

THE UNIVERSITY OF TEXAS AT AUSTIN
Football Head Coach Term Sheet
Proposed Terms for Presentation to and Discussion with UT System Board of Regents
January 13, 2014

Contract Provision	Terms								
Effective Date	January 15, 2014								
Expiration Date	5-season term ending January 14, 2019								
Duties	Basic coaching duties as well as participation in UT media, Longhorn Network, camps, donor relations, appearances, athletic apparel arrangements, etc.								
Annual Guaranteed Compensation	\$5,000,000 per year paid in twelve monthly installments								
Increases to Guaranteed Compensation	Effective Jan.15, 2015 the guaranteed compensation shall be increased by \$100,000 and \$100,000 annually thereafter.								
Assumption of contract from University of Louisville	UT will accept assignment of Coach's current employment agreement from Louisville and pay Louisville an assignment fee of \$4,375,000 to acquire the opportunity to hire Coach at UT. (UT and Coach will amend and restate employment agreement in accordance with UT terms.)								
Performance Incentive: Academic Performance Component	<p><u>One payment for highest achievement (Non-Cumulative):</u></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">GPA 2.90</td> <td style="text-align: right;">\$25,000</td> </tr> <tr> <td>GPA 3.0</td> <td style="text-align: right;">\$50,000</td> </tr> <tr> <td>GPA 3.1</td> <td style="text-align: right;">\$75,000</td> </tr> </table> <p><u>and</u></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">Football team APR in the top 10th percentile</td> <td style="text-align: right;">\$75,000</td> </tr> </table>	GPA 2.90	\$25,000	GPA 3.0	\$50,000	GPA 3.1	\$75,000	Football team APR in the top 10 th percentile	\$75,000
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<p>Performance Incentive: Athletic Performance Component</p>	<p><u>Conference Performance:</u></p> <table border="1" data-bbox="604 315 1444 380"> <tr> <td>Wins the Big-12 Championship</td> <td>\$100,000</td> </tr> </table> <p><u>Post Season Performance:</u> (6 Major Bowls include the Rose, Orange, Cotton, Sugar, Peach, Fiesta)</p> <table border="1" data-bbox="604 529 1444 938"> <tr> <td>Appearance in a Bowl Game other than the 6 Major Bowls <u>and</u> Wins a Bowl Game other than one of the 6 Major Bowls</td> <td>\$25,000 \$25,000</td> </tr> <tr> <td>Appearance in one of the 6 Major Bowls <u>and</u> Wins one of the 6 Major Bowls</td> <td>\$50,000 \$50,000</td> </tr> <tr> <td>Appearance in the College Football Championship Game <u>and</u> Wins the College Football Championship Game</td> <td>\$100,000 \$250,000</td> </tr> </table> <p><u>Coach of the Year Awards:</u></p> <table border="1" data-bbox="604 1052 1335 1123"> <tr> <td>Any other than National COY award</td> <td>\$50,000</td> </tr> <tr> <td>National Coach of the Year award</td> <td>\$100,000</td> </tr> </table> <p><u>Additional Incentive Payments:</u> Top 5 Ranking in Final Poll - 3% of that year's Annual Salary Top 10 Ranking in Final Poll - 2% of that year's Annual Salary</p>	Wins the Big-12 Championship	\$100,000	Appearance in a Bowl Game other than the 6 Major Bowls <u>and</u> Wins a Bowl Game other than one of the 6 Major Bowls	\$25,000 \$25,000	Appearance in one of the 6 Major Bowls <u>and</u> Wins one of the 6 Major Bowls	\$50,000 \$50,000	Appearance in the College Football Championship Game <u>and</u> Wins the College Football Championship Game	\$100,000 \$250,000	Any other than National COY award	\$50,000	National Coach of the Year award	\$100,000
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<p>Outside Employment</p>	<p>Only with athletic director's prior approval and in accordance with regular UT outside employment policies; all camp, media, athletic apparel, and other similar opportunities and</p>												

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	income are reserved for UT.
Termination by UT for Cause	Standard UT employment agreement provisions as well as possible analysis for cause if team GPA, APR or GSR causes bowl game ineligibility and Head Coach has repeatedly exhibited grossly negligent failure to create and support an atmosphere of academic success and accountability. In the event the cause for termination is one or more significant or repetitive material violations of NCAA or Conference Rules, upon an arbitrator's finding, Coach shall pay UT's actual damages up to \$100,000. (UT only can agree to non-binding arbitration.)
Termination by UT Without Cause – UT Buyout	UT pays Coach liquidated damages equal to 100% of Annual Salary in each year remaining over term of the contract. Coach has duty to mitigate - 50% offset for compensation received from other employment.
Termination by Coach – Coach Buyout	Coach to pay UT as liquidated damages an amount equal to the total compensation that UT will be obligated to pay any assistant coaches on Coach's staff who remain employed by UT 60 days after the Coach terminates his employment agreement.
Basic Fringe Benefits	All employee-related benefits, including disability insurance, normally available to other UT Administrative and Professional employees hired during the 2013 – 2014 fiscal year.
Complimentary Season Tickets Football Other Men's Sports Women's Sports	For Coach's personal use: One suite and 6 Season tickets. 4 Season Tickets. 4 Season Tickets.
Club Memberships	UT Golf Club, UT Club, and Headliners Club – UT will pay monthly dues and reimburse for business use; no initiation fees apply
Use of Airplane	UT shall make up to 20 hours of flight time available to Coach; flight time will be donated to UT
Use of Vehicles	Use of two courtesy cars from a local dealership although Coach may elect annually to

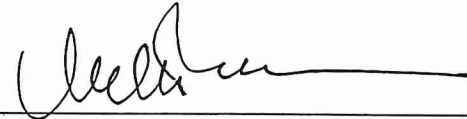
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	receive a car allowance of \$7,500 in lieu of one of the courtesy cars.	
Camps	All camps must be UT camps - rights and revenues held by the UT. Coach shall participate in UT camps as part of regular duties.	
Other		
Moving Expenses	Reimbursement for reasonable moving expenses	
Spouse Travel	Provided for spouse's attendance at athletic events, development and official entertainment and other business activities.	

Approval Recommended:



Stephen W. Patterson
Men's Athletic Director



William Powers, Jr.
President