Assistant
Shane Walden	Mechanical Systems Manager
Brad Wilson	Maintenance Assistant
Ong Xiong	Electrical Assistant

FINANCE

Cindy Capousis	Executive Assistant - Finance
Kristi Coleman	Director of Finance/Controller
Mia Cunningham	Accountant
Mike Dudan	Chief Financial Officer
Jennifer Grubb	Manager of Payroll and Benefits

PANTHERS STAFF DIRECTORY *(continued)*

Kristi Heppner	Senior Accountant
Ken Polk	Senior Accountant
Jody Toth	Receptionist/Office Assistant

FOOTBALL OPERATIONS

Greg Almond	Assistant Equipment Manager
Mike Anderson	Assistant Director of Football Operations
Claire Burke	Executive Administrator to the GM/Football Operations
Mark Carrier	Senior Advisor to the General Manager
Chris Herbert	Assistant Video Director
Mark Hobbs	Video Director
Marty Hurney	General Manager
Jacques Ikolo	Video Assistant
Garret Mann	Football Administration Assistant
Bryan Porter	Director of Football Operations
Rob Rogers	Director of Football Administration
Don Toner	Equipment Manager

GROUNDKEEPING

Brian Ballard	Landscape Assistant
Justin Parker	Landscape Assistant
Dennis Riggs	Field Assistant
Stephen Says	Field Assistant
Creighton Sloan	Landscape Supervisor
Bryan Teague	Landscape Assistant
Tom Vaughan	Head Groundskeeper
Adam White	Field Supervisor

HOSPITALITY & MARKETING

Erin Collums	Marketing Coordinator
Lindsey Kwiatkowski	Panthers Privileges Assistant
Kalen Karahalios	Hospitality and Marketing Manager
Caitlin Roberts	Hospitality Assistant
Alexandra Schmidt	Panthers Privileges and Hospitality Coordinator

INFORMATION TECHNOLOGY

Biham Bidamon	IT Support Analyst
Matthew Brinkley	Football IT Support Manager
TJ Carney	Information Security and Infrastructure Manager
Dwayne Greene	Systems Administrator
James Hammond	Director of Information Technology
Christa Hayes	Senior Software Architect
Eamonn Higgins	IT Network Administrator
Mike Phillips	Software and Business Intelligence Developer
Seenu Tulluri	Software Development Manager

LEGAL AND HUMAN RESOURCES

Steve Argeris	Vice President - General Counsel
Larry Griffin	Director of Human Resources
Ese Igbedosa	Associate Counsel
Mike Larsson	Human Resources Coordinator
Brian Pille	Human Resources Coordinator

MEDIA CONTENT PRODUCTION

Cameron Blackmon	Graphic Artist
Tom Butler	Senior Producer/Videographer
Austin Gaines	Digital Media Producer
Max Henson	Managing Editor - Panthers.com
Stephen Herbst	Creative Services/Post-Production Manager
Amie Kiehn	Social Media Manager
David Langton	Radio Executive Producer
Stephen Manderville	Broadcast/Digital Content Manager
Amy Martin	Broadcast Manager
Melissa Melvin-Rodriguez	Staff Photographer
Mick Mixon	Radio Play-By-Play Announcer
David Monroe	Historian/Alumni Affairs Manager
Rob Paul	Videographer/Producer
Bryan Strickland	Senior Writer
Brandon Swett	Producer/Director of Live Programming
Bill Voth	Assistant Director of Digital Media/Broadcasting
Astasia Williams	Social Media Coordinator

PANTHERS STAFF DIRECTORY *(continued)*

PANTHERVISION

Berkley Dickens	Manager of Broadcast Engineering
Kyle Ritchie	Director of PantherVision
Pat Stage	Manager of Production - PantherVision

PSL, CLUB SEAT, LUXURY SUITES, HOSPITALITY SALES

Bryce Garvey	Sales Coordinator
Eric Garvey	Account Sales Executive
Mackenzie Hood	Premium Services Assistant
Joe LaBue	Director of Ticket Sales and Premium Services
Sanders MacDonald	Account Sales Executive
Matt Moes	Account Sales Executive
Amy Myers	Account Sales Executive
David Nelson	Premium Services Manager
Jessica O'Neill	Ticket Sales Manager
Russ Robinson	Assistant Sales Manager

SCOUTING

Matt Allen	Director of Pro Personnel
Jeff Beathard	College Scout
Austin Bergstrom	College Scouting Coordinator
Jonathan Fields	Pro Scouting Assistant
Robert Haines	College Scout
Rob Hanrahan	Assistant Director of Pro Personnel
Mike Martin	College Scout
Eli Montague	Area Scout
Jeff Morrow	Senior Director of College Scouting
Joel Patten	College Scout
Clyde Powers	Pro Scout
Eric Stokes	Regional Director of College Scouting
Mike Szabo	Regional Director of College Scouting
David Turner	BLESTO Scout
Don Warren	Pro Scout

SECURITY

Robert Bailey	Security Officer
John Coleman	Security Officer
John Diggs	Security Officer
Randy Goforth	Senior Security Supervisor
Steve Goodrum	Security Officer
Jason Hill	Security Officer
Jim Jones	Security Officer
Eddie Levins	Director of Security
Jimmy Robinson	Security Officer
David Royce	Security Officer
Scott Sineath	Security Assistant
Bill Sizemore	Security Supervisor
Jim Stone	Security Officer
Glenn Sutton	Security Supervisor
Ray Thomas	Security Officer
JD Weigl	Security Officer

SPONSOR SALES & SERVICES

John Berger	Director of Sponsor Sales and Services
Anthony Darr	Client Services - Sponsorship
Tom DeFelice	Sports Marketing Sales Executive
Adam Deschenes	Sports Marketing Sales Executive
Cameron Hutchinson	Client Services - Sponsorship
Nick Kusko	Client Services - Sponsorship
Mike Mahoney	Sports Marketing Sales Executive
Megan Marketter	Client Services - Sponsorship
Jennifer Sklenar	Manager, Client Services

STADIUM OPERATIONS

Bonnie Almond	Guest Relations Coordinator
Jennifer Almond	Stadium Operations Coordinator
Ed Elowson	Event Coordinator
Scott Paul	Vice President - Stadium Operations
Ryan Petrus	Guest Relations/Security Manager
Erik Powell	Stadium Operations Manager

PANTHERS STAFF DIRECTORY *(continued)*

Kasey Rusling	Assistant to the Vice President - Stadium Operations
Becky VanSandt	Guest Relations Assistant
Frank Waddell	Operations and Mail Assistant

TICKETING

Brannon Strayhorn	Ticket Operations Assistant
Bobby Trimnal	Assistant Manager of Ticket Operations
Kanyon West	Assistant Director of Ticket Operations
Phil Youtsey	Vice President – Ticketing and Sponsorship

TRAINING & MEDICAL STAFF

Jennifer Brunelli	Team Nutritionist
Dr. Pat Connor	Team Physician and Orthopedist
Mike Elkins	Massage Therapist
Dr. Nancy Gritter	Team Internist
Dr. William Hammonds	Team Ophthalmologist
Dr. Jim Herron	Team Dentist
Dr. Robert Heyer	Team Internist
Kevin King	Assistant Athletic Trainer
Josh Kollman	Team Chiropractor
Jean-Baptiste Laporte	Assistant Athletic Trainer / Physical Therapist
Dr. Scott Lindblom	Team Internist
Brett Nenaber	Athletic Performance Analyst
Mark Shermansky	Assistant Athletic Trainer
Ryan Vermillion	Head Athletic Trainer
Dr. Durham Weeks	Team Orthopedist
Brad Weist	Team Chiropractor

ADMINISTRATION
& COACHES

VETERANS

ROOKIES

2017 IN REVIEW

RECORDS

TEAM HISTORY

REFERENCE



DAVID A. TEPPER

OWNER

UNIVERSITY OF PITTSBURGH, BA '78 | CARNEGIE MELLON UNIVERSITY, MBA '82
9TH NFL SEASON / 1ST PANTHERS SEASON

Learn it, Earn it, Return it.

It's David Tepper's personal philosophy that has shaped his entire career and serves as the backbone of his approach to his debut season as the owner of the Carolina Panthers. Develop a winning organization that is consistently competitive year after year and give back to those who need it most in the Panthers community.

NFL EXPERIENCE

Tepper, a passionate, lifelong NFL fan, purchased the Panthers in July 2018. As a minority owner of the Pittsburgh Steelers since 2009, Tepper has strong relationships with current owners and an excellent relationship with the League. At the 2018 Spring owners meeting in Atlanta, Tepper was greeted warmly by the other owners and his offer was unanimously approved. Steelers owner, Art Rooney, said of Tepper, "He's a good man, he'll do a great job."

LEARN IT

Tepper's path to become the newest NFL owner was not well-worn.

He grew up in Stanton Heights, a working-class neighborhood of Pittsburgh. As a kid, he played touch football in the streets and tackle football in the nearby cemetery. Tepper attended an inner-city high school and went on to receive his undergraduate degree in 1978 from the University of Pittsburgh and his MBA from Carnegie Mellon University in 1982.

Tepper paid his own way through school and earned money as a short-order cook at a deli, selling knives door to door, working at a bakery, and stacking books in the library. Following his graduation from CMU, Tepper took a job at Republic Steel, a 100-year old company. In two years, Republic Steel had to merge to avoid bankruptcy, and during that period they were trying to save the company. Republic did more finance deals than ever in its 100-year history. Tepper saw this as an opportunity, learning from each one of them and teaching him valuable lessons that would stay with him for the rest of his career.

EARN IT

This experience led to Tepper taking a job at a mutual fund specializing in distressed companies, and eventually to Goldman Sachs, a New York bank. Tepper joined in the firm in 1985 as a credit analyst, later becoming the head trader in the firm's high yield department. After getting passed over for Partner, he established his own investment firm in 1993, Appaloosa Management.

Today, Tepper is widely considered one of the most successful investors of his generation, and Appaloosa Management has consistently outperformed industry peers and broader global market since inception.

RETURN IT

Following lessons learned in his early childhood to give to those less fortunate, and inspired by his mother, a public-school teacher, Tepper is deeply passionate about helping everyone meet their basic needs. He started the David A. Tepper Charitable Foundation as a way to further his belief that everyone deserves an education, access to healthcare resources, and no one should go to bed hungry.

An active member of his local communities, Tepper champions philanthropic efforts in New Jersey, Florida and the greater Pittsburgh area. He is looking forward to getting involved in local education, health, hunger and needs-based charities in the Carolinas, and expanding the team's charitable activities in the region.

In New Jersey, Tepper helped fund Single Stop's efforts to assist individuals in applying for benefits in the state. The organization is a non-profit focused on eradicating poverty by connecting people in need to governmental anti-poverty resources. Deeply devoted to eradicating hunger, Tepper supports organizations in his communities, including the Community Food Bank of New Jersey and the Greater Pittsburgh Community Food Bank. He is an avid supporter of the national organization, Feeding America, to whom his Foundation donated \$3 million to enable 24 food banks nationwide to purchase new refrigerated trucks, which became known as the "Tepper Fleet." Additionally, Tepper supports UNICEF, CARE, and Action Against Hunger.

He founded the Better Education Institute, a non-profit organization dedicated to reforming public school education in New Jersey. He also founded Better Education for Kids, which has handed out over 100,000 backpacks with school supplies to children in need. Also, Tepper has partnered with national education organizations including Teach For America, Uncommon Schools, and ORT America.

Supporting organizations focused on health is another area of importance for Tepper and the foundation. He has backed groups that sponsor research and raise awareness for a variety of diseases, such as the American Cancer Society, the American Heart Association, the Parkinson's Disease Foundation, Ace Lymphoma

and the Cystic Fibrosis Foundation. In New York, Tepper has been a generous benefactor to the Phoenix House, a drug rehabilitation center.

Tepper has played an integral role in providing natural disaster relief nationwide and in Puerto Rico. Following hurricanes Maria, Irma, and Harvey, Tepper's foundation partnered with Feeding America to donate \$3 million to rebuild critical food distribution networks. In the aftermath of Hurricane Sandy, Tepper donated \$1.2 million to relief efforts across New Jersey and made contributions to local food pantries, soup kitchens and shelters to help those displaced by the storm.

He serves on the Boards of Blue Meridien, a partnership of impact-driven philanthropists seeking to change the odds for America's children and youth living in poverty, and the Robin Hood Foundation, New York's largest poverty-fighting organization.

Tepper serves on the Board of Trustees of Carnegie Mellon University and the Business Board of Advisors for the Tepper School of Business. In the spring 2018, Tepper received an honorary Doctor of Business Practice from Carnegie Mellon University, where he delivered the commencement speech emphasizing the value of thanking people, doing what's right, and above all; learning, earning and returning. He brings these life lessons and more to the Panthers.

A family-oriented person, Tepper is the father of three children.



TOM GLICK

PRESIDENT - BUSINESS OPERATIONS

CORNELL
1ST NFL SEASON / 1ST PANTHERS SEASON



Tom Glick was hired as the team president of the Carolina Panthers in September 2018. In his role, Glick oversees the team's day-to-day operations.

Glick joins the Panthers with more than 25 years of experience in sports management, having worked in baseball, basketball, hockey and soccer in both the United States and the United Kingdom.

At the time of Glick's hiring, Panthers owner David Tepper said, "We are thrilled to have Tom join the Panthers family. He has tremendous experience in professional sports, successfully fostering fan engagement in major cities globally. I know that his record, expertise and drive will be major assets as we look to win on the field and in the community."

For the past six years, Glick has been instrumental in the development of City Football Group (CFG), a multi-national soccer organization that includes six clubs. CFG's original and flagship club is three-time and current English Premier League champion, Manchester City FC. The group also owns New York City FC of Major League Soccer, as well as clubs in the top divisions in Australia, Spain, Japan and Uruguay. As Chief Commercial Officer, Glick oversaw partnership sales and activation, marketing, content production and distribution, retail and licensing, and fan relationship management for all of CFG's clubs.

During Glick's tenure, CFG has completed several major infrastructure developments. In Manchester, Etihad Stadium was expanded with more seating, and major improvements were made to premium seating and wider fan amenities were added. In 2015, Manchester City opened a new state-of-the-art training facility, the City Football Academy, built on 80 acres of land adjacent to the stadium. CFG has also completed two further training ground developments, in New York and Melbourne, Australia.

In February 2015, Glick moved to New York for 15 months to help launch New York City FC in the role of president. With the launch complete, he returned to the United Kingdom to continue to drive CFG's global expansion. As a part of this, he has also been responsible for the group's business development in China.

Glick spent the first 14 years of his career predominantly in baseball. From 1999-2004, he served as senior vice president of sales and marketing for the Sacramento River Cats, a Triple-A baseball team. The River Cats led all of Minor League Baseball in attendance and revenue during his five seasons and also became the Minor League's top seller of merchandise over that same period. Glick held various senior positions with other Minor League Baseball teams, including the Lansing Lugnuts, Huntington Cubs, Welland Pirates and Jamestown Expos. During this time, he introduced two new clubs to cities, helping construct and open new stadiums in Lansing, Michigan (1996) and Sacramento, California (2000). In the middle of this tenure in baseball, he served as the business manager of the Peoria Rivermen hockey club.

In 2004, Glick made a move to the National Basketball Association, first as vice president, marketing and team business development at the league headquarters in New York City, and later as chief marketing officer for the New Jersey Nets, which included work on the club's relocation to their current home in Brooklyn. In 2008, Glick relocated to the United Kingdom to take on the role of chief executive officer with Derby County Football Club prior to joining CFG in 2012.

He is a two-time winner of Sports Business Journal's Forty Under 40 award. Glick was the first American elected to serve on the Board of the Football League in England. He has also served on the Football Association Council and the Professional Game Board. Glick and his wife, Maria, have three children – Chuck, Ted and Maisy.



STEVE ARGERIS

VICE PRESIDENT - GENERAL COUNSEL

4TH NFL SEASON
4TH PANTHERS SEASON

Steve Argeris is in his fourth season with the Carolina Panthers and first as deputy general counsel and director of compliance. In his current role, Argeris oversees all legal and human resources matters for the Panthers business and football operations, ranging from contracts, litigation and intellectual property to all hiring, talent development, benefits, and employee relations efforts.

Argeris earned a bachelor's degree from the University of Virginia, a juris doctor from New York University School of Law, where he was a staff editor the NYU Journal of Law & Business, and a master of business administration degree from the New York University Leonard N. Stern School of Business. Before graduate school, he spent seven years as a sportswriter for newspapers including the Lynchburg (Va.) News & Advance, Columbia (S.C.) State, and the Washington Post, covering boxing, college sports, and the NFL.

After four years of private practice in the Washington D.C.

offices of the law firms Willkie Farr & Gallagher and Hunton and Williams, he joined the Carolina Panthers as associate general counsel in 2015. He was promoted to deputy general counsel and director of compliance in February 2018.

Argeris is on the board of directors of Loaves & Fishes, a provider of nutritionally balanced groceries to Charlotte-area families and individuals in need, as well as the North Carolina Bar Association's Sports and Entertainment Section. He is a member of the Hellenic Lawyers Association, the Sports Lawyers Association, and was twice named to the Capital Pro Bono Honor Roll. He has taught sports law and business courses at George Mason University, Georgetown University, and Northwestern University, and twice presented research at the MIT Sloan Sports Analytics Conference.

A native of Ocean Township, N.J., Argeris and his wife, Priscilla, have three children, Maria, Peter and Elena and reside in Charlotte.



MIKE DUDAN

CHIEF FINANCIAL OFFICER

16TH NFL SEASON
16TH PANTHERS SEASON

Mike Dudan is in his 16th season with the Carolina Panthers and third as chief financial officer. As CFO, Dudan is responsible for the financial planning and management of the Panthers and Bank of America Stadium.

Dudan develops and implements the team's financial policies and procedures, manages and forecasts cash flow, establishes budgets, and maintains the team's financial and tax reporting and compliance. Dudan supervises the team's accounting, finance and payroll personnel, and also oversees human resources and information technology operations.

