

UNIVERSITY OF KANSAS-TERM SHEET

Position: Assistant Coach (DB)

Term: 2 years guaranteed with 3rd year option for KU.

Salary: \$150,000 for 1st year, \$165,000 for 2nd year, and if KU exercises option, \$175,000 for 3rd year

Benefits: (Candidate) will receive the following benefits while employed

- Participation in Kansas Athletic Inc.'s (KAI) employee group benefits including the Kansas Athletics, Inc., self-funded health and welfare plan;
- Country club membership with golfing privileges;
- One automobile, including insurance and reasonable maintenance and repair,
- 4 tickets to each home and away football game

Termination (by Assistant Coach):

If the Assistant Coach terminates his employment, as defined by KAI, he shall pay KAI an amount of release payments equal to the sum of his remaining salary, unless Assistant Coach leaves KU to take a FBS Defensive Coordinator or Head Coaching position.

Termination (by KAI):

If the Assistant Coach's employment is terminated without Just Cause, as defined by KAI, KAI shall pay Assistant Coach an amount of release payments equal to the sum of his remaining salary over the course of three (3) years from the date of termination or the remaining length of the contract, whichever is longer. Assistant Coach will be removed from all benefit plans and be provided information on continuation of benefits in accordance with applicable laws.

If the Assistant Coach's employment is terminated for any other reason, including termination for death, disability or Just Cause, he will receive payment of unpaid salary to the date of termination and no other compensation or severance.

Mitigation: The Parties agree that the release payments to Assistant Coach shall be offset and reduced on a monthly basis by the gross compensation earned by Assistant Coach personally or through business entities owned or controlled by Assistant Coach from engagement as an employee or consultant either at a college or university, NFL, or with a sports-related organization to include sports media organizations (collectively referred to hereafter as "Other Employment") over the course of three (3) years from the date or termination or the remaining length of the contract, whichever is longer.

The parties recognize that KAI will present Assistant Coach with a more thorough employment contract addressing additional terms of employment in the near future and that this Term Sheet shall form the basis of that contract. The final contract is subject to completion of satisfactory background and compliance checks.



Jeffery P. Long
Athletics Director

12/2/18
Date



Chevis Jackson
Assistant Coach

12.2.18
Date



Les Miles
Head Coach

12-2-18
Date