

Matthew Campbell
Football Coach Term Sheet

<u>Initial Term</u>	Eight (8) years, commencing on December 8, 2025
<u>Guaranteed Compensation*</u>	2026: \$8,000,000 2027: \$8,250,000 2028: \$8,500,000 2029: \$9,000,000 2030: \$9,000,000 2031: \$9,250,000 2032: \$9,250,000 2033: \$9,250,000 *Guaranteed Compensation consists of base salary plus supplemental compensation.
<u>Retention Bonus</u>	\$1,000,000 per contract year
<u>Automatic Contract Extensions</u>	Automatic one year extension for making the CFP Playoffs with a compensation increase of no less than an additional \$500,000. Automatic two-year extension for winning National Championship with a compensation increase of no less than an additional \$1,000,000.
<u>Compensation Guarantee</u>	If University terminates Coach, it will pay Coach 100% of the Guaranteed Compensation for the remainder of the employment agreement, subject to Coach's mitigation.
<u>Liquidated Damages</u>	2026: \$10,000,000 2027: \$8,000,000 2028: \$6,000,000 2029: \$4,000,000

	2030: \$2,000,000 2031: \$1,000,000 2032: \$1,000,000 2033: \$1,000,000
<u>Anticipated Buyout</u>	University will pay \$2,000,000 to Coach's prior university of employment.
<u>Flight Hours</u>	University will provide 55 flight hours per year of private jet service to Coach for his personal use, subject to University's policies and procedures. Selection of private jet service and aircraft type are determined by University in its sole discretion. Flight hours do not roll over from calendar year to calendar year.
<u>Vehicles</u>	University will provide two (2) vehicles to Coach during the term of the agreement.
<u>Incentive Bonuses</u>	<p>Incentive Bonuses (Highest in Each Category Applies):</p> <p><u>Category A</u></p> <p>National Coach of the Year: \$150,000</p> <p>Big Ten Coach of the Year: \$100,000</p> <p><u>Category B</u></p> <p>Win Big Ten Championship Game: \$350,000</p> <p>Big Ten Championship Game Appearance: \$250,000</p> <p><u>Category C</u></p> <p>Win CFP Championship: \$1,000,000</p> <p>Appear in CFP Championship Game: \$800,000</p> <p>Appear in CFP Semifinal: \$500,000</p> <p>Appear in CFP Quarterfinal: \$400,000</p> <p>Appear in CFP First Round: \$300,000</p> <p>Non-CFP Bowl Game Appearance: \$200,000</p>

<p><u>Academic Bonuses</u></p>	<p>Academic Bonuses (Highest in Each Category Applies):</p> <p><u>Category A (GPA)</u></p> <p>3.0 - 3.29: \$75,000</p> <p>3.3 - 3.49: \$100,000</p> <p>3.5 and above: \$150,000</p> <p><u>Category B (GSR)</u></p> <p>90 – 92: \$75,000</p> <p>93 – 94: \$100,000</p> <p>95 and higher: \$150,000</p>
<p><u>Program Commitments</u></p>	<p>The University and Coach agreed in principle to binding “Program Commitments” in the following areas:</p> <p>A. Staff Salary Pool</p> <p>B. Player Compensation</p> <p>C. Program Review to Ensure Appropriate Resources</p> <p>D. Head & Assistant Coach Recruiting Charter Budget</p>