Prior to being named CFO, Dudan held positions of increas-

ing responsibility with the Panthers. He spent two seasons as director of finance from 2014-15 after joining the Panthers in 2003 as controller.

Dudan's familiarity with the Panthers financial and accounting procedures predated his arrival with the team. He maintained the Panthers as a client from 1996-2003 while employed with public accounting firms Arthur Andersen and Deloitte. While with the firms, Dudan worked with clients across a number of industries, including sports and entertainment, textiles, legal services and retail.

A native of Schaumburg, Ill., Dudan graduated from Appalachian State with a degree in accounting. He and his wife, Kristina, have three children, Casey, Jacob and Alena.

PANTHERS
EXECUTIVES

VETERANS

ROOKIES

2017 IN REVIEW

RECORDS

TEAM HISTORY

REFERENCE

STEVEN DRUMMOND

VICE PRESIDENT - COMMUNICATIONS AND EXTERNAL AFFAIRS

18TH NFL SEASON
15TH PANTHERS SEASON



Steven Drummond is in his 15th season with the Carolina Panthers and first as vice president of communications and external affairs in 2018.

In his role, Drummond oversees the organization's front-facing brands, directing the staffs of public relations, digital and social media, broadcast video content, community relations and alumni affairs.

In 2017, Drummond was elevated to director of communications and digital media, positioning the Panthers as one of the top social and digital brands in the NFL.

He serves as the primary team spokesman to all national media, while internally coordinating brand consistency, organizational messaging and support for marketing, sales and sponsorship activation.

He became the team's director of communications in 2015, executing the team's public relations strategy in a season in

which Carolina went 15-1 and advanced to Super Bowl 50.

In 2012, Drummond was selected by the NFL to participate in the Stanford University executive development program which provided an opportunity to get a broad and strategic understanding of the industry, operations, and competition from Stanford GSB professors and senior NFL management.

Drummond served as the Panthers' assistant director of communications from 2005-15 and previously worked as communications coordinator for the Jacksonville Jaguars from 2002-05.

A native of Rock Hill, S.C., Drummond graduated from South Carolina with a bachelor's degree in journalism and mass communication. He earned a master's degree in sports management from California University of Pennsylvania.

Drummond and his wife, Kerry, have two children, Brennan and Haven.

MARK HART

VICE PRESIDENT - DEVELOPMENT

23RD NFL SEASON
1ST PANTHERS SEASON



Mark S. Hart was hired as Vice President for Development in December of 2018. Hart will be overseeing large-scale facility projects for the Carolina Panthers, from planning and design to construction. He will lead efforts to modernize the team's facilities to create a first-class experience for the fans and a best-in-class work environment for athletes and staff.

He comes to Carolina after 23 years with the Pittsburgh Steelers, most recently holding the title of Vice President of Planning & Development. Over his years with the Steelers, Hart managed or oversaw corporate and team operating budgets, credit and bank functions, administrative operations, capital planning, company payrolls, litigation/legal, treasury operations, tax and auditing, IT, ticketing, and company investments.

Most significantly, Hart was the senior executive responsible for the planning, development, and construction of Pittsburgh's Heinz Field in 2001. He prepared the pre-development feasibility plans, financial models, sources and uses

of cash, public advocacy strategies, organizational charts, staffing requirements and site master plans.

Hart recently completed the planning and construction of a \$12 million renovation of the Steelers practice facility – including the negotiation of a 15-year master lease, naming rights, signage rights and capital contributions.

Since 2009, Hart has done development work with a real estate and entertainment company that has planned, designed and financed mixed-use developments adjacent to Heinz Field. Hart oversaw project budgeting, construction financing, investor equity acquisition and state grant and city development negotiations for a \$13 million indoor/outdoor theater, a \$28 million mixed-use building, a \$44 million riverfront office/retail complex and was involved with the final plans for a \$50 million mixed-use office and residential tower with a multi-purpose fan plaza.

Hart graduated from Carnegie Mellon University in 1988, earning his degree in Industrial Management.



SCOTT PAUL

VICE PRESIDENT - STADIUM OPERATIONS

23RD NFL SEASON
23RD PANTHERS SEASON

Scott Paul is in his first season as vice president of stadium operations after three seasons as the executive director. He served as the director of stadium operations from 2010-14.

Paul is responsible for all aspects of Bank of America Stadium operations and management. Most recently, he has directed the extensive five-year master plan renovations for the stadium. The project, which began in January of 2014, resulted in a \$177 million renovation.

The project featured the construction of escalators, scoreboards, ribbon boards and a distributed sound system, as well as upgrades to suite areas and the 500-level concourse, the beautification of the north side of the stadium, the installation of a state-of-the-art distributed antenna system for cellular service, a new WiFi system, security upgrades and back-of-house improvements.

During the 2016 offseason, the fourth phase of the construction project was completed and included renovations to the 100-level concourse and 300- and 400-level club lounges featuring new sig-

nage and increased points of sale to improve the fan experience. In addition, the stadium playing field, which has been host to more than 200 football games and special events, was completely replaced and a new irrigation and drainage system was installed.

Paul is also charged with managing the stadium for non-Panthers events, which have included the ACC football championship game, Belk Bowl and Belk College Kickoff, as well as international soccer matches and the 2012 'Brothers of the Sun' concert tour with Kenny Chesney and Tim McGraw.

Paul began working with the Panthers in 1996, joining the team as operations assistant, and worked in various positions of increasing responsibility within the department before his appointment to director of stadium operations.

Paul earned his undergraduate degree in economics from the University of California-Davis and his master's in education from the University of Georgia.

He lives in Davidson, N.C., with his wife Rose, and daughters Taylor and Paige.



PHIL YOUTSEY

VICE PRESIDENT - TICKETING AND SPONSORSHIP

36TH NFL SEASON
24TH PANTHERS SEASON

Phil Youtsey has been an integral part of the Carolina Panthers business operations since the beginning of the franchise. Youtsey was one of the first employees in the organization and has displayed his business and marketing acumen throughout the history of the franchise.

Youtsey joined the Panthers in 1994, originally charged with setting up and directing all aspects for ticketing, sales, and marketing for the two-state Carolinas region while implementing and selling the newly-introduced PSL concept. In the team's inaugural 1995 season, Youtsey helped the Panthers average more than 53,000 fans per game while playing at Clemson University, 2.5 hours from the team's home base of Charlotte.

Youtsey has helped maintain and enhance the value of the PSL/Club Seat programs for more than 20 years while working on a number of successful programs in many areas; corporate hospitality, two luxury suite expansions and club floor renovation projects, the development of nine private suite clubs and revised sponsorship direction. Benefitting from this expertise, the Panthers have sold out 155 consecutive games and 223-of-225 games played at Bank of America Stadium since its opening in 1996.

As executive director of ticketing and sponsorship, Youtsey's responsibilities include sales, renewals and marketing all sellable products and team branding. He also coordinates ticket operations, which includes all ticket account maintenance and ticketing systems, premium services; including luxury suite sales and operations, membership suite clubs, club seat sales and club seat services programs, PSL sales and programs, corporate hospitality, sponsorship sales, service and relationship programs as well as recently added broadcast area responsibilities.

Youtsey came to Carolina from the Kansas City Chiefs, where he was the director of ticket operations. He started with the Chiefs as a courier and assistant equipment manager in 1980 before becoming the sales manager for the Gastonia Expos in 1983. In 1984, Phil returned to the Chiefs as a sales representative before being named ticket manager in 1987. In 1990, he became the director of ticket operations.

A native of Kansas City, Mo., Youtsey is a graduate of William Jewell College with a degree in business administration.

Youtsey and his wife Jill have three children, Matthew, Timothy and Samantha and reside in Charlotte.

PANTHERS
EXECUTIVES

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REFERENCE

RON RIVERA

HEAD COACH

CALIFORNIA
22ND NFL SEASON / 8TH PANTHERS SEASON



COACHING: In his eighth season with Carolina in 2018, Ron Rivera is known around the league as a teacher with an innate ability to build his team around the strengths of his players.

A two-time NFL Coach of the Year, Rivera inherited a 2-14 Carolina team as a rookie head coach in 2011 and guided it back to relevance with four playoffs appearances in a five-year span between 2013 and 2017. That mark tied Green Bay and Seattle for the most NFC playoff appearances since 2013. In that five-year span, the Panthers recorded 51 wins, the most in any five-year period in franchise history, and tied for fifth-most in the NFL.

In 2015, Carolina won its second NFC Championship in franchise history, third consecutive NFC South division title and appeared in Super Bowl 50. Carolina finished the season with a franchise-best 17-2 record, including home playoff victories over Seattle in the Divisional round and Arizona in the NFC Championship game.

Brought to Carolina for his defensive expertise, Rivera has not disappointed as the Panthers put together five top-10 finishes in total defense in six seasons from 2012-17. Only Denver and Seattle have as many top-10 finishes over that stretch.

Like Rivera, the Panthers' rebound has been steady and solid, starting with six wins his first season in 2011 and seven victories in 2012 before registering three consecutive division championships starting in 2013 when he earned his first Associated Press NFL Coach of the Year award.

Laying a foundation that includes back-to-back rookies of the year in quarterback Cam Newton and linebacker Luke Kuechly, Rivera has blended veteran and young talent into productive units on both sides of the ball.

In 2017, the Panthers' run defense ranked third in the NFL, allowing just 88.1 rushing yards per game. That mark was the second-best average in franchise history. The run defense was anchored by the veteran leadership of Julius Peppers and Thomas Davis, combined with the young talent of Shaq Thompson, Kawann Short and Mario Addison.

A tough running game has been a hallmark of the Rivera-led Panthers as the team has finished among the league's top 10 rushing offenses in six of the last seven seasons, including top-five finishes in 2011, 2015 and 2017. The Panthers recorded 30 consecutive regular season games with at least 100 rushing yards from Week 6 of 2014 to Week 3 of 2016, the longest streak in the NFL since Pittsburgh tallied 43 from 1974-77.

In 2017, the rushing attack helped propel the team to an 11-5 record and a Wild Card berth by averaging 131.4 yards on the ground, good for fourth in the league. Newton rushed for a career-best 754 yards, while Jonathan Stewart and Christian McCaffrey helped give the Panthers the only offense with three 400-yard rushers.

In 2015, Rivera was named NFL Coach of the Year for the second time in three seasons as his team earned its third consecutive NFC South title and claimed the top seed in the NFC for the first time in franchise history. The Panthers became just the seventh team in the Super Bowl era to post a 15-1 or better record in the regular season.

Prior to Rivera's arrival, Carolina had never reached the postseason in consecutive years and no team had captured the NFC South twice in a row. Carolina started 2015 with 14 consecutive victories, which, combined with four wins to close the 2014 regular season, gave the Panthers an NFC-record 18-game winning streak. And yet again, Rivera had his team playing its best down the stretch as the Panthers went 4-0 in December and January. Over the course of Rivera's seven-year career, the Panthers have tallied 24 regular season wins in December and January, tied for third in the NFL over that period.

Rivera came to Carolina with a reputation for hard work, attention to detail and preparation. Those were also the qualities he exhibited in his first campaign as the Panthers tripled their win total from the previous season despite no offseason and an epidemic of defensive injuries. Rivera did not even meet his team until they reported to training camp and, despite a slow start, held it together to finish with four wins in the final six games.

Rivera has excelled as a coach and player during his 29 years in the NFL, serving as defensive coordinator for the San Diego Chargers' top-ranked defense in 2010 and playing linebacker for the Chicago Bears' top-ranked defense and Super Bowl XX championship team in 1985. In 20 seasons as a coach and nine as a player, he has been with teams that have reached the playoffs 19 times, including nine conference championships and three Super Bowls.

The mentality of the Chargers defense that Rivera coached and the Bears defense on which he played resonates within the head coach, and he has transferred it to the Panthers.

In 2012, Carolina finished the season ranked 10th in yards allowed, a jump of 18 places from 2011. Carolina made a similar jump on offense in Rivera's first season. With the addition of Newton, the Panthers jumped from last to seventh in total offense in 2011.

Rivera's identity has been influenced by two innovative defensive coordinators. As a player, Rivera was coached by the late Buddy Ryan, the architect of the "46 Defense," which involved blitzing on nearly every down. As a coach, Rivera toiled under the late Jim Johnson, a highly regarded defensive coordinator renowned for his aggressive approach.

Rivera's identity also has been shaped by his family. The son of a U.S. Army officer and the second youngest of four boys, Rivera learned from a young age about chain of command and many of the principles he teaches and expects from his players.

"Coming from a military background, there's a lot of discipline, a lot of structure. That's how I feel when I coach," Rivera said. Rivera worked with the Chargers from 2007-10. He coached inside linebackers before taking over as the team's defensive coordinator midway through the 2008 season. Under Rivera's guidance, the pass defense steadied itself – intercepting nine passes and yielding 229.6 passing yards per game and 11 touchdown passes over the final eight games. Those numbers contrasted to the first half of the season when San Diego notched just seven picks and was victimized for 265.1 yards per game and 14 touchdowns through the air.

In Rivera's first full season leading the defense in 2009, the Chargers ranked 16th in total defense and 11th against the pass. Those rankings improved in 2010 as San Diego led the NFL with an average of 271.6 total yards allowed per game and gave up a league-low 177.8 passing yards per game. Overall, the Chargers finished in the top five in 11 different defensive statistical categories despite not having any defenders selected to the Pro Bowl.

From 2004-06, Rivera oversaw the Chicago Bears defense, engineering the unit to two top-five finishes in the league. Under Rivera's direction, five different defensive players went to the Pro Bowl: linebacker Lance Briggs, safety Mike Brown, defensive tackle Tommie Harris, linebacker Brian Urlacher and cornerback Nathan Vasher.

In his first season as a defensive coordinator in 2004, Rivera presided over a defense that produced nine more takeaways and 17 more sacks than the previous year and scored a franchise-record and NFC-high six defensive touchdowns.

The following year, Chicago continued to build on the foundation Rivera laid in 2004. The Bears won their first of two consecutive NFC North titles and stood second in the NFL in total defense. In surrendering the fewest points in the league, Rivera's defense went 43 consecutive quarters without allowing more than seven points – the longest streak in the NFL since 1969.

During Rivera's last season with the Bears in 2006, the defense paced the NFL with 44 takeaways and finished fifth in the league in total defense and third in scoring defense, helping propel Chicago to the NFC Championship and an appearance in Super Bowl XLI.

Prior to becoming a defensive coordinator, Rivera spent five seasons from 1999-2003 as the linebackers coach for the Philadelphia Eagles, who advanced to the NFC Championship game in each of his final three seasons.

Rivera gained his first coaching experience with the Bears as defensive quality control coach from 1997-98. He is just the third Latino head coach in NFL history, joining Tom Flores with the Oakland Raiders from 1979-87 and Seattle Seahawks from 1992-94 and Tom Fears with the New Orleans Saints from 1967-70.

PLAYING AND PERSONAL: Following his retirement, Rivera went into broadcasting. He covered the Bears and college football as a television analyst for WGN and SportsChannel Chicago for four years from 1993-96.

Selected in the second round of the 1984 NFL Draft by Chicago, Rivera played all nine of his pro seasons with the Bears. Primarily an outside linebacker, he appeared in 149 games with 62 starts (including 12 postseason contests with six starts) and posted 392 tackles, 7.5 sacks, five forced fumbles, four fumble recoveries, nine interceptions and 15 passes defended. Rivera was a member of six NFC Central division title teams and a Super Bowl XX championship team in 1985.

Rivera was named the Bears' Man of the Year in 1988 and earned the club's Ed Block Courage Award in 1989. He has carried that same community commitment to coaching, sponsoring a bowling tournament to benefit the Ronald McDonald House, USO and Humane Society. He was a finalist for the 2017 Salute to Service Award, an annual award presented to NFL players, coaches, personnel and alumni who demonstrate an exemplary commitment to honoring and supporting the military community.

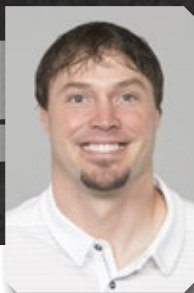
Rivera, who lost his brother Mickey to pancreatic cancer in 2015, also serves as a spokesman for the Pancreatic Cancer Action Network. He has twice been the honorary starter for the organization's PurpleStride 5K in Charlotte.

An All-American at the University of California, Rivera finished his career as the school's all-time leader in sacks with 22 and tackles with 336. As a senior in 1983, he set the Bears' single-season record for sacks with 13 and tackles for loss with 26.5. Born Jan. 7, 1962, in Fort Ord, Calif., Rivera lived in Germany, Panama, Washington and Maryland before his family settled in Marina, Calif. He attended Seaside High School in Seaside, Calif., and was a three-sport star in football, basketball and baseball.

Rivera and his wife, Stephanie, have two children, Christopher and Courtney. Stephanie is a former assistant coach for the WNBA's Washington Mystics.

RON RIVERA COACHING HISTORY

Year	Position	Team
1997-98	Defensive Quality Control	Chicago Bears
1999-2003	Linebackers	Philadelphia Eagles
2004-06	Defensive Coordinator	Chicago Bears
2007-08	Inside Linebackers	San Diego Chargers
2008-10	Defensive Coordinator	San Diego Chargers
2011-current	Head Coach	Carolina Panthers



CHASE BLACKBURN

SPECIAL TEAMS COORDINATOR

AKRON
3RD NFL SEASON / 3RD PANTHERS SEASON

COACHING: Chase Blackburn begins his third year in the NFL coaching ranks, having been promoted from assistant special teams coach to special teams coordinator in January 2018.

In 2017, Blackburn coached a Panthers special teams unit that produced a kickoff return touchdown and a punt return touchdown in the same season for the first time since 2003. Carolina finished 10th in the NFL in kickoff return average.

Kicker Graham Gano earned his first Pro Bowl selection after setting a franchise record with an NFL-leading 96.7 field goal percentage (29-of-30). Gano also led the NFL in touchback percentage at 85.4, sending 70 of his 83 kick-offs into the end zone for touchbacks. In the NFC Wild Card round at New Orleans, Gano converted a franchise-record 58-yard field goal, tying the NFL postseason record.

