



ATHLETIC ADMINISTRATION

101 Athletic Office Bldg.
Memphis, TN 38152-3730

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www.gotigersgo.com

December 4, 2015

Dear Mike,

This letter serves as the official offer of employment as the **Head Coach, Football** with the University of Memphis Athletics Department. The offer is contingent upon approval of the Office of Institutional Equity and successfully passing a background check. This is a full-time position and includes a comprehensive benefits package.

You will receive a **five year contract** through December 31, 2020 and base compensation of **two hundred thousand dollars (\$200,000.00)**. The contract includes a buyout clause of five hundred thousand (\$500,000.00). In the event your employment is terminated without cause, the University will pay you as liquidated damages an amount equal to 70% of the remaining balance of total compensation through the end of the term of the agreement with no mitigation or offset obligations applicable in such event.

The contract also includes the following:

- Sum of **six hundred thousand dollars (\$600,000)** in consideration of all television and radio appearances during the contract year. In Years two (2) through four (4), compensation shall be increased by thirty-five thousand dollars (\$35,000) each year. For Year five (5), the contract will be renegotiated.
- Sum of **six hundred thousand dollars (\$600,000)** in consideration of all public relations, public service and public speaking responsibilities to be performed in the Shelby County and Greater Memphis metropolitan area. In Years two (2) through four (4), compensation shall be increased by twenty-five thousand dollars (\$25,000) each year. For Year five (5), the contract will be renegotiated.
- Sum of **four hundred thousand dollars (\$400,000)** in consideration of efforts towards the capital campaign and fundraising activities.

TOTAL COMPENSATION For Five (5) Years: nine million five hundred forty thousand dollars (\$9,540,000)

- **Assistant Coaches, Strength Coach and two administrative football staff salary pool shall be two million five hundred and ten thousand dollars (\$2,510,000).**
- Use of two courtesy cars.
- Annual Performance Incentives: to be determined, but include number of wins, APR, "Coach of the Year," Bowl game, etc.
- Football Camps – shall be permitted to conduct a private football camp(s) for three (3) weeks per contract year, utilizing the University's football practice facility.
- Nike Elite Program Allotment – twelve thousand dollars (\$12,000) to divide among your staff in any way you determine.
- Access to complimentary tickets in both football and men's basketball.
- Temporary Housing – will provide sixty (60) days of temporary housing.

- Moving Allowance – will provide a reasonable amount to move you and your family to Memphis.

We are looking forward to having you as part of the Tigers Family at the University of Memphis. If you have any questions, please do not hesitate to contact me at [REDACTED]

Sincerely,



Thomas Bowen
Athletic Director



M. David Rudd
President

Accepted:


Mike Norvell

12/4/15
Date