Punter Michael Palardy, in his first full NFL season, helped the Panthers rank fifth in net punting average with a franchise record 42.4-yard net average, working with a coverage unit that contributed to the Panthers eighth-place finish in the league in opponents' punt return average (5.9 yards per return).

In 2016, Carolina allowed an NFL-low 18.1 yards per kickoff return and finished fifth in the league with an opponents' average drive start of the 23.7-yard line. In addition, the Panthers led the NFL and tied a team record with three blocked field goals. Rookie defensive tackle Vernon Butler was responsible for two of them, equaling Julius Peppers' team record for the most blocked field goals in a season.

Blackburn made his coaching debut in 2016 after serving as a coaching intern with the Panthers during the 2016

offseason.

PLAYING AND PERSONAL: In 10 seasons as a linebacker from 2005-14, Blackburn recorded 265 tackles, 4.5 sacks, four interceptions, 10 passes defended and four forced fumbles in 132 games with 45 starts. On special teams, he posted 123 tackles, two forced fumbles and three fumble recoveries.

Originally signed as an undrafted rookie free agent by the New York Giants in 2005, Blackburn played eight seasons with the Giants and led the team in special teams tackles for six consecutive years from 2005-10. In 2008, Blackburn was named a Pro Bowl alternate as a cover specialist. He earned two Super Bowl rings with the Giants, contributing to their victories in Super Bowls XLII and XLVI.

Blackburn played his final two seasons with the Panthers. In 2013, he was part of special teams units that improved to 13th in the *Dallas Morning News* special teams rankings.

A three-year starter at linebacker and defensive end for Akron, Blackburn played in 45 games with 34 starts and totaled 293 tackles, 38.5 tackles for loss, 11 sacks and three interceptions. He earned second-team All-Mid-American Conference honors as a junior in 2003 and played in the Gridiron Classic in 2004. Blackburn attended Marysville (Ohio) HS and graduated from Akron with a degree in mathematics.

HISTORY: Linebacker: Akron 2001-04. Pro linebacker: New York Giants 2005-12, Carolina Panthers 2013-14. Pro coach: Joined Panthers in 2016.



NORV TURNER

OFFENSIVE COORDINATOR

OREGON
32ND NFL SEASON / 1ST PANTHERS SEASON

COACHING: Norv Turner is in his first season as Carolina's offensive coordinator and joins the Panthers with a wealth of experience, having coached 32 seasons in the NFL, including 15 seasons as a head coach and 11 as an offensive coordinator. As offensive coordinator for the Dallas Cowboys (1991-93), he helped the Cowboys win Super Bowl XXVII and XXVIII. During his head coaching career, Turner won four division titles, adding three more division crowns and seven additional playoff berths as an assistant.

Turner most recently served as the offensive coordinator for the Minnesota Vikings from 2014-16.

In 2015, Turner's offense ranked fourth in the NFL in rushing as Adrian Peterson led the NFL in rushing (1,485 yards) and the Vikings finished with an 11-5 record and the NFC North title. The Vikings were also the least-penalized offensive unit in the league and had the fourth-fewest turnovers in the league.

In 2014, Turner led Bridgewater to the best season for a rookie quarterback in team history. Bridgewater was thrust into the starting lineup after starting quarterback Matt Cassel suffered a season-ending foot injury in the third game of the season. Bridgewater set virtually every franchise rookie passing record and had the third-best completion percentage (64.6 percent) and the seventh-highest passer rating (85.2) in a season in NFL history by a rookie.

Turner also served as offensive coordinator for Dallas (1991-93), San Diego (2001), Miami (2002-03), San Francisco (2006) and Cleveland (2013).

Turner has been a head coach three times, first with Washington (1994-2000) then with Oakland (2004-05) and San Diego (2007-12). In Washington, Turner posted four winning seasons, claiming the NFC East title in 1999 and advancing to the NFC Divisional Playoffs.

In San Diego, he won three straight AFC West titles (2007-09) and finished second in the division the other three seasons, advancing to face New England in the 2007 AFC Championship game and posting a 56-40 record in regular season action. Turner was honored as USA Today NFL Coach of the Year in 2009. He added three more division titles and seven more playoff appearances as an assistant.

Since 2007, Turner's teams have ranked in the NFL's top five in offensive points three times and the 2010 Chargers notched the No. 1 offense in the league with 395.6 yards per game.

Turner's system has produced the NFL's leading rusher on six different occasions: Emmitt Smith (1991-93), Ricky Williams (2002), LaDainian Tomlinson (2007) and Adrian Peterson (2015). With Cleveland in 2013, wide receiver Josh Gordon led the NFL with 1,646 yards and nine touchdowns on 87 catches in only 14 games, doubling his yardage output from the season before. Gordon joined Michael Irvin as wide receivers under Turner who led the NFL in receiving.

Since 1991 when Turner joined Dallas, he has had backs rush for 1,000 yards 16 times and boasted a 1,000-yard receiver 15 times. Turner's offenses have produced a 1,000-yard rusher and receiver in the same season 10 times, and he has had a pair of 1,000-yard receivers on a team twice.

Throughout his career, Turner coached a number of players that also had successful stints with the Panthers, including Steve Beuerlein with Dallas (1991-92), Stephen Davis in Washington (1996-2000) and Kerry Collins in Oakland (2004-2005).

Turner made his NFL debut with the Los Angeles Rams, coaching wide receivers from 1985-86 and wide receivers and tight ends from 1987-90. Turner was part of a Rams team that won the NFC West in 1985. He earned four trips to the playoffs in his six seasons with the club.

Turner began his coaching career in 1975, serving as a graduate assistant for Oregon, his alma mater. He then spent nine seasons (1976-1984) at Southern California before entering the NFL.

PLAYING AND PERSONAL: Turner was born in Camp Lejeune, N.C. He played high school football at Alhambra High School in Martinez, California. He played quarterback at Oregon, serving as a backup to Dan Fouts in his first two seasons, before starting in 1973 and 1974.

Turner's son, Scott, is Carolina's quarterbacks coach. The father-son duo coached together in Minnesota and Cleveland prior to 2018.

HISTORY: Quarterback: Oregon 1971-74. College coach: Oregon 1975, Southern California 1976-84. Pro coach: Los Angeles Rams 1985-90, Dallas Cowboys 1991-93, Washington Redskins 1994-2000 (head coach), San Diego Chargers 2001, 2007-2012 (head coach 2007-2012), Miami Dolphins 2002-03, Oakland Raiders 2004-05 (head coach), San Francisco 49ers 2006, Cleveland Browns 2013, Minnesota Vikings 2014-16, joined Panthers in 2018.

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REFERENCE

ERIC WASHINGTON

DEFENSIVE COORDINATOR

GRAMBLING STATE
11TH NFL SEASON / 7TH PANTHERS SEASON



COACHING: Eric Washington was named Carolina's defensive coordinator in January 2018 after serving seven seasons as Carolina's defensive line coach from 2011-2017.

During his tenure as defensive line coach, Washington oversaw one of the most productive defensive lines in the NFL. Since 2012, no group of defensive linemen produced more sacks than Carolina's 219, part of Carolina's NFL-leading 280 total sacks. Carolina finished ranked in the top 10 in sacks in five of the past six seasons, including a No. 1 ranking in 2013, a No. 2 ranking in 2016 and a No. 3 ranking in 2017.

Washington's defensive line has not only been productive in getting to the quarterback, but also at stopping the run. Carolina's run defense has ranked in the top six in the NFL in four of the past six seasons, including a No. 2 ranking in 2013.

Washington's teaching has been recognized in the form of in-season and postseason honors for his pupils. Under Washington, the Panthers defensive line featured two All-Pro selections, two Pro Bowl selections and three Pro Football Writers of America All-Rookie honorees.

Washington's success with the defensive line has contributed to success for the Panthers defense as a whole with Carolina fielding a top-10 defense in the NFL in five of the past six seasons, including four consecutive seasons from 2012-15. Washington is part of a Carolina coaching staff that has led the Panthers to playoff appearances in four of the past five seasons, highlighted by an appearance in Super Bowl 50.

In the 2017 season, the defensive line accounted for 40 of Carolina's 50 sacks, ranking second among all NFL defensive lines in sack totals. Defensive ends Julius Peppers and Mario Addison each tallied 11 sacks to become the fifth pair of Panthers with double-digit sacks in the same season. The line also helped Carolina hold opponents to just 88.1 rushing yards per game, ranking third in the league and second-best in franchise history.

In 2016, under Washington's guidance, defensive end Mario Addison enjoyed a breakout season with a team-leading 9.5 sacks, while defensive tackles Kawann Short and Star Lotulelei combined for 10 sacks, tied for the fifth-most by a pair of defensive tackles in the league. Lotulelei earned NFC Defensive Player of the Week honors for his three-sack performance in Week 8 versus Arizona, joining Short as the only defensive tackles in franchise history to win NFC Defensive Player of the Week.

In 2015, Carolina ranked sixth in the NFL with 44 sacks, including 33.5 from the defensive line. The unit helped Carolina rank fourth in the NFL in rushing defense en route to winning the NFC Championship and advancing to Super Bowl 50. Short earned his first Pro Bowl selection under Washington's tutelage, recording a Panthers defensive tackle-record 11 sacks, which tied for eighth in the NFL and first among defensive tackles. Defensive end Kony Ealy posted a sack in five consecutive regular season games and tied an NFL record with three sacks in the Super Bowl.

In 2014, Washington's defensive line totaled 32.5 of the team's 40 sacks, including a team-leading 8.5 by Charles Johnson and

four by all-rookie Ealy, as the Panthers ranked 10th in the NFL in total defense. In Carolina's 27-16 NFC Wild Card victory over Arizona, the defensive line gathered four sacks to help limit the Cardinals to an NFL postseason record 78 total net yards.

In 2013, the defensive line helped the Panthers rank second in the NFL in total defense, second in rushing defense and sixth in passing defense as 40 of the team's NFL-leading 60 sacks came from defensive linemen. Johnson and defensive end Greg Hardy evolved into one of the best pass rushing duos in the NFL, as Hardy tied a team record with 15 sacks to earn Pro Bowl and All-Pro honors, while Johnson notched 11 sacks.

Washington's defensive line in 2012 helped the Panthers rank 10th in the NFL in total defense with 37 of their 39 sacks coming from the defensive line. Johnson and Hardy became the first Panthers tandem to record double-digit sacks since 2002. Johnson led the team and ranked sixth in the NFL with 12.5 sacks in addition to forcing seven fumbles, the second most in the league, and Hardy posted 11 sacks.

In 2011, Washington was charged with mentoring a young group that started three different rookies at defensive tackle. The unit produced 25.5 of the team's 31 sacks, led by Johnson's nine.

Washington joined Carolina after spending 2008-10 with the Chicago Bears. Elevated to defensive line coach in 2010, Washington presided over a group that accounted for 25 sacks and helped the Bears rank ninth in the NFL in total defense, second in rushing defense and fourth in scoring defense. Along the defensive line, he coached Peppers, who tied for the team lead with eight sacks.

Washington worked the previous two seasons as Chicago's defensive assistant/assistant defensive line coach. He gained his first professional coaching experience by twice participating in the NFL Bill Walsh Diversity Coaching Fellowship, assisting with the Bears defensive line during training camp in 2005 and aiding the Atlanta Falcons' linebackers during training camp in 2004.

From 2004-07, Washington served as the defensive line coach at Northwestern. With the Wildcats, he coached several pro prospects. End Luis Castillo was selected in the first round by San Diego in 2005, and tackle Barry Cofield was chosen in the fourth round by the New York Giants in 2006. Washington also tutored end Corey Wootton, who was drafted in the fourth round by the Bears in 2010.

PLAYING AND PERSONAL: Washington played tight end at Grambling State from 1989-90 for legendary head coach Eddie Robinson and earned a Bachelor of Science degree from Grambling State in 1993. Commissioned as a Naval Officer in 1998, Washington was assigned to the Naval Academy Preparatory School in Newport, R.I., where he served as the defensive coordinator of the football team for three years.

HISTORY: Tight end: Grambling State 1989-90. College coach: Texas A&M 1997, Ohio 2001-03, Northwestern 2004-07. Pro coach: Chicago Bears 2008-10, joined Panthers in 2011.



JERRICHO COTCHERY

ASSISTANT WIDE RECEIVERS

NORTH CAROLINA STATE
2ND NFL SEASON / 2ND PANTHERS SEASON

NFL coaching ranks after he was hired as assistant wide receivers coach in 2017.

In 2017, 14 different players made receptions for Carolina, one fewer than the franchise record of 15, set in 2000. Nine different players recorded receiving touchdowns, tying for sixth in the NFL and tied for the most in one season in franchise history.

Cotchery helped coach third-year receiver Devin Funchess to a career-best season. Funchess finished with 840 receiving yards and a team-best eight receiving touchdowns on 63 receptions.

Known for his sure hands and ability to consistently secure tough receptions in his 12 years as a professional player, Cotchery serves as a great example for young receivers looking to improve their games. A savvy veteran and patient route runner with an outstanding work ethic as a player, Cotchery was a steady and trusted influence in the wide receiver room and a great example for his teammates, making him an ideal mentor for Carolina's young wide receivers.

PLAYING AND PERSONAL: Cotchery played in 175 games with 89 starts for the New York Jets, Pittsburgh Steelers and Panthers from 2004-15 and produced 524 catches for 6,623 yards and 34 touchdowns. He was a member of seven playoff teams, appearing in three conference championship games and Super Bowl 50.

In two seasons with Carolina (2014-15), Cotchery registered 87 receptions for 1,065 yards and four touchdowns. One of his most impactful catches for Carolina came in Week 13 of the 2015 season at New Orleans with the Panthers trailing late in the fourth quarter. Wide open in the middle of the end zone, he caught the game-winning 15-yard touchdown to clinch Carolina's third consecutive NFC South championship.

Prior to Carolina, he spent three seasons with Pittsburgh (2011-13), registering 1,044 receiving yards. His final season in Pittsburgh was his finest as he racked up a career-best 10 touchdown receptions.

Cotchery led the Jets in catches and receiving yards for three consecutive seasons from 2007-09 and ranked fourth in the NFL in 2013 with 78.3 percent of his receptions resulting in a first down.

A standout wide receiver at North Carolina State, Cotchery played in 49 games with 39 starts before being selected in the fourth round (108th overall) of the 2004 NFL Draft by the Jets. He finished his career ranked first in school history with 200 receptions and 15 100-yard receiving games and second with 3,119 receiving yards and 21 receiving touchdowns. Cotchery earned first-team All-Atlantic Coast Conference honors as a junior and senior and tied a school record with a catch in 39 consecutive games. He majored in sport management at North Carolina State.

HISTORY: Wide receiver: North Carolina State 2000-03. Pro wide receiver: New York Jets 2004-10, Pittsburgh Steelers 2011-13, Carolina Panthers 2014-15. Pro coach: Joined Panthers in 2017.

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HEATH FARWELL

ASSISTANT SPECIAL TEAMS

SAN DIEGO STATE
3RD NFL SEASON / 1ST PANTHERS SEASON

COACHING: Heath Farwell is in his first season as assistant special teams coach with Carolina in 2018. He spent the last two seasons (2016-17) with the Seattle Seahawks, serving as a coaching assistant in his first season before being promoted to assistant special teams coach in his second season.

In 2017, Farwell coached a unit that included return man Tyler Lockett who averaged 25.6-yards per kickoff return, the second-best mark in the NFL, and returned one kickoff 99 yards for a touchdown. The Seahawks also featured a coverage team that helped Seattle rank 10th in the NFL in kickoff coverage.

PLAYING AND PERSONAL: Farwell spent 10 seasons (2005-14) in the NFL as a player, first with the Minnesota Vikings (2005-10) and then with Seattle (2011-14).

Farwell excelled on special teams, garnering Pro Bowl honors in 2009 with Minnesota, and earning a Super Bowl ring with Seattle following the 2013 season. He finished his playing career with 159 special teams tackles, one forced fumble, four fumble recoveries and a blocked punt.

Farwell was signed as an undrafted free agent by Minnesota in 2005. After six seasons, he ranked fourth in team history with 113 special teams tackles. In 2009, he appeared in all 16 games on special teams, making 18 tackles and two fumble recoveries, earning a Pro Bowl nod and a spot on the PFWA All-NFC team.

As a two-time special teams captain for Seattle, he collected 46 special teams tackles in his first three seasons and his fourth season was cut short due to injury and he was placed on injured reserve. In his first season with Seattle in 2011, Farwell earned Pro Football Focus All-Pro honors.

In 2001, Farwell was named Freshman of the Year at San Jose State as a linebacker before transferring to San Diego State. He was the Aztecs defensive MVP in 2004 when he made two interceptions. He earned his bachelor degree in criminal justice from San Diego State.

Farwell and his wife Julie have three children, sons Brock, Beau and daughter, Dylan.

HISTORY: Linebacker: San Jose State 2000, San Diego State 2001-04. Pro linebacker Minnesota Vikings 2005-2010, Seattle Seahawks 2011-14. Pro coach: Seattle Seahawks 2016-17, joined Panthers in 2018.



PETE HOENER

TIGHT ENDS

BRADLEY
20TH NFL SEASON / 8TH PANTHERS SEASON

COACHING: Pete Hoener is in his eighth season as Carolina's tight ends coach in 2018, overseeing one of the most prominent positions in the offense.

Under Hoener's tutelage, Greg Olsen has become one of the top tight ends in the NFL. Hoener has helped Olsen obtain the top five single-season receptions totals and four of the top five single-season receiving yards totals by a tight end in team history. Olsen's 10 100-yard receiving games are the most by a tight end in team history.

Through the 2017 season, Olsen ranks seventh in receiving yards all-time among NFL tight ends with 7,556 in 11 seasons. He is also tied for 10th all-time among NFL tight ends with 53 receiving touchdowns. Olsen ranks third in receiving yards among all positions in franchise history.

In 2017, Hoener's tight end group was challenged by an injury that forced Olsen to miss nine full games. Ed Dickson stepped up with 437 yards receiving, including a career game at Detroit in which he caught five passes for 175 yards, becoming the second tight end in NFL history with at least 175 receiving yards on five or fewer catches. Olsen posted a 116-yard game with a touchdown against Green Bay upon his return from injury, giving the Panthers two different tight ends with 100-yard receiving games in a season for the first time in franchise history.

In 2016, Olsen became the first tight end in NFL history to have three consecutive 1,000-yard seasons after recording a team-leading 1,073 yards on a team-high 80 catches. He was named to his third consecutive Pro Bowl and earned second-team All Pro honors for the second consecutive year.

In 2015, Hoener's tight ends helped Carolina win the NFC Championship and set team records with an NFL-leading 500 points and 59 touchdowns. Olsen garnered Pro Bowl recognition after setting a team record for the most receiving yards in a season by a tight end with a career-high 1,104. He ranked second among NFL tight ends in receiving yards and receiving average (14.3) while leading the Panthers in receptions (75) and receiving yards (1,104) and ranking second in receiving touchdowns with seven.

During the 2014 season, Olsen was selected to his first Pro Bowl after ranking third among NFL tight ends with a team-leading 84 receptions and second with 1,008 receiving yards while scoring six receiving touchdowns. In the process, he set team records for the most catches and 100-yard receiving games (four) in a season by a tight end.

In 2013, Olsen paced the Panthers with 73 receptions, 816 receiving yards and six receiving touchdowns – the first time since Wesley Walls in 1997 that a wide receiver did not lead Carolina in receptions and receiving yards. In 2012, Olsen set a then-franchise record for the most receiving yards in a season by a tight end with 843, surpassing the previous record set by Walls in 1999, on 69 catches.

In Hoener's first season with the Panthers in 2011, the tight ends combined to catch 85 passes for 1,008 yards and nine touchdowns and contributed to a running game that averaged a team-record 5.41 yards per carry and featured three 700-yard rushers. Not limited to being just receivers, Hoener's group has also helped open running lanes for Carolina to rank among the NFL

leaders in rushing during his tenure, finishing third in 2011, ninth in 2012, 11th in 2013, seventh in 2014, second in 2015, 10th in 2016 and fourth in 2017. Since 2011, Carolina ranks third in the NFL with 131.8 rushing yards per game.

A veteran of 19 seasons as an NFL assistant, Hoener came to the Panthers after six seasons with the San Francisco 49ers from 2005-10. With the 49ers, Hoener helped develop tight ends Vernon Davis and Delanie Walker, both of whom were drafted by the 49ers in 2006.

In 2010, Davis tallied 56 receptions, 914 receiving yards and seven touchdowns to become the first tight end in franchise history to lead the team in receptions, receiving yards and touchdowns in consecutive seasons. The previous year, Davis compiled 78 receptions for 965 yards and 13 touchdowns, an effort that resulted in being selected a Pro Bowl starter. Davis' 13 touchdowns tied the NFL single-season record at the time for the most touchdowns by a tight end and equaled the most touchdown catches in the NFL, making him the first tight end in the Super Bowl era to lead or tie for the league lead in receiving touchdowns.

Hoener joined the 49ers from the Chicago Bears, where he oversaw the offensive line in 2004. He showed flexibility, as the Bears employed seven different starting combinations among the front five. Under Hoener's guidance, center Olin Kreutz earned Pro Bowl honors.

Prior to the Bears, Hoener spent three seasons with the Arizona Cardinals, serving as the offensive line coach in 2003 and tight ends coach from 2001-02. It marked his second stint with the Cardinals after entering the NFL coaching ranks as the team's tight ends coach from 1985-86 when the franchise was in St. Louis.

While with the Cardinals, Hoener worked with tight end Freddie Jones, who finished first on the team with 44 catches for 358 yards in 2002. Jones became the first tight end to lead the team in receiving since Jackie Smith in 1973, and his 44 receptions were the most by a Cardinals tight end since 1968.

Along with his NFL experience, Hoener coached 24 years on the college level as an offensive line coach and offensive coordinator. Beginning as a graduate assistant at Missouri in 1975, he then coached the offensive line at each of his next seven stops: Illinois State in 1977, Indiana State from 1978-84, Illinois from 1987-88, Purdue from 1989-91, Texas Christian from 1992-97 and Iowa State from 1998-99. In addition to his role as offensive line coach, Hoener also held the responsibilities of offensive coordinator at Indiana State, Texas Christian and Iowa State. He handled the running backs at Texas A&M in 2000 before returning to the NFL in 2001.

PLAYING AND PERSONAL: Hoener played tight end and defensive end at Bradley, where he earned a degree in physical education. Hoener and his wife, Marianne, have three daughters: Jennifer, Kathleen and Lisa. Last name is pronounced Hay-ner.

HISTORY: Tight end/defensive end: Bradley 1969-70. College coach: Missouri 1975-76, Illinois State 1977, Indiana State 1978-84, Illinois 1987-88, Purdue 1989-91, Texas Christian 1992-97, Iowa State 1998-99, Texas A&M 2000. Pro coach: St. Louis/Arizona Cardinals 1985-86, 2001-03, Chicago Bears 2004, San Francisco 49ers 2005-10, joined Panthers in 2011.

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BRADY HOKE

DEFENSIVE LINE

BALL STATE
1ST NFL SEASON / 1ST PANTHERS SEASON



COACHING: Brady Hoke makes his NFL coaching debut in 2018 as the Panthers defensive line coach.

Hoke spent the previous 34 years coaching at the collegiate level, including 12 seasons as a head coach with at Ball State (2003-08), San Diego State (2009-10) and Michigan (2011-14).

He joins the Panthers staff after spending the 2017 season at the University of Tennessee as associate head coach/defensive line coach. He was the Volunteers interim head coach for the final two games of the season following Butch Jones' departure. In 2016, Hoke was Oregon's defensive coordinator/defensive ends coach.

In his time as a head coach, he won Conference Coach of the Year honors three times and produced 74 all-conference selections and 39 NFL Draft Picks.

Hoke brings 20 seasons of experience as a defensive line coach with stops at Grand Valley State (1983), Western Michigan (1984-86), Oregon State (1989-94) and Michigan (defensive ends coach 1995-96, defensive line coach 1997-2001, associate head coach/defensive line coach 2002). He also coached linebackers at Toledo from 1986-89.

Hoke was Michigan's head coach from 2011-14, guiding the Wolverines to a 31-20 mark over four seasons. In his first season, Hoke led the Wolverines to an 11-2 record and a Sugar Bowl victory, as he was named the Maxwell Football Club Collegiate Coach of the Year.

He became the first Michigan head coach to go undefeated at home in his first two seasons since Fielding Yost in 1901-02. The Wolverines went 8-0 at home in 2011 and 6-0 in 2012. Michigan's defense improved from ranking 108th in scoring and 110th in yards allowed before his arrival to ranking in the top 20 in both categories in 2011 and 2012. The defensive unit eventually ranked seventh yards allowed (311.3) in Hoke's final season in 2014.

Prior to joining Michigan, spent two seasons as head coach at San Diego State. He earned Mountain West Conference Coach of the Year honors in 2010 and guided the Aztecs to their first bowl game in 12 years during his final season as well as the most wins (9-4) since 1977. Six of his players earned All-MWC first team honors in 2010, including running back Ronnie Hillman, the league's Freshman of the Year.

Hoke earned his first head coaching job at his alma mater, Ball State, where he directed the program for six seasons (2003-08). His tenure culminated with 12-1 campaign in 2008 and an undefeated Mid-American Conference regular season as Ball State earned its first-ever Associated Press top 25 ranking.

He began his coaching career as a defensive coordinator at Yorktown (Ind.) High School in 1982 before entering the collegiate ranks as an assistant coach at Grand Valley (Mich.) State in 1983. His coaching career has also stops at Western Michigan (1984-86), Toledo (1987-88), Oregon State (1989-94) and Michigan (1995-2002). He served as defensive line coach at each of his assistant coaching stints with the exception of Toledo, where he coached the Rockets' linebackers.

As a defensive line coach at Michigan, Hoke was part of three Big Ten champion teams (1997, 1998, 2000), including the 1997 national champion and Rose Bowl-winning squad, before being elevated to associate head coach in 2002.

PLAYING AND PERSONAL: A 1982 graduate of Ball State University, Hoke earned four letters (1977-80) as a linebacker with the Cardinals. He was part of the only two teams in Ball State football history to post undefeated conference seasons: as a player in 1978, and as the head coach in 2008. Hoke led Ball State to the 1978 MAC championship and as a team captain in 1980, earned All-MAC second-team honors.

He graduated from Fairmont East High School in Kettering, Ohio, in 1977.

He and his wife, the former Laura Homberger, have one daughter, Kelly.

HISTORY: Linebacker: Ball State 1977-80. College coach: Grand Valley State 1983, Western Michigan 1984-86, Toledo 1987-88, Oregon State 1989-94, Michigan 1995-2002, 2011-14 (head coach), Ball State 2003-08 (head coach), San Diego State 2009-10 (head coach), Oregon 2016, Tennessee 2017. Pro coach: Joined Panthers in 2018.



JEFF IMAMURA

ASSISTANT SECONDARY/CORNERBACKS

TEXAS CHRISTIAN
12TH NFL SEASON / 2ND PANTHERS SEASON

COACHING: Jeff Imamura begins his second season with the Panthers in 2018 as assistant secondary coach in charge of cornerbacks and nickelbacks. Imamura has 11 years of NFL coaching experience.

In his first season with the Panthers in 2017, Imamura helped a Panthers pass defense improve by nearly 40 yards per game over the year prior. In the season's final nine weeks, the Panthers tallied nine interceptions, including seven from the secondary. Those picks helped Carolina rank third in the NFL with a plus-eight turnover differential over that period. According to press box statistics, James Bradberry led all NFL cornerbacks with 85 tackles and ranked third by Pro Football Focus in opponent catch rate (25 percent) in the red zone.

The Panthers showed marked improvement throughout the year defensively, ranking first overall in red zone defense over the final seven games (32.0 percent) after ranking 29th through the first nine games. Carolina's man-to-man coverage completion rate also improved from 90 percent completions through the first quarter of the season to 75 percent and finally 50 percent in the last four games.

Prior to Carolina, Imamura worked as a defensive assistant with the St. Louis/Los Angeles Rams for two seasons, assisting with linebackers in 2016 and defensive backs in 2015. Over those two seasons, the Rams created 245 negative plays, the most in the NFL.

He contributed to a defense in 2016 that rated ninth in the NFL and featured linebackers Alec Ogletree, who earned All-Pro honors, and Mark Barron. Ogletree paced the team with 171 tackles, while Barron was second with 147. The year before, Imamura aided a secondary that helped the defense stand sixth in the league in third-down defense and tie for 10th in takeaways.

Previously, Imamura spent eight seasons from 2006-13 with the Minnesota Vikings, where he assisted with the secondary for two years and linebackers for six years. During that time, the Vikings finished among the NFL's top 10 in total defense four times, won consecutive NFC North titles in 2008 and 2009 and advanced to the NFC Championship in 2009.

From 2012-13, Imamura served as the Vikings' assistant secondary/safeties coach. In 2013, safeties Andrew Sendejo, Jamarca Sanford and Harrison Smith all placed in the top five on the team in tackles. Under Imamura's guidance, Smith earned all-rookie honors in 2012 after tying for the team lead with three interceptions, two of which were returned for touchdowns, while Sanford set a team record for

the most forced fumbles in a season by a defensive back with five. The defense allowed 64 fewer points than in 2011, improving 11 positions in scoring defense, and held opponents to 14 points or less in six games.

As a defensive assistant/assistant linebackers coach for the Vikings from 2006-11, Imamura coached three Pro Bowl linebackers in Chad Greenway, Heath Farwell and E.J. Henderson. Greenway led the Vikings in tackles for the fourth consecutive season in 2011 after topping the NFC in the category in 2010.

Minnesota's linebackers played a key role on a defense that allowed the fewest rushing yards in the NFL from 2006-08. In 2007, Henderson, Greenway and linebacker Ben Leber finished first, second and third on the team, respectively, in tackles for the league's best rushing defense. This followed Imamura's first season with the team in 2006 when the Vikings also ranked first against the run by surrendering the second fewest rushing yards since the NFL merger in 1970 with 985, an average of 61.6 per game.

Prior to entering the NFL, Imamura spent seven seasons on the college level, including 2003 as the outside linebackers coach at Saginaw Valley State. He helped the Cardinals end the regular season atop the Division II polls with an 11-0 record, win the Great Lakes Conference and finish seventh in the country in scoring defense, 12th in turnover margin and 22nd in passing defense. The Cardinals' outside linebackers accounted for over 60 percent of the team's sacks.

Prior to Saginaw Valley State, Imamura had a three-year stint from 2000-02 at Northern Arizona coaching the defensive line. In 2001, Imamura directed a unit that contributed to the Lumberjacks ranking first in the Big Sky Conference in run defense with an average of 107.8 yards per game and allowing a conference-low 12 rushing touchdowns as the team advanced to the Division I-AA playoffs for just the second time in school history.

He began his coaching career in 1997 at his alma mater, Texas Christian, as a defensive assistant, supporting the Horned Frogs' defensive backs coach and defensive coordinator.

PLAYING AND PERSONAL: Imamura graduated from Texas Christian with a degree in finance and later pursued an MBA at Colorado State.

HISTORY: College coach: Texas Christian 1997-99, Northern Arizona 2000-02, Saginaw Valley State 2003, Minot State 2014. Pro coach: Minnesota Vikings 2006-13, Los Angeles/St. Louis Rams 2015-16, joined Panthers in 2017.

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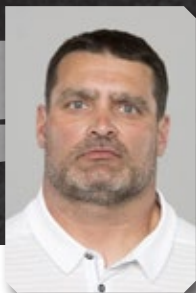
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JOE KENN

STRENGTH AND CONDITIONING

WAKE FOREST
8TH NFL SEASON / 8TH PANTHERS SEASON

COACHING: Known simply as "House" to players, Joe Kenn's goal as the Panthers' strength and conditioning coach is to protect and produce: protect the athletes' body armor and produce athletic based results. He is entering his eighth season with Carolina.

He employs a holistic and integrated philosophy in his comprehensive training plan that utilizes strength training, explosive development, high intensity interval training and performance-based nutrition. It is a structured approach that enhances players' physical attributes.

An accomplished strength and conditioning coach, Kenn's program was instrumental in Carolina's recent run of success, becoming just one of three NFC teams to reach the playoffs in four of the last five seasons. He was instrumental in Carolina's 15-1 season in 2015 and trip to Super Bowl 50. For his efforts, Kenn was named the 2015 NFL Strength Coach of the Year in a vote by his peers.

In 2013, Kenn earned the inaugural Professional Strength and Conditioning Coach of the Year award from the National Strength and Conditioning Association (NSCA). He won the collegiate version of the NSCA award at Arizona State in 2002.

Kenn came to the Panthers in 2011 from Big House Power Competitive Athletic Training, where he coached professional, college and high school athletes and teams from several sports. He had previously gained almost two decades of experience on the college level.

From 2008-09, he was the director of athlete development at Louisville, working specifically with the football program. In 2009, he was recognized as a master strength and conditioning coach by the Collegiate Strength and Conditioning Coaches Association. That same year, Cardinals center Eric Wood became Kenn's fourth first-round draft choice when the Buffalo Bills selected him 28th overall.

Kenn started his college coaching career at his alma mater, Wake Forest, in January 1991 as the assistant strength coach. Later that year, he went to Boise State as a graduate assistant and remained there for eight years. Elevated to the Broncos' strength and conditioning coach in 1994, Kenn was named the NSCA Big West Conference Strength and Conditioning Coach of the Year in 1998.

He then moved to Utah as the director of strength and conditioning for two years from 1999-2000. While with the Utes, Kenn supervised future Carolina Panthers wide receiver Steve Smith and tackle Jordan Gross and former NFL standout running back Mike Anderson. He also received accolades as the NSCA Mountain West Conference Strength and Conditioning Coach of the Year in 2000.

Kenn spent seven years at Arizona State from 2001-07, serving as the head strength and conditioning coach for football for two seasons before being promoted to head coach of sports performance in 2003 and overseeing all sports. During his tenure with the Sun Devils, he worked with future Baltimore Ravens linebacker Terrell Suggs.

Kenn entered coaching at Pinecrest Preparatory School in Fort Lauderdale, Fla., from 1989-90 as strength coach in addition to tutoring the offensive and defensive lines.

PLAYING AND PERSONAL: A two-year starter at guard for Wake Forest from 1987-88, Kenn earned the Bill George Award as the Demon Deacons' standout lineman as a junior and then garnered recognition as the school's weightlifter of the year and an All-American strength and conditioning athlete by the NSCA as a senior.

He graduated with a bachelor's degree in health and sports science from Wake Forest in 1988, added his strength and conditioning specialist certification in 1990 and obtained his master's degree in curriculum and instruction from Boise State in 1993.

Kenn and his wife, Angela, have two sons: Joseph and Peter, and a granddaughter Leighton Blaine and a grandson Joseph V.

HISTORY: Guard: Wake Forest 1987-88. College coach: Wake Forest 1991 (winter/spring), Boise State 1991-98, Utah 1999-2000, Arizona State 2001-07, Louisville 2008-09. Pro coach: Joined Panthers in 2011.



JOHN MATSKO

RUNNING GAME COORDINATOR

KENT STATE
27TH NFL SEASON / 8TH PANTHERS SEASON

COACHING: John Matsko was promoted to running game coordinator in 2016 after five seasons of excellent work with the Panthers' offensive line. Since Matsko's first season in 2011, Carolina ranks third in the NFL in rushing yards, including 30 consecutive regular season games with at least 100 rushing yards from Week 6 of 2014 to Week 3 of 2016, the longest streak in the NFL since Pittsburgh tallied 43 from 1974-77.

Three of the top five seasons in rushing average in franchise history have come in the last seven years under Matsko.

The Panthers ranked fourth in the NFL in rushing in 2017, averaging 131.4 rushing yards per game. The rushing attack was led by quarterback Cam Newton who rushed for a career-best 754 rushing yards. Along with Jonathan Stewart (680 yards) and Christian McCaffrey (435), the Panthers were the only team in the NFL with three players rushing for more than 400 yards. Left guard Andrew Norwell earned AP All-Pro First Team honors, while right tackle Daryl Williams earned AP All-Pro Second Team honors. Right guard Trai Turner was named to the Pro Bowl for the third consecutive season.

In 2016, Matsko's line was beset by injuries. Left tackle Michael Oher missed 13 games and center Ryan Kalil missed eight. Only one player, left guard Andrew Norwell, played the same position the entire season. Nevertheless, the group came together and helped the Panthers finish 10th in the NFL in rushing. Turner, who moved to right tackle for three games because of injuries, earned his second consecutive Pro Bowl selection.

Under Matsko's guidance in 2015, the offensive line played a prominent role for the NFL's top-scoring offense and second-best rushing offense, helping the Panthers win the NFC Championship and advance to Super Bowl 50. Kalil was named to the Pro Bowl for the fifth time and added All-Pro recognition, and Turner earned his first career Pro Bowl selection.

In 2014, Matsko stabilized a line that played much of the season with four starters who entered the NFL as undrafted rookies but still helped the Panthers finish seventh in the league in rushing and win the NFC South for the second consecutive year. Carolina fielded a different starting offensive line for seven consecutive games beginning in Week 6 before settling on a lineup that featured two rookies in guards Norwell and Turner.

In 2013, Matsko's unit featured five different starting combinations, and only two players – Kalil and tackle Jordan Gross – started all 16 games for a 12-4 team. Kalil was named first-team All-Pro and was selected to the Pro Bowl, while Gross also earned Pro Bowl honors.

In 2012, despite losing Kalil after five games and starting eight different combinations, the line helped Carolina total 5,771 yards, the third-highest mark in team history.

In his first season as the Panthers' offensive line coach in 2011, Matsko led a unit that helped Carolina rush for 2,408 yards, the third most in team history. The Panthers set team records with an average of 5.41 yards per carry and 139 rushing first downs and became the first team in NFL history to feature three 700-yard rushers. Kalil was named to the Pro Bowl and earned second-team All-Pro honors.

From 2008-10, Matsko helped the Baltimore Ravens rank in the top five in the NFL in rushing twice. He mentored Oher to the NFL all-rookie team in 2009, and in 2008 the team yielded only 33 sacks, the second fewest in team history.

Prior to joining Baltimore, Matsko served as offensive line coach of the Kansas City Chiefs from 2006-07. In 2006, the offensive line helped the Chiefs rank ninth in the NFL in rushing and compile a team-record 11 100-yard rushing games. Under Matsko's guidance, guards Will Shields and Brian Waters earned Pro Bowl recognition.

From 1999-2005, Matsko served as the offensive line coach for the St. Louis Rams. The Rams led the league in total offense for three consecutive years from 1999-2001, including a record 5,232 yards in 2000, and won Super Bowl XXXIV. He played an instrumental role in the development of two Pro Bowlers – tackle Orlando Pace and guard Adam Timmerman.

Matsko began his NFL coaching career as offensive line coach of the Phoenix Cardinals in 1992 and served in that capacity for two seasons. In 1993, the line opened holes for the Cardinals to have their first 1,000-yard rusher since 1985. He then moved to New Orleans in 1994 and coached three seasons with the Saints. Under Matsko's tutelage, tackle Willie Roaf made three Pro Bowls, and the Saints rated third in the league for fewest sacks allowed in 1996.

Following his stint with New Orleans, Matsko assumed the same role from 1997-98 with the New York Giants, where they improved both their pass protection and run blocking. The Giants allowed 24 fewer sacks and jumped from 19th to seventh in the NFL in rushing in 1997 compared to 1996.

Before entering the NFL coaching ranks, Matsko spent 17 years on the college level. He worked as a graduate assistant at Miami (Ohio) from 1974-75 and returned as offensive line coach in 1977 after being the head coach at Danbury High School in Lakeside-Marblehead, Ohio, in 1976. Matsko served as offensive coordinator and offensive line coach at North Carolina from 1978-84 prior to stops as offensive line coach at Navy in 1985 and Arizona in 1986. He joined Southern California as offensive line coach in 1987 and was promoted to offensive coordinator in 1989 for his final three seasons with the Trojans.

PLAYING AND PERSONAL: Matsko played fullback at Kent State and lettered three years from 1970-72. He graduated with a bachelor's degree in business education in 1973 and later earned a master's degree in education from Miami (Ohio) in 1976. Matsko and his wife, Kim, have four children: two daughters, Marie and Liz, and two sons, John and Michael. Marie is married to Roque Jimenez and the couple has three children: Jackie, Lucas and Emily. Liz is married to Scott Munter and the couple has three children: Brooklyn, Zachary and J.D. Michael is married to Ariel Scoggins with sons, Noah and Leo. John is married to Casey Cunningham with a daughter, Eila.

HISTORY: Fullback: Kent State 1970-72. College coach: Miami (Ohio) 1974-75, 1977, North Carolina 1978-84, Navy 1985, Arizona 1986, Southern California 1987-91. Pro coach: Phoenix Cardinals 1992-93, New Orleans Saints 1994-96, New York Giants 1997-98, St. Louis Rams 1999-2005, Kansas City Chiefs 2006-07, Baltimore Ravens 2008-10, joined Panthers in 2011.

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SAM MILLS III

ASSISTANT DEFENSIVE LINE

MONTCLAIR STATE

14TH NFL SEASON / 14TH PANTHERS SEASON

COACHING: Sam Mills III is in his 14th season with Carolina and eighth as assistant defensive line coach in 2018. Mills has worked closely with a unit that has been among the NFL's most productive the past six seasons.

Since 2012, no group of defensive linemen has produced more sacks than Carolina's 219.0. In addition to getting to the quarterback, the defensive line has been integral in the Panthers' ability to stop the run as Carolina's rush defense has ranked in the top six in the NFL in four of the past six seasons, and overall ranks third with 96.2 rushing yards allowed since 2012.

In 2017, the defensive line helped the Panthers record 50 sacks, ranking third in the NFL and fourth in franchise history. Julius Peppers and Mario Addison led the team with 11.0 sacks each, the fifth pair of teammates with double-digit sacks in a season in franchise history. The line also helped the Panthers rank third in the league in rushing defense, giving up just 88.1 rushing yards a game, the second fewest in franchise history.

In 2016, Mills helped tutor a defensive line that produced 35 of the team's 47 sacks, which ranked second in the NFL. Addison produced a then-career-high 9.5 sacks, and defensive tackles Kawann Short and Star Lotulelei combined for 10 sacks, tied for the fifth-most sacks by a pair of defensive tackles in the NFL.

In 2015, Mills assisted a unit that was a linchpin for a defense that helped the Panthers reach Super Bowl 50. Carolina's defensive line recorded 33.5 of the team's 44 sacks. The unit contributed to a defense that ranked sixth in the NFL in total defense, the fourth consecutive season the team fielded a top-10 defense, and also helped Carolina rank fourth in the NFL in rushing defense.

Short enjoyed a breakout performance, tying for eighth in the NFL with 11 sacks - which tied for the most among defensive tackles. Defensive end Kony Ealy contributed five sacks and tied an NFL record with three sacks in the Super Bowl. Charles Johnson, slowed by injuries in the middle of the season, returned for the postseason to notch three sacks for the NFC champions. In all, 10 different defensive linemen notched at least one sack for the Panthers.

In 2014, Mills assisted a defense that finished 10th in the NFL in total defense. The defensive line totaled 32.5 of the team's 40 sacks, including a team-leading 8.5 by Johnson and four by Ealy, who earned all-rookie honors. In Carolina's 27-16 NFC Wild Card victory over Arizona, the defensive line gathered four sacks to help limit the Cardinals to an NFL postseason record 78 total net yards.

During the 2013 season, Mills aided a unit that helped the Panthers lead the NFL with 60 sacks, including a team-record nine at Atlanta, and rank second in total defense, second in rushing defense and sixth in passing defense. Defensive end Greg Hardy tied a team record with 15 sacks to earn Pro Bowl and second-team All-Pro honors, while Johnson posted 11 sacks to become the first player in team history with at least nine sacks in four consecutive seasons. Mills also played a key part in the development of all-rookie defensive tackles Lotulelei and Short.

In 2012, Mills worked with a line that was responsible for 37 of Carolina's 39 sacks. Johnson led the team with 12.5, and Hardy posted 11 as they became the first Panthers tandem to record double-digit sacks since 2002.

Prior to the 2011 season, Mills added assistant defensive line coach to his title along with serving as Carolina's defensive quality control coach, though he actually had been working with the defensive line since 2006. He assisted a line that accounted for 25.5 of the team's 31 sacks. Johnson paced the team with nine sacks, and young players received valuable experience as three rookies started games at defensive tackle.

After spending the 2005 season in a dual role as a strength and conditioning and defensive assistant, Mills was promoted to defensive quality control coach in 2006.

Mills is no stranger to the organization. His father, Sam, is the only Panthers player to have his number retired and is the only player inducted into the team's Hall of Honor. When his father played for the Panthers, Mills worked as a ball boy at training camp and later in the equipment room before joining the strength and conditioning program.

PLAYING AND PERSONAL: Mills followed in his father's footsteps by playing at Montclair (N.J.) State, where the elder Mills was an NCAA Division II All-America at line-backer. He started 20 games in two seasons at defensive back for the Red Hawks and totaled 71 tackles, two interceptions, 14 passes defensed, three forced fumbles and one fumble recovery.

Mills has been a member of the coaching staff of the East-West Shrine Game four times.

HISTORY: Defensive back: Monclair State 1997-1999. Pro coach: Joined Panthers in 2005.



VINCENT RIVERA

DEFENSIVE QUALITY CONTROL

CALIFORNIA
1ST NFL SEASON / 1ST PANTHERS SEASON

COACHING: Vincent Rivera makes his coaching debut in 2018 as Carolina's defensive quality control coach.

In his role, Rivera breaks down game film, analyzes opponent tendencies and assists in the preparation of the defensive game plan.

Rivera worked as a football operations intern for the Panthers during the 2017 season.

PLAYING AND PERSONAL: Rivera began his collegiate career at the University of San Diego, redshirting in 2012 and seeing action at running back in 2013 before transferring to the University of California-Berkeley. After sitting out the 2014 season, Rivera played two seasons (2015-16) at Cal, seeing action at running back, wide receiver and on special teams. He finished his career at Cal with 44 catches for 487 yards and four touchdowns. Rivera graduated with a degree in film and media studies. Rivera is the nephew of Panthers head coach, Ron Rivera.

HISTORY: Running back: San Diego 2012-13, Running back/wide receiver: California 2014-16. Pro coach: Joined Panthers in 2018.

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RICHARD RODGERS

SECONDARY

CALIFORNIA

7TH NFL SEASON / 7TH PANTHERS SEASON



COACHING: Richard Rodgers is in his seventh season with the Panthers and fourth assisting with the defensive backs, working primarily with the team's safeties.

Since 2015, Carolina ranks second in the NFL with 51 total interceptions. Over that span, safety Kurt Coleman has recorded 11 interceptions, tied for fourth most in the NFL and second in the NFC.

The 2017 season saw the addition of veteran safety Mike Adams to the secondary. He recorded two interceptions and two fumble recoveries. In the season's final nine weeks, the Panthers tallied nine interceptions, including seven from the secondary. Those picks helped Carolina rank third in the NFL with a plus-eight turnover differential over that period.

In 2016, Rodgers worked with a position group that helped the Panthers tie for the NFC lead with 17 interceptions. Coleman led the team in interceptions for the second consecutive season, ranking fifth in the NFL among safeties with four picks.

Rodgers returned to his roots as assistant defensive backs coach for Carolina in 2015, after he had previously gained experience as a secondary coach for 11 years on the college level before entering the NFL. In 2015, Rodgers assisted a group that helped the Panthers rank sixth in the NFL in total defense and win the NFC Championship. Carolina limited opposing quarterbacks to an NFL-low 73.5 passer rating and paced the NFL in interceptions (24), total takeaways (39) and turnover differential (plus-20). Including the postseason, seven different defensive backs recorded interceptions for the Panthers. Coleman finished third in the NFL with seven interceptions, and cornerback Josh Norman earned All-Pro and Pro Bowl honors.

Rodgers came to Carolina in 2012 as special teams assistant and took over as special teams coordinator for the final seven games, a position he held through the 2014 season.

During the last seven games of the 2012 season, Rodgers had a positive effect on special teams play, helping the Panthers improve from 31st to 14th in the NFL in punt return average and from 18th to 10th in punt coverage. Rodgers' units also led the league in opponents' kickoff return average following a 30th-place finish in 2011.

In his first full season as the Panthers' special teams coordinator in 2013, Rodgers oversaw a unit that jumped to 13th in the *Dallas Morning News* special teams rankings one year after ranking last. The unit featured record-setting performances from kicker Graham Gano, punter Brad Nortman and kick returner Ted Ginn, Jr., while long snapper J.J. Jansen made the Pro Bowl.

Rodgers aided Gano in converting 24-of-27 field goal attempts, including a team-record and NFL-leading six makes from 50 yards or more, and topping the league with a 79.7 touchback percentage on kickoffs – then the best

mark in the league since 1992. Rodgers helped Nortman set team records with a gross average of 47.8 yards and net average of 41.6 yards, ranking fourth and fifth in the NFL, respectively. Ginn set a franchise record and ranked sixth in the NFL with a 12.2-yard punt return average.

Rodgers joined Carolina with 23 years of college experience. He coached at Holy Cross from 2005-11, spending his last six seasons as defensive coordinator after handling the secondary in 2005. Rodgers developed the Crusaders into one of the top defenses in the Patriot League. Five players from his unit earned All-Patriot League honors in 2009, 2010 and 2011.

From 2001-04, Rodgers tutored the secondary at New Mexico State. During his tenure, the Aggies amassed 45 interceptions while lowering their passing yardage allowed in each of his final three seasons. Previously, Rodgers worked at Portland State from 1997-2000. He oversaw the Vikings' secondary and special teams in addition to serving as the team's strength and conditioning coordinator.

Prior to Portland State, Rodgers had a two-year stint at San Jose State, working with the secondary and special teams from 1995-96. He started his coaching career as an assistant at Diablo Valley Community College from 1989-94.

Rodgers was also exposed to professional football along the way. He participated in the NFL's Minority Internship Program with the Oakland Raiders during training camp in 1996 and was the defensive backs coach for the Scottish Claymores of NFL Europe in 1998.

PLAYING AND PERSONAL: A two-time second-team All-Pac 10 Conference selection at California, where he was teammates with Carolina Panthers head coach Ron Rivera, Rodgers was the Golden Bears' special teams captain for three seasons. He called "The Play" in the huddle to defeat Stanford in 1982. Rodgers was the second and fourth player to handle the ball on the famed five-lateral kickoff return for a touchdown on the final play between the two rivals.

Rodgers then played defensive back and wide receiver for three seasons in the Arena Football League. He appeared in the league's first championship game in 1987, catching a 32-yard touchdown pass for the Denver Dynamite in Arena Bowl I.

He graduated from California with a degree in political science. He has a daughter, Kayla, and four sons, Richard II – a tight end for the Philadelphia – Christopher, Noah and Evan, and is married to Sara.

HISTORY: Defensive back: California 1980-83. Pro linebacker/wide receiver: Chicago Bruisers (AFL) 1987, Denver Dynamite (AFL) 1987, Los Angeles Cobras (AFL) 1988, Sacramento Attack (AFL) 1992. College coach: Diablo Valley Community College 1989-94, San Jose State 1995-96, Portland State 1997-2000, New Mexico State 2001-04, Holy Cross 2005-11. Pro coach: joined Panthers in 2012.



STEVE RUSS

LINEBACKERS

AIR FORCE
1ST NFL SEASON / 1ST PANTHERS SEASON

COACHING: Steve Russ is in his first season coaching in the NFL in 2018, coaching Carolina's linebackers.

He spent six seasons (2012-17) at Air Force as the assistant head coach, including four (2014-17) as the defensive coordinator and defensive backfield coach. Russ served as co-defensive coordinator from 2012-13 with responsibilities coaching the inside linebackers (2013) and secondary (2012).

In 2017, the Air Force defense led the Mountain West Conference against the pass, allowing just 171.1 yards per game, a mark that ranked 10th nationally. The unit also ranked second in the conference and 14th in the country in opponent first downs.

In 2016, Russ' defensive unit ranked 10th nationally in rushing defense and 33rd in total defense. He coached defensive back Weston Steelhammer to three first-team all-conference selections, an Academy first, and to a pair of All-American honors in 2016. Steelhammer also earned the East-West Shrine Bowl Pat Tillman Award for leadership and citizenship.

In 2014, Russ' first season as the Falcons' sole defensive coordinator, Air Force improved in all four major categories, including a nation-best 15.8 points per game improvement to 24.2 allowed per game, moving 72 spots higher in the national rankings (33rd) than the previous season. The Falcons also improved in rushing, passing and total defense, including a more than 100-yard improvement in rushing defense to 135.6 yards per game. Air Force led the nation by improving from 119th nationally in 2013 to 28th in 2014, a 91-spot jump.

Russ came to Air Force, his alma mater, from Wake Forest where he spent four seasons (2008-11). Russ coached tight ends and fullbacks in his first two seasons before moving to the defensive side of the ball, coaching linebackers in 2010 and the secondary in 2011.

Wake's punt coverage team, which Russ coordinated, led the nation in punt return defense, allowing just nine yards all season in 2008.

When he took over the secondary in 2011, the Wake defense showed dramatic improvement. From 2010 to 2011, the pass efficiency defense improved 56 spots nationally, the third-down defense improved 52 spots and the scoring defense improved 45 spots. In 2011, Russ coached safety Josh Bush to first-team All-ACC and third-team AP All-America honors. Bush was drafted in the sixth round by the New York Jets. Russ coached Merrill Noel, who was named the ACC Defensive Rookie of the Year and was a Freshman All-American by numerous

publications as he led the country in pass break-ups. He also coached Tommy Bohanon, a fullback that was drafted in the seventh round of the 2013 Draft by the New York Jets.

Russ also coached at Syracuse (2005-07) where he led linebackers in 2005 and 2006, before being promoted to defensive coordinator in 2007. While at Syracuse, Russ coached linebacker Kelvin Smith, a seventh-round draft pick in 2007 by the Miami Dolphins.

He also coached linebackers as an assistant at Ohio (2001-04), coaching alongside current Panthers defensive coordinator Eric Washington. Russ began his coaching career at Air Force as a graduate assistant strength coach in 1995.

PLAYING AND PERSONAL: While playing at Air Force, Russ earned second-team All-WAC honors in 1994 and was selected to play in both the Blue-Gray All-Star game and the East-West Shrine game following his senior season. Russ received Air Force's Brian Bullard Award, which is the program's highest honor, in 1994 and was a seventh-round draft pick of the Denver Broncos in the 1995 NFL Draft. He was just the fifth player in Air Force history to be drafted in the NFL.

Following two years of active service in the military, Russ joined the Broncos and spent four seasons (1997-2000) with the team, and he was a part of Denver's 1997 and 1998 Super Bowl Championship teams. He played in 24 career games as a linebacker and on special teams.

A native of Stetsonville, Wis., Russ and his wife, Betsy, are the parents of a daughter, Mackenzie, and a son, Tyler.

HISTORY: Linebacker: Air Force 1990-94. Pro linebacker Denver Broncos 1997-2000. College coach: Ohio 2001-04, Syracuse 2005-07, Wake Forest 2008-2011, Air Force 2012-17. Pro coach: Joined Panthers in 2018.



JIM SKIPPER

RUNNING BACKS

WHITTIER COLLEGE
32ND NFL SEASON / 15TH PANTHERS SEASON

COACHING: Jim Skipper is in his 15th overall season with Carolina in 2018, coaching the running backs.

Since he rejoined the team in 2013, Carolina has ranked fourth in the NFL in rushing, averaging 128.9 yards per game. In that range, the team produced 30 consecutive regular season games with at least 100 rushing yards from Week 6 of 2014 to Week 3 of 2016, the longest streak in the NFL since Pittsburgh tallied 43 from 1974-77.

In Skipper's 15 seasons with the Panthers, Carolina has ranked in the top 10 in the NFL in rushing seven times, including each of the last four seasons.

Skipper and the Panthers welcomed first-round draft pick Christian McCaffrey to the running back fold in 2017. McCaffrey set a number of franchise records, including most receptions (80), receiving yards (651) and receiving touchdowns (5) by a running back in a single season. He also set the franchise record for most receptions by a rookie (80), scrimmage yards by a rookie (1,086), yards after catch by a rookie (593) and first downs by a rookie (57). In Week 4 of the season, Jonathan Stewart became the franchise's all-time leading rusher. Stewart finished with 680 rush yards, his eighth 600-yard rushing season. Only three NFL players have more 600-yard rushing seasons since 2008.

The Panthers led the NFL in rushing over the final nine games and ended the 2017 season ranked fourth in the league with 131.4 rushing yards. The Panthers were the only NFL team with three different players rushing for more than 400 yards.

In 2016, Skipper oversaw a position group that helped the Panthers rank 10th in the NFL in rushing, averaging 113.4 yards per game. Despite missing three games to injury, Stewart rushed for nine touchdowns, his most since scoring 10 in back-to-back seasons in 2008 and 2009. Fullback Mike Tolbert earned Pro Bowl honors for the second consecutive season.

During the 2015 season, Skipper's backs powered the Panthers to a second-place finish in the NFL with an average of 142.6 rushing yards per game, setting a franchise record. Tolbert earned his second career Pro Bowl and All-Pro selections, and Stewart earned his first Pro Bowl selection after finishing with a team-leading 989 rushing yards. Carolina advanced to Super Bowl 50, set team records with an NFL-leading 500 points and 59 touchdowns and gained a team-record 357 first downs.

In 2014, Skipper's position group was hit hard by injuries as four different players started games at running back. However, in the season's final five games, Stewart rushed for 486 yards, the second-most in the NFL. The Panthers finished seventh in the NFL in rushing with 2,036 yards, averaging 185.0 yards per game in the last seven games including the playoffs.

Skipper returned to Carolina in 2013 after working as the running backs coach for the Tennessee Titans from 2011-12. In each of Skipper's years with the Titans, running back Chris Johnson surpassed rushing 1,000 yards, giving Skipper eight different 1,000-yard rushers in his 30 seasons as an NFL coach.

Skipper previously served as the Panthers' running backs coach from 2002-10 and was assistant head coach for the final five years. During his tenure, Carolina's running game thrived

despite using 10 different starting halfbacks. Three players (Stephen Davis, DeAngelo Williams and Stewart) reached the 1,000-yard rushing mark, and eight (Dee Brown, Davis, DeShaun Foster, Nick Goings, Mike Goodson, Lamar Smith, Stewart and Williams) had at least one 100-yard rushing game.

In 2009, Stewart and Williams became the first set of teammates in NFL history to each rush for more than 1,100 yards in the same season as the Panthers set a franchise record and finished third in the NFL with 2,498 yards. Stewart led the way with 1,133 yards, the third-highest total in team history, while Williams became the first player in team history to record consecutive 1,000-yard seasons and earned his first Pro Bowl selection after compiling 1,117 yards.

A year earlier in 2008, Williams set team records with 1,515 rushing yards and 18 rushing touchdowns, and Stewart established a team rookie record with 836 rushing yards and notched 10 touchdowns to propel Carolina to a ranking of third in the NFL in rushing yards. Along the way, they became the first Panthers to both gain 100 yards in the same game, accomplishing the feat versus Detroit and versus Tampa Bay en route to a team single-game record 299-yard rushing performance.

Skipper's best effort may have come in 2004 when Carolina started four different halfbacks because of injuries. Over the last eight games, Goings, a former undrafted free agent, recorded five 100-yard outings. That came after a 2003 season in which Skipper helped the Panthers to 2,091 rushing yards and an appearance in Super Bowl XXXVIII, while Davis earned Pro Bowl honors with 1,444 yards, the second-most in team history.

Skipper originally came to Carolina after spending four years with the New York Giants from 1997-2000 and serving as head coach of the XFL's San Francisco Demons in 2001. In 1996, Skipper coached one season with the Arizona Cardinals.

Skipper began his NFL coaching career as running backs coach with the New Orleans Saints in 1986, coaching there through 1995. During his 10 years with New Orleans, Skipper coached two Pro Bowlers, Rueben Mayes and Dalton Hilliard.

Skipper entered coaching as the defensive backs coach at Cal Poly-Pomona in 1974 before joining San Jose State in 1977. He switched to offense as running backs coach at Pacific in 1979 and then coached at Oregon from 1980-82. Skipper made his foray into the professional coaching ranks with the USFL's Philadelphia/Baltimore Stars from 1983-85.

PLAYING AND PERSONAL: A graduate of Whittier College, Skipper played defensive back and also served as a kick and punt returner for the Poets. Born in Breau Bridge, La., he grew up in Brawley, Calif. Skipper and his wife, ElMarie, have three sons, Kelly, Tim and Courtney. Kelly is the running backs coach for the Buffalo Bills. Tim is the linebackers coach at Florida. Courtney is the academic advisor for the Arizona State football team.

HISTORY: Defensive back: Whittier College 1971-72. College coach: Cal Poly-Pomona 1974-76, San Jose State 1977-78, Pacific 1979, Oregon 1980-82. Pro coach: Philadelphia/Baltimore Stars (USFL) 1983-85, New Orleans Saints 1986-95, Arizona Cardinals 1996, New York Giants 1997-2000, San Francisco Demons (XFL) 2001 (head coach), Carolina Panthers 2002-10, Tennessee Titans 2011-12, rejoined Panthers in 2013.



LANCE TAYLOR

WIDE RECEIVERS

ALABAMA
6TH NFL SEASON / 3RD PANTHERS SEASON

COACHING: Lance Taylor begins his second season in Carolina in 2018 after he returned to the Panthers in 2017 as the team's wide receivers coach. He was the running backs coach at Stanford for three seasons from 2014-16, and previously served as the Panthers' assistant wide receivers coach in 2013.

In 2017, Taylor coached a wide receiver corps that saw 14 different players make a reception, one shy of the franchise record, and nine different players hauling in a receiving touchdown, tying the franchise record.

He helped Devin Funchess have a career season as he set new career highs in receptions (63), receiving yards (840) and receiving touchdowns (8). He also worked with first-round draft pick and former pupil from Stanford, Christian McCaffrey, who finished as the franchise record-holder for most receptions (80), receiving yards (651) and receiving touchdowns (5) by a running back in a single season. He also set the franchise record for most receptions by a rookie, scrimmage yards by a rookie (1,086), yards after catch by a rookie (593) and first downs by a rookie (57).

While at Stanford, Taylor played a key role in the development of McCaffrey, a Heisman Trophy finalist. In 2015, McCaffrey set a school record with 2,019 rushing yards, earning Associated Press Player of the Year honors. At the same time, Taylor guided McCaffrey to team highs of 45 receptions, 645 receiving yards and five receiving touchdowns, making him the only FBS player to lead his team in rushing and receiving yards.

During his first stint with the Panthers in 2013, he contributed a team that won the NFC South. He worked with a receiving corps that featured three players with more than 500 receiving yards and at least four receiving touchdowns.

Prior to joining Carolina, Taylor spent three seasons with the New York Jets from 2010-12, serving as a coaching intern in 2010, offensive quality control coach in 2011 and assistant tight ends/quality control coach in 2012. As assistant tight ends coach, Taylor helped tight ends Jeff Cumberland and Dustin Keller rank second and third on the team with 29 and 28 catches, respectively.

In 2009, Taylor coached wide receivers at Appalachian State. Under his tutelage, the Mountaineers set school records with 284 receptions and 3,621 receiving yards. The team finished 11-3, won the Southern Conference title and advanced to the NCAA Football Championship Subdivision semifinals.

He began his coaching career as a graduate assistant for Nick Saban at his alma mater, Alabama, from 2007-08.

PLAYING AND PERSONAL: A walk-on at Alabama before earning a scholarship, Taylor played in 38 consecutive games at wide receiver from 1999-2003. As a senior, he was named special teams captain.

Taylor then played professionally for the Colorado Crush and Columbus Destroyers of the Arena Football League and Green Bay Blizzard and Louisville Fire of af2 from 2004-06.

He graduated from Alabama with a degree in business management. Taylor's father, James, also attended Alabama and was a member of the school's 1973 national championship team as a running back under legendary head coach Paul "Bear" Bryant.

Taylor and his wife have two children.

HISTORY: Wide receiver: Alabama 1999-2003. Pro wide receiver/defensive back: Colorado Crush (AFL) 2004, Columbus Destroyers (AFL) 2005, Green Bay Blizzard (af2) 2005, Louisville Fire (af2) 2006. College coach: Alabama 2007-08, Appalachian State 2009, Stanford 2014-16. Pro coach: New York Jets 2010-12, Carolina Panthers 2013, rejoined Panthers in 2017.

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DREW TERRELL

OFFENSIVE QUALITY CONTROL

STANFORD
1ST NFL SEASON / 1ST PANTHERS SEASON

COACHING: Drew Terrell makes his NFL debut and is in his first season as Carolina's offensive quality control coach in 2018. In his role, Terrell breaks down opponent game film and presents statistical analysis to identify opponent tendencies and assist the offensive coaching staff in game plan preparation.

Terrell joined the Panthers after three seasons (2015-17) at the University of Michigan where he was an offensive graduate assistant coach, working with the wide receivers and returners his first two seasons, and the cornerbacks and returners in his final season.

At Michigan, Terrell coached two receivers who were selected in the 2017 NFL Draft as Amara Darboh was chosen by Seattle in the third round and Jehu Chesson was chosen by Kansas City in the fourth round.

Terrell's coaching success continued on the defensive side of the ball in 2017 as Pro Football Focus rated Michigan's starting corners David Long and Lavert Hill as one of the top duos in the nation. Long posted the nation's lowest passer rating when targeted at 17.6.

As an offensive graduate assistant coach at Virginia Tech in 2014, Terrell worked with receivers Cam Phillips and Isaiah Ford, who rank first and second in Virginia Tech's all-time record books in receptions and receiving yards. Ford was selected by Miami in the seventh round of the 2017 NFL Draft.

PLAYING AND PERSONAL: Terrell was a four-year letterman at wide receiver and punt returner at Stanford University (2009-12), earning honorable mention All-Pac-12 as a returner three times. He was a part of four consecutive bowl teams with the Cardinal, and was Stanford's leading receiver in 2012, when the team finished with a 12-2 record and won both the Pac-12 championship and the Rose Bowl.

Last name is pronounced Tuh-RELL.

HISTORY: Wide receiver: Stanford 2009-12. College coach: Virginia Tech 2014, Michigan 2015-17. Pro coach: Joined Panthers in 2018.



SCOTT TURNER

QUARTERBACKS

NEVADA-LAS VEGAS
7TH NFL SEASON / 3RD PANTHERS SEASON

COACHING: Scott Turner returns to Carolina as quarterbacks coach in 2018. This is Turner's second stint with the Panthers, having previously served as the team's offensive quality control coach from 2011-12.

Turner most recently served as the University of Michigan's senior offensive analyst in 2017. The Wolverines went 8-5 and advanced to the Outback Bowl, while the offense featured three running backs who averaged 5.0 yards per carry or better and the team rushed for more than 2,000 yards for the third consecutive season.

Prior to joining Michigan, Turner worked as the Minnesota Vikings quarterbacks coach from 2014-16. In 2016, Turner helped quarterback Sam Bradford set an NFL record in completion percentage (71.6) and guided him to Vikings records in single-season completions (395), interception percentage (0.9; five in 552 attempts) and single-season completion percentage (71.6). Bradford notched the fourth-highest passer rating in Vikings history with a career-best 99.3.

In 2014 and 2015, Turner worked with first-round draft choice Teddy Bridgewater. In 2015, Bridgewater was selected to his first Pro Bowl in his second season in the NFL and his first as a full-time starter. Bridgewater, who led the team to its first NFC North championship since 2009, bumped his passer rating up from 85.2 to 88.7 and threw three fewer interceptions while playing in three more contests than his initial season. He finished with 3,231 yards passing and 14 passing touchdowns, while rushing for three touchdowns. With 17 combined wins from 2014 and 2015, Bridgewater tied Brett Favre and Warren Moon for the most wins in team history among quarterbacks in their first two seasons with the franchise.

In 2014, Turner helped Bridgewater to the best season for a rookie quarterback in Vikings history, setting virtually every franchise rookie passing record and producing the third-best completion percentage (64.6) and the seventh-highest passer rating (85.2) in NFL history for a rookie. In Bridgewater's first career start vs. Atlanta in Week 4, the rookie threw for a season-best 317 yards and helped the offense pile up 558 net yards, the fourth-most in team history, in a 41-28 win.

In 2013, Turner coached wide receivers for the Cleveland Browns, helping Josh Gordon to the best receiving season in Browns history. Despite appearing in just 14 games, he became the first player in Browns history to lead the NFL in receiving yards (1,646) and became the first player in NFL history with back-to-back 200-yard receiving games.

Turner entered NFL coaching with two seasons as offensive quality control coach for the Panthers in 2011 and 2012. The Panthers recorded two of the top three seasons in franchise history in terms of net yards, setting the all-time mark with 389.8 yards per game in 2011 and 360.7 in 2012. Quarterback Cam Newton was named NFL Offensive Rookie of the Year in 2011. His 14 rushing touchdowns broke the NFL record for rushing touchdowns by a quarterback and were just one shy of the NFL record of rushing touchdowns by a rookie.

Prior to Turner's first stint in Carolina, he spent three seasons at the University of Pittsburgh, two as an offensive assistant and the last as wide receivers coach. Turner made his coaching debut in 2005 as a graduate assistant at Oregon State before serving as the offensive coordinator at South County (Va.) Secondary School from 2006-07.

PLAYING AND PERSONAL: A three-year letterman at Nevada-Las Vegas from 2002-04, Turner graduated with a degree in psychology. He served as a reserve quarterback for the Rebels as a junior and senior and played on special teams as a sophomore after being redshirted as a freshman. He earned his college degree in psychology from UNLV in 2006.

Turner is the son of Panthers offensive coordinator, Norv Turner. The two previously coached together in Minnesota from 2014-16 and in Cleveland in 2013.

HISTORY: Quarterback: Nevada-Las Vegas 2002-04. College coach: Oregon State 2005, Pittsburgh 2008-10, Michigan 2017. Pro coach: Carolina Panthers 2011-12, Cleveland Browns 2013, Minnesota Vikings 2014-16, re-joined Panthers in 2017.

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TRAVELLE WHARTON

ASSISTANT OFFENSIVE LINE

SOUTH CAROLINA
1ST NFL SEASON / 1ST PANTHERS SEASON

COACHING: Travelle Wharton began his NFL coaching career in 2018 when he was hired as the Panthers offensive line assistant coach.

Wharton will assist run game coordinator John Matsko, his position coach in 2011 and 2013.

Wharton worked with the Panthers prior to the 2017 season in offseason workouts and training camp as part of the NFL Bill Walsh Diversity Coaching Fellowship.

Wharton made his coaching debut with his alma mater, the University of South Carolina, with one season of coaching in 2015. He was initially named offensive quality control coach, but then was promoted to offensive line coach midway through the 2015 season.

PLAYING AND PERSONAL: Wharton is a veteran of 10 NFL seasons, nine (2004-11, 2013) with the Panthers and one with the Cincinnati Bengals (2012). With the Panthers, Wharton started 111 of 115 regular season games played, the third-highest totals by an offensive lineman in team history.

Wharton anchored the offensive line on Carolina's top three seasons of rushing in franchise history in 2009 (2,498), 2008 (2,437) and 2011 (2,408). Carolina ranked third in the NFL in rushing in all three of those seasons. The Panthers averaged 5.41 yards per carry in 2011, a mark that led the NFL and set a franchise record.

In 2008, Wharton helped protect Panthers quarterback Jake Delhomme as Carolina allowed just 20 sacks, a mark that ranked sixth in the NFL and still stands as the franchise record.

Wharton played in five postseason games, helping the Panthers advance to the playoffs in 2005, 2008 and 2013.

A native of Fountain Inn, S.C., Wharton played collegiately at South Carolina where he was a four-year letterwinner (2000-03) and earned All-SEC recognition in his junior and senior seasons. He also earned Freshman All-America honors and a spot on the All-SEC Freshman team. He was selected in the third round of the 2004 NFL Draft by the Panthers.

HISTORY: Offensive lineman: South Carolina 2000-03. Pro offensive lineman Carolina Panthers 2004-11, 2013, Cincinnati Bengals 2012. College coach: South Carolina 2015. Pro coach: Joined Panthers in 2018.



MARTY HURNEY

GENERAL MANAGER

CATHOLIC
27TH NFL SEASON / 17TH PANTHERS SEASON

Marty Hurney was named general manager of the Carolina Panthers on February 21, 2018. He previously worked for the Panthers from 1998-2012, serving as director of football administration in 1998, director of football operations from 1999-2001 and general manager from 2002-12. He was the team's interim general manager during the 2017 season, helping the team to an 11-5 finish and a trip to the playoffs.

With Hurney as general manager, the Panthers have made four playoff appearances, including one that resulted in a trip to Super Bowl XXXVIII, and earned two NFC Championship appearances and two NFC South titles.

Near the end of his first stint as GM, Hurney drafted quarterback Cam Newton in 2011 and linebacker Luke Kuechly in 2012. The two players each won NFL Rookie of the Year, making Carolina just the fourth team to have consecutive offensive or defensive rookies of the year since the Associated Press started presenting the awards in 1967.

This continued a string of successful first-round selections for Hurney after he assumed general manager responsibilities in 2002 when defensive end Julius Peppers earned NFL Defensive Rookie of the Year. Offensive tackle Jordan Gross, drafted in 2003, became one of the NFL's top tackles over his 11 seasons and is the Panthers' all-time leader with 167 games started. Following in 2004 was cornerback Chris Gamble, who ranks first in team history with 27 interceptions. Then came linebacker Thomas Davis, the franchise's all-time leader with 1,086 tackles, in 2005. Next in 2006 was running back DeAngelo Williams, who leads the team with 6,846 career rushing yards. 2008 brought running back Jonathan Stewart, who stands second in team history with 6,638 rushing yards.

Hurney also displayed an ability to multiply picks to strengthen the roster. In 2007, he traded Carolina's first-round selection (11th overall) to the New York Jets in exchange for their first-round choice (25th overall) and second-round pick. Hurney proceeded to take linebacker Jon Beason with the first-round selection and center Ryan Kalil with the second-round choice, and both developed into Pro Bowl players.

The ability to find value was not limited to the first couple of rounds of the draft under Hurney. For example, the Panthers selected future Pro Bowl cornerback Josh Norman in the fifth round of the 2012 draft under Hurney, who also enjoyed significant success in free agency during his tenure.

Veteran free agent signings included running back Stephen Davis, quarterback Jake Delhomme and wide receiver Ricky Proehl, all who played prominent roles on Carolina's Super Bowl XXXVIII team. Through trades he acquired tight end Greg Olsen and long snapper J.J. Jansen. Davis, Delhomme, Jansen and Olsen, along with veteran free agents linebacker Mark Fields and guard Mike Wahle, joined 11 of Hurney's draft choices as Pro Bowl players.

It is a resume that has brought favorable notice to Hurney, who was second in NFL Executive of the Year balloting in 2003 and recognized by *Forbes.com* as one of the top 10 executives in professional sports in 2007. A year earlier, he earned the same honor from *FoxSports.com*. Hurney's promotion to general manager in 2002 was the culmination of a 15-year NFL apprenticeship under some of the game's most astute coaches and executives. He originally joined the Panthers in 1998 from the San Diego Chargers and managed the salary cap under head coaches Dom Capers and George Seifert.

He first caught the eye of former Washington Redskins owner Jack Kent Cooke when Hurney was a newspaper reporter covering the team's championship runs in the 1980s. Developing an association with Cooke, head coach Joe Gibbs and general manager Bobby Beathard, Hurney joined the Redskins public relations department in 1988. In 1990, Hurney moved with Beathard to San Diego, serving as the general manager's assistant with responsibilities that included organizing the scouting department and player contracts and overseeing the day-to-day football administration.

With the advent of the salary cap in 1993, Hurney emerged as the club's specialist in compliance management, earning distinction as both an administrator and negotiator and playing an integral role in San Diego's AFC Championship in 1994.

A native of Wheaton, Md., Hurney graduated from Catholic University in Washington, D.C., and began his career as a journalist with the *Montgomery Journal* in Silver Spring, Md. In 1978, he moved to the *Washington Star* and worked on that paper for three years before going to the *Washington Times*, where he spent five years as a beat writer covering the Redskins.

MARTY HURNEY

VETERANS

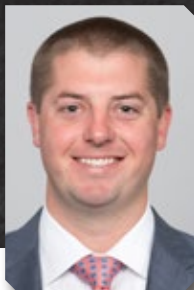
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MATT ALLEN

DIRECTOR OF PRO PERSONNEL

ELON
9TH NFL SEASON / 9TH PANTHERS SEASON

Matt Allen is in his ninth season with the Carolina Panthers and second season as the team's director of pro personnel after being elevated to the position in May 2017. In his role, Allen oversees a staff that is responsible for scouting upcoming opponents, evaluating free agents, monitoring the waiver wire and continually assessing talent across all professional football leagues.

Prior to being named the director, Allen served as a pro scout from 2013-16, after three seasons (2010-12) as the team's combine scout. As a pro scout, Allen assisted in the evaluation of professional free agents and helped with the advance scouting reports on future opponents. As combine scout, Allen covered all colleges in North Carolina,

South Carolina and Virginia as the team's representative for National Football Scouting. He also was responsible for assisting college scouts in the evaluation of prospects for the annual NFL Draft.

Allen began his career with the Panthers in 2000 helping the equipment manager with all facets of operation. Upon college graduation, he transitioned into college scouting by accepting the assistant position.

Allen graduated from Elon University, where he earned a bachelor's degree in Leisure and Sports Management. A graduate of Myers Park High School in Charlotte, N.C., Allen, his wife Martha and two sons, Harris and Elliott, live in Charlotte.



MARK CARRIER

SENIOR ADVISOR TO THE GENERAL MANAGER

NICHOLLS STATE
8TH NFL SEASON / 8TH PANTHERS SEASON

Mark Carrier is in his eighth season with Carolina. 2018 marks his first year as senior advisor to the general manager.

In his role, he consults with general manager Marty Hurney on all football-related topics, including player evaluations, staff makeup and team direction. He attends events throughout the calendar year to interact with draft-eligible players and assess their team fit. He also oversees all minority coaching program hires over the course of the spring through training camp. He has continued to perform aspects of his previous position by helping players transition into the NFL and through their playing and post-playing careers.

Carrier had served as the team's director of player engagement since 2011. In that role, he oversaw all activities in the department of player engagement. His initiatives included an offseason program for newly drafted and

newly signed rookie players teaching financial education, mentorship opportunities and social responsibility. He also worked with veteran players on leadership and team dynamics as well as career transition education and opportunities. His department worked closely with alumni affairs to promote opportunities for continuing education and career development.

Carrier played 12 seasons in the NFL as a wide receiver, spending the final four seasons (1995-98) of his career with the Panthers. He notched a 1,000-yard receiving season in the team's inaugural campaign in 1995. He led the team with 808 receiving yards and six receiving touchdowns in 1996, carrying Carolina to the NFC West division title and a playoff berth in just the team's second season.

Carrier finished his Panthers career with 2,547 receiving yards, a mark that still ranks fifth all-time in franchise history.



MARK HOBBS

VIDEO DIRECTOR

HOUSTON
28TH NFL SEASON / 24TH PANTHERS SEASON

Mark Hobbs is in his 24th season with the Carolina Panthers, serving as the club's video director since 1999.

In his role, he oversees the football operation's video team, in charge of capturing, editing and organizing team video for the coaching and personnel staff on a variety of platforms throughout the season and off-season.

In 2017, Hobbs implemented a new system of telescoping cameras to film practice from a central location.

Hobbs joined the Panthers in the team's inaugural season in 1995 as assistant video director. He joined the Panthers

from the CFL's Sacramento Gold Miners, where he served as video coordinator for the 1994 season.

Prior to joining the Gold Miners, Hobbs was the video coordinator at the University of Houston from 1989-91.

Hobbs began his NFL tenure with the Houston Oilers as an equipment assistant in 1984 before joining the video staff as an assistant in 1988.

Hobbs is a 1988 graduate of the University of Houston with a bachelor's degree in business.



JEFF MORROW

SENIOR DIRECTOR OF COLLEGE SCOUTING

KENT STATE
24TH NFL SEASON / 21ST PANTHERS SEASON

Jeff Morrow was named Carolina's senior director of college scouting in July 2018, after being elevated to director of college scouting prior to the 2017 season. He is entering his 24th season in the NFL, including 21 with the Panthers. In his role, Morrow works closely with the general manager in determining selections in each NFL Draft. He oversees the team's entire college scouting staff, manages NFL Draft preparations and is responsible for the evaluation of draft prospects and college free agents throughout the country, while also evaluating Panthers personnel and team needs.

Prior to becoming the director, Morrow spent one season as the assistant director of college scouting in 2016. Morrow originally joined the Panthers in 1998 as an area scout following three years with National Football Scouting and

14 years as a college coach. He was elevated to national scout in 2001 and earned the title of national scout/senior college scout in 2012.

Morrow coached at the University of Evansville from 1981-83 before moving to Tennessee from 1984-85 as a graduate assistant working with quarterbacks. He went to Morehead State (Ky.) from 1986-88, and served as offensive coordinator and quarterbacks/wide receivers coach prior to joining Louisville from 1989-94, and coaching receivers and kickers. He joined National Football Scouting in 1995.

A quarterback and punter at Kent State from 1979-80 after transferring from Inver Hills Community College, Morrow is a graduate of Champaign (Ill.) Centennial High School. He and his wife, Julie, have a son, Jordan, and live in Louisville, Ky.



BRYAN PORTER

DIRECTOR OF FOOTBALL OPERATIONS

N.C. STATE
16TH NFL SEASON / 16TH PANTHERS SEASON

Bryan Porter is in his second season as director of football operations after being promoted prior to the 2017 season. Porter is in his 16th season overall with the Panthers. In his role, Porter oversees and directs the football operations staff, budget, team travel, training camp and the day-to-day football operations.

Porter was the football operations manager from 2011-17, where he planned and executed all travel, including bus and hotel contracts, while also managing training camp operations.

Prior to his promotion to manager, Porter was the Panthers' football operations coordinator from 2006-11 and operations assistant from 2003-06.

He worked as a team equipment intern in 2001 and 2002 after starting as an intern with the public relations department in the spring of 2001.

Porter played football at Guilford College from 1996-99. He earned his undergraduate degree from N.C. State in business management in 2001.

Porter and his wife, Nicki, have two children, Davis and Henry.



ROB ROGERS

DIRECTOR OF FOOTBALL ADMINISTRATION

HARVARD
24TH NFL SEASON / 24TH PANTHERS SEASON

Rob Rogers enters his 10th season as the Panthers director of football administration. Rogers works closely with general manager Marty Hurney on the development of overall player budget parameters, roster management, as well as the crafting of contract proposals, negotiation strategies, and salary cap management. In this role, Rogers performs extensive research and analysis of NFL player contracts and statistics throughout the National Football League and directly conducts the majority of contract negotiations with player representatives.

In the past 15 years, Rogers has negotiated contracts for 13 Panthers first-round draft choices, as well as numerous other drafted players and free agents. He has played an integral role in the Panthers concerted effort to re-sign their core players. Rogers also works with the general manager on issues pertaining to the NFL Collective Bargaining Agreement.

As the club liaison to the NFL Management Council, he ensures that the Panthers remain in compliance with all NFL personnel, contract, and labor-related issues. Rogers has been a member of the NFL Club Services Committee for 14 years, a group comprised of various front office executives from around the league tasked with providing guidance and feedback on technology integration initiatives to the development staff of the NFL Management Council.

Rogers joined the Panthers staff in 1995 working with the coaching staff in a role that was part quality control assistant and part in-house business analyst.

A 1993 graduate of Harvard University with a bachelor's degree in Government, Rogers played football and wrestled two years for the Crimson. Rogers and his wife Clair live in Charlotte with their daughter Emma and son Brady.



DON TONER

EQUIPMENT MANAGER

BUFFALO
24TH NFL SEASON / 24TH PANTHERS SEASON

Don Toner is in his 24th season with the Carolina Panthers, and his first as equipment manager, in 2018.

Toner is just the second equipment manager in franchise history following Jackie Miles, who served as the equipment manager from the team's inception through the 2017 season.

Prior to his promotion, Toner served as the Panthers assistant equipment manager from 1995-2017, joining the franchise after nine years as an equipment assistant for the Buffalo Bills. Toner began his career with the Bills in

high school, assisting the equipment staff during training camp and gradually increasing his responsibility until he began traveling with the team in 1988.

Toner and his wife Joelle, have a son, Donny, and a daughter, Nicole.



RYAN VERMILLION

HEAD ATHLETIC TRAINER

MIAMI (FL)
27TH NFL SEASON / 17TH PANTHERS SEASON

Ryan Vermillion is in his 17th season as head athletic trainer for the Carolina Panthers in 2018. He has nearly three decades of experience in the NFL.

Vermillion is responsible for the coordination of all aspects of health care for the team. He manages the athletic training room, including all full-time athletic trainers and season-long certified intern athletic trainers. He and his staff are experienced in risk management and injury prevention, pathology of injuries and illnesses, conditioning and rehabilitation; and the nutritional aspects of injuries and illnesses.

In 2016, Vermillion was given the Fain-Cain Memorial Award for Outstanding NFL Athletic Trainer of the Year. The award is given annually to an NFL athletic trainer who best reflects the virtues of a certified athletic trainer and displays the highest level of professionalism.

Through the combined efforts of the NFL and Gatorade, Vermillion works with the board of the Professional Foot-

ball Athletic Trainers Society to provide grant programs for athletic trainers, and he assists with an athletic training initiative for high schools and an athletic trainer outreach program. He also endeavors to enhance athlete safety at underserved high schools.

In 2003, Vermillion along with Mark Shermansky and Reggie Scott were honored as the NFL Athletic Training Staff of the Year.

Vermillion joined the Panthers in 2002 following one season as the director of rehabilitation for the Washington Redskins.

Prior to joining Washington, Vermillion worked with the Miami Dolphins for nine seasons, four as the head athletic trainer under legendary coach Don Shula and five as the director of rehabilitation and associate athletic trainer.

A 1987 graduate of the University of Miami's physical therapy school, Vermillion served five seasons with his alma mater as a physical therapist from 1987-91. He spent four years prior as a student athletic trainer for the Hurricanes.



JEFF BEATHARD

COLLEGE SCOUT

SOUTHERN OREGON STATE
22ND NFL SEASON / 11TH PANTHERS SEASON

Jeff Beathard joined the Carolina Panthers scouting department in 2008 as an area scout and is in his 22nd season in an NFL scouting department in 2018. He is currently responsible for evaluating the Southeast.

Prior to joining the Panthers, Beathard was a scout for the Canadian Football League's Hamilton Tiger-Cats from 2003-05. He worked in the San Diego Chargers scouting department from 1994-2002 after beginning his NFL scouting career with the Los Angeles Rams in 1992, working with the team until 1994. Beathard was the director of player personnel and running backs coach in 1991 for the Orlando Thunder of the World League of American Football, which was later known as NFL Europe. In 1992, he became the director of player personnel and tight ends coach for the San Antonio Riders of the WLAF.

Beathard attended Towson State University from 1983-85, starting at running back as a sophomore and junior before transferring to Southern Oregon State College as a senior. He was the 333rd overall and final pick by the Los Angeles Rams in the 1988 draft, becoming "Mr. Irrelevant," in a year when the selection process lasted 12 rounds. He spent a season with the CFL's Winnipeg Blue Bombers before beginning his career in football administration.

Beathard graduated from Oakton High School in Vienna, Va., where he played football, baseball and ran track. He was All-District, All-Region and All-State in football and played in the Virginia all-star game as a senior. Beathard has three children, Kylee, Jeffrey, Jr. and Jake, and lives in Fairview, Tenn. He is married to Karen who has three daughters, Sapphire, Jade and Diamond.



ROBERT HAINES

COLLEGE SCOUT

EAST CAROLINA
17TH NFL SEASON / 17TH PANTHERS SEASON

Robert Haines has spent his entire 17-year NFL career with the Carolina Panthers, most recently serving as the team's Northeast area scout since 2010.

Haines began his career with Panthers in August 2002, helping in the video department. In 2005, he continued his work in the video department and began a transition to college scouting assistant. In August 2007, Haines was named pro scouting assistant, a role in which he was responsible

for grading free agents and assisting with the pro scouting advance. He was promoted in 2008 to the Panthers' combine scout, serving in that position for two seasons.

Haines graduated from East Carolina University, where he earned a bachelor's degree in communications with a concentration in Media Production. He graduated from Page High School in Greensboro, N.C. Haines and his wife, Marcie, have twins, Eli and Madelyn, and another son, Jacob. They live in Charlotte.



ROB HANRAHAN

ASSISTANT DIRECTOR OF PRO PERSONNEL

SUNY-CORTLAND
18TH NFL SEASON / 2ND PANTHERS SEASON

Rob Hanrahan was named assistant director of pro personnel in July 2018, assisting the pro director in the coordination of pro scouting assignments of players on all other 31 teams in the NFL.

Hanrahan joined the Panthers in 2017 as a pro scout after 16 seasons with the Buffalo Bills, including the past two (2015-16) as the team's director of pro personnel.

As director of pro personnel, Hanrahan's responsibilities included overseeing the Bills pro scouting staff, advance reports for upcoming opponents, evaluating free agents and providing draft prospect evaluations.

Prior to his promotion to director, Hanrahan served as the team's assistant director of pro personnel in 2014 and pro personnel coordinator from 2008-13. From 2004-07, Hanrahan served as a pro personnel assistant after two years as the team's scouting assistant. He first joined the Bills as an intern in the media relations department in 2001.

Hanrahan earned his bachelor's degree in Sports Management from SUNY-Cortland in 2001. He and his wife, Megan, have two children, Devlin Joseph and Josie Mae.



MIKE MARTIN

AREA SCOUT

VANDERBILT
18TH NFL SEASON / 1ST PANTHERS SEASON

Mike Martin came to the Panthers as southwest area scout in July 2018. He had previously served as assistant director of college scouting for the Houston Texans in 2017. Martin is in his 18th year in the NFL after serving 11 seasons with the Texans, including 10 years (2007-16) as a college scout. He came to the Texans in the spring of 2007 after four seasons with the Tampa Bay Buccaneers personnel department.

Martin joined the Buccaneers as a pro personnel assistant in 2003 before becoming a pro scout in 2004. He spent his last two seasons in Tampa Bay as the southeast region

and national combine scout. Martin got his start in the NFL as an intern with the Tennessee Titans in 2002.

A four-year letterman with Vanderbilt (1999-02), Martin played defensive back for the Commodores as well as special teams. He was a finalist for the 2003 Male SEC Scholar-Athlete of the Year and graduated cum laude from Vanderbilt in 2002 with a bachelor's degree in human and organizational developmental studies. He earned his master's degree in organizational leadership from Vanderbilt in 2003.

Martin and his wife, Cari, have two children, a son, Mad-don, and daughter, Malone.



ELI MONTAGUE

AREA SCOUT

NORTH CAROLINA
8TH NFL SEASON / 8TH PANTHERS SEASON

Eli Montague is in his second season as Carolina's West area scout after working three seasons (2014-16) as the team's BLESTO scout.

As BLESTO scout, Montague served as the club's representative for BLESTO Scouting Service, covering the Rocky Mountain region. He also assisted the college and pro scouting departments with a variety of player evaluation tasks.

Before becoming the BLESTO scout, Montague spent three seasons (2011-13) as the team's college scouting assistant, coordinating multiple aspects of the department's draft preparation process. Additionally, he assisted the football operations staff in several roles, including serving

as the advance man for the club's away games.

Montague began his career with the Panthers in 2003, helping the equipment manager with all facets of operation. Upon college graduation in 2008, he worked in a variety of intern positions with the equipment, football operations, and pro scouting departments before making his transition into college scouting by accepting the assistant position.

Montague graduated from the University of North Carolina at Chapel Hill, where he earned a bachelor's degree in economics with a second major in history. In 2004, he graduated from Woodberry Forest School in Woodberry Forest, Va. Montague, his wife, Mary, and daughter, Laurel, live in Denver, Colo.



JOEL PATTEN

COLLEGE SCOUT

DUKE
21ST NFL SEASON / 3RD PANTHERS SEASON

Joel Patten joined the Panthers in 2016 as an area scout covering the Midwest. He has 20 years of NFL scouting experience and more than a decade of professional playing experience.

Prior to joining Carolina, Patten spent four seasons with the San Francisco 49ers, serving as the director of college scouting from 2010-12 and then as the director of player personnel in 2013. In 2009, he served as a regional scout for the St. Louis Rams. Prior to joining the Rams, he was a national scout for the Washington Redskins from 2004-08. He also spent time as a regional scout for the Houston Texans (2000-03) and Washington (1996-99).

Patten played eight seasons in the NFL and three in USFL as an offensive tackle. He began his playing career as an undrafted free agent with the Cleveland Browns in 1980, seeing action in 56 career games for the Browns (1980-82), Colts (1987-88), Chargers (1989-90) and Los Angeles Raiders (1991-92). He also played for the Washington Federals (1983-84) and the Orlando Renegades (1985) of the USFL.

A graduate of Duke University, Patten and his wife, Betsy, have three children. His son, Jake, is married to the former Brittany Kelly Cleveland. His daughters are Christina and Kimberly.



CLYDE POWERS

PRO SCOUT

OKLAHOMA
37TH NFL SEASON / 6TH PANTHERS SEASON

Clyde Powers joined the Panthers in 2013 as a pro scout after working 31 seasons with the Baltimore/Indianapolis Colts from 1980-2010, the final 16 seasons as director of pro player personnel.

Powers spent 27 seasons as a member of the Colts' personnel department after working for two seasons as an assistant coach for special assignments. He served from 1982-85 as a college scout before being named director of pro personnel in May 1985. He remained in that capacity until 1987. He also served in that capacity in 1993.

Powers joined the Colts after six years in the NFL as a defensive back with the New York Giants and Kansas City Chiefs. He was a fifth-round draft pick of the Giants in

1974. He played four seasons with the Giants and briefly for the Chiefs in 1978. He spent the 1979 season on injured reserve with Kansas City.

Powers lettered three years (1971-73) at Oklahoma and helped the Sooners to a 32-2-1 record while earning All-Big Eight honors at cornerback as a senior. He graduated from Oklahoma in 1975 with a degree in education. He was born in Pascagoula, Miss.



ERIC STOKES

REGIONAL DIRECTOR OF COLLEGE SCOUTING

NEBRASKA
19TH NFL SEASON / 3RD PANTHERS SEASON

Eric Stokes was named regional director of college scouting in July of 2018, putting him in charge of national prospect evaluation with a focus in the west. Stokes is in his third season with Carolina after joining the Panthers in 2016 as southwest area scout. He has 19 seasons of playing and scouting experience in the NFL.

In his role, Stokes assists the senior director of college scouting in targeting and tracking draft-eligible prospects, as he works with area scouts. He is heavily involved in the pre-draft evaluation process at the NFL Combine, pro days and visits by draft-eligible players.

In 2017, Stokes was selected for the Fritz Pollard Alliance NFC Scout of the Year award.

Stokes came to the Panthers following two seasons (2014-15) as the assistant general manager of the Miami Dolphins. In his role, Stokes assisted in all aspects of player evaluation and acquisitions at the professional and collegiate levels,

including the daily management and makeup of the Dolphins roster as well as guiding the team's preparation for the annual NFL Draft.

From 2012-13, Stokes was the director of college scouting for the Tampa Bay Buccaneers. Prior to joining the Buccaneers, Stokes spent 12 seasons as a member of the Seattle Seahawks scouting staff, working as an area scout (2000-01, 2005-09) and pro personnel assistant (2002-04) before serving as assistant director of college scouting from 2010-11. In that role, Stokes was instrumental in bringing in defensive standouts safeties Earl Thomas and Kam Chancellor, linebacker Bobby Wagner and cornerback Richard Sherman.

Stokes played two seasons as a safety for the Seahawks after being selected in the fifth round of the 1997 NFL Draft. He was selected by the Cleveland Browns in the 1999 expansion draft before an injury cut his career short. Stokes graduated from the University of Nebraska with a degree in sociology. He and his wife, Tisa, have three daughters, Erisa, Payton and Madison.



MIKE SZABO

REGIONAL DIRECTOR OF COLLEGE SCOUTING

OHIO WESLEYAN
19TH NFL SEASON / 17TH PANTHERS SEASON

Mike Szabo was named regional director of college scouting in July 2018, as he now directs national prospect evaluation with an emphasis in the east. Szabo assists the senior director of college scouting in identifying and evaluating draft-eligible prospects, as he manages communication with area scouts. He is heavily involved in the pre-draft evaluation process at the NFL Combine, pro days and visits by draft-eligible players.

Szabo is in his 19th NFL season and his 17th with the Panthers. He was promoted to national scout in May 2016. He originally joined the Panthers in May 2002 as a college scout.

Szabo came to the Panthers following two seasons (2000-01) with the Washington Redskins, one as a college/pro scout and one as player personnel assistant, assisting with day-to-day department operations. Before his stint in Washington, Szabo served internships with the Philadelphia Eagles in 1996 and Jacksonville Jaguars in 1997.

Szabo graduated from Ohio Wesleyan University, where he was a four-year starter in lacrosse, winning North/South All-Star and All-League honors. His father, Steve Szabo, coached football on the collegiate and professional ranks for 40 years. Szabo and his wife Mandy live in Worthington, Ohio. They have a son, Jackson, and two daughters, Sloane and Farrah.



DAVID TURNER

BLESTO SCOUT

SAN FRANCISCO STATE
10TH NFL SEASON / 2ND PANTHERS SEASON

David Turner is in his second season as BLESTO scout for the Carolina Panthers, and his 10th season of NFL experience. Most recently, Turner owned and operated a consulting service, helping NFL Draft prospects prepare for the Combine and pre-draft interview process since 2015.

Turner worked in the personnel department of the Arena Football League's Arizona Rattlers from 2011-15, serving as director of player personnel in his first three seasons with the team before being elevated to assistant general manager. The Rattlers won three consecutive AFL championships from 2012-14.

Prior to joining the Rattlers, Turner spent two seasons

(2010-11) as the director of player personnel for the UFL's Hartford Colonials.

From 2005-10, Turner worked in the personnel department for the Oakland Raiders, holding several different positions, including scouting assistant, area scout and assistant director of pro personnel. Turner also spent time with the San Francisco 49ers in 2011 as a personnel consultant. Turner began his career in football as an intern with the Miami Dolphins (2001) and New York Giants (2003-04).

Turner graduated from San Francisco State with a degree in political science.



DON WARREN

PRO SCOUT

SAN DIEGO STATE
14TH NFL SEASON / 9TH PANTHERS SEASON

Don Warren joined the Panthers in 2010 as a pro scout and assists in the advance scouting of Carolina's opponents and evaluating talent in each professional league. Prior to joining the Panthers, Warren spent 2005-09 as a pro scout for the Washington Redskins.

A fourth-round draft choice of Washington in 1979, Warren played his entire 14-year career (1979-92) at tight end for the Redskins. He saw action in 193 games, amassing 244 receptions for 2,536 yards and seven touchdowns. Warren played in four Super Bowls (XVII, XVIII, XXII, XXVI) under head coach Joe Gibbs, winning three. Warren was named to the Redskins 70 Greatest team in 2002.

Following his playing career, he worked as a football and baseball coach at Centreville High School in Virginia. He and his wife, Irene, have three sons: Blake, Brett, and Beau.

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Bonnie Almond
Guest Relations Coordinator



Greg Almond
Assistant Equipment
Manager



Jennifer Almond
Stadium Operations
Coordinator



Mike Anderson
Assistant Director of
Football Operations



Ryan Anderson
Assistant Director of
Communications



Robert Bailey
Security Officer



Brian Ballard
Landscape Assistant



Alex Barraza
Maintenance Assistant



Jason Benguche
Assistant Strength and
Conditioning Coach



John Berger
Director of Sponsor Sales
and Services



Austin Bergstrom
College Scouting
Coordinator



Biham Bidamon
IT Support Analyst



Cameron Blackmon
Graphic Artist



Matthew Brinkley
Football IT Support
Manager



Justin Brodie
HVAC Technician



Jennifer Brunelli
Team Nutritionist



Will Bryan
Communications and
Content Coordinator



Claire Burke
Executive Administrator to
the GM/Football Operations



Tom Butler
Senior Producer/
Videographer



Cindy Capousis
Executive Assistant-
Finance



TJ Carney
Information Security and
Infrastructure Manager



John Coleman
Security Officer



Kristi Coleman
Director of Finance/
Controller



Erin Collums
Marketing Coordinator



Dr. Pat Connor
Team Physician &
Orthopedist

PANTHERS STAFF



Mia Cunningham
Accountant



Anthony Darr
Client Services -
Sponsorship



Tom DeFelice
Sports Marketing Sales
Executive



Khevna Desai
Sponsorship Sales
Assistant



Adam Deschenes
Sports Marketing Sales
Executive



Berkley Dickens
Manager of Broadcast
Engineering



John Diggs
Security Officer



Preston Edwards
Communications Assistant



Mike Elkins
Massage Therapist



Ed Elowson
Event Coordinator



Jonathan Fields
Pro Scouting Assistant



Riley Fields
Director of Community
Relations



Trip Foreman
Community Relations
Assistant



Alex Furr
Plumbing Assistant



Austin Gaines
Digital Media Producer



Bryce Garvey
Sales Coordinator



Eric Garvey
Account Sales Executive



Matthew Getz
Facility Manager



Randy Goforth
Senior Security Supervisor



Steve Goodrum
Security Officer



Aaron Gray
Community Relations
Assistant



Dwayne Greene
Systems Administrator



Larry Griffin
Director of Human
Resources



Dr. Nancy Gritter
Team Internist



Jennifer Grubb
Payroll and Benefits
Manager

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James Hammond
Director of Information
Technology



Dr. William Hammonds
Team Ophthalmologist



Ken Harrill
Mascot Coordinator



Christa Hayes
Senior Software Architect



Max Henson
Managing Editor -
Panthers.com



Kristi Heppner
Senior Accountant



Chris Herbert
Assistant Video Director



Stephen Herbster
Manager of
Creative Services



Dr. Jim Herron
Team Dentist



Dr. Robert Heyer
Team Internist



Eamonn Higgins
IT Network Administrator



Jason Hill
Security Officer



Mackenzie Hood
Premium Services Assistant



Lanie Hudson
Community Relations
Assistant



Cameron Hutchinson
Client Services -
Sponsorship



Ese Ighegosa
Associate Counsel



Jacques Ikolo
Video Assistant



Jim Jones
Security Officer



Kalen Karahalios
Hospitality & Marketing
Manager



Amie Kiehn
Social Media Manager



Kevin King
Assistant Athletic Trainer



Josh Kollman
Team Chiropractor



Nick Kusko
Client Services -
Sponsorship



Lindsey Kwiatkowski
Panthers Privileges
Assistant



Joe LaBue
Director of Ticket Sales and
Premium Services

PANTHERS STAFF



David Langton
Radio Executive Producer



Jean-Baptiste Laporte
Assistant Athletic Trainer/
Physical Therapist



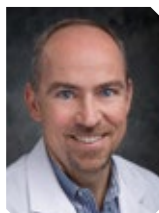
Mike Larsson
Human Resources
Coordinator



Tracy Lear
Executive Assistant to
the CFO



Eddie Levins
Director of Security



Dr. Scott Lindblom
Team Internist



Jeff Long
Maintenance Assistant



Sanders MacDonald
Account Sales Executive



Mike Mahoney
Sports Marketing
Sales Executive



Stephen Manderville
Broadcast/Digital
Content Manager



Garret Mann
Football Administration
Assistant



Amy Martin
Broadcast Manager



**Melissa Melvin-
Rodriguez**
Staff Photographer



Kate Milstead
Entertainment Coordinator



Mick Mixon
Radio Play-By-Play
Announcer



Matt Moes
Account Sales Executive



David Monroe
Historian/Alumni Affairs
Manager



Daniel Moose
Maintenance Assistant



Megan Morketter
Client Services -
Sponsorship



Amy Myers
Account Sales Executive



David Nelson
Premium Services Manager



Brett Nenaber
Athletic Performance
Analyst



Linda O'Hora
Executive Assistant
to the Head Coach



Jessica O'Neill
Ticket Sales Manager



Justin Parker
Landscape Assistant

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Rob Paul
Videographer/Producer



Ryan Petrus
Guest Relations/Security
Manager



Mike Phillips
Software and Business
Intelligence Developer



Brian Pille
Human Resources
Coordinator



Ken Polk
Senior Accountant



Erik Powell
Stadium Operations
Manager



Gerard Reyes
Maintenance Supervisor



Dennis Riggs
Field Assistant



Kyle Ritchie
Director of PantherVision



Caitlin Roberts
Hospitality Assistant



Jimmy Robinson
Security Officer



Russ Robinson
Account Sales Executive



Chuck Rosselot
Electrical Assistant



David Royce
Security Officer



Kasey Rusling
Assistant to the Vice
President - Stadium Operations



Dominick Russo
Preventative Maintenance
Supervisor



Stephen Says
Field Assistant



Alexandra Schmidt
Panthers Privileges &
Hospitality Coordinator



Mark Shermansky
Assistant Athletic Trainer



Scott Sineath
Security Assistant



Bill Sizemore
Security Supervisor



Jennifer Sklenar
Client Services Manager



Creighton Sloan
Landscape Supervisor



Bruce Speight
Social Engagement and
Alumni Affairs Manager



Pat Stage
Manager of Production -
PantherVision

PANTHERS STAFF



Jim Stone
Security Officer



Brannon Strayhorn
Ticket Operations Assistant



Bryan Strickland
Senior Writer



Glenn Sutton
Security Supervisor



Brandon Swett
Producer/Director of Live Programming



Bryan Teague
Landscape Assistant



Ray Thomas
Security Officer



Raymond Thomas
Refrigeration Technician



Adam Thompson
Plumber



Jody Toth
Receptionist/Office Assistant



Bobby Trimnal
Assistant Ticket Operations Manager



Cameron Tucker
Refrigeration Assistant



Seenu Tulluri
Software Development Manager



Becky VanSandt
Guest Relations Assistant



Miguel Vargas
Director of Entertainment



Tom Vaughan
Head Groundskeeper



Bill Voth
Assistant Director of Digital Media/Broadcasting



Frank Waddell
Operations and Mail Assistant



Shane Walden
Mechanical Systems Manager



Dr. Durham Weeks
Team Orthopedist

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JD Weigl
Security Officer



Brad Weist
Team Chiropractor



Canyon West
Assistant Director of
Ticket Operations



Adam White
Field Supervisor



Astasia Williams
Social Media Coordinator



Brad Wilson
Maintenance Assistant



Ong Xiong
Electrical Assistant