

**Summary of Terms
Head Coach Employment Agreement**

Name: Anthony Phillip Sanchez

Title: Head Football Coach

Summary of Terms

Term: December 16, 2014 through December 15, 2018 (4 years). Pg. 1

Funding: Employee's salary is paid through self-supporting accounts and budgeted annually.

Compensation:

Pg. 4 **Base Salary:** The University shall pay Employee \$250,000.00 as "Base Salary" per fiscal year.

Pg. 6 **Media Appearance Fee:** The University shall pay Employee \$125,000.00 per fiscal year.

Pg. 6 **Public Appearance Fee:** The University shall pay Employee \$125,000.00 per fiscal year.

Pg. 6 **Additional Compensation:** Employee may earn, as additional compensation, a total maximum amount of \$50,000.00 per fiscal year, for the following:

- a. National Television Appearances for UNLV Football games
 1. Per weekday game on ESPN or ESPN2: \$15,000.00.
 2. Per Saturday game on ESPN or ESPN2: \$25,000.00.
- b. Paid Football Season Tickets
 1. For every 5,000 season tickets sold above the preceding year's season ticket sales, University shall pay Employee \$10,000.00.
- c. Commencing with the academic year 2015-16, and each academic year thereafter for the term of the agreement, the Employee will be expected to maintain a minimum academic performance rate (APR), currently 930, as established by the NCAA or the Conference, whichever is higher.
 1. NCAA APR single year rate of 960: \$25,000.00.
 2. NCAA APR multi-year rate of 955: \$15,000.00.
 3. NCAA Academic All-Americans: \$5,000.00 for each.

Pg. 5 **Automobile Allowance:** The University shall make arrangements for and provide to the Employee, on a loan basis, two (2) automobiles for use by the Employee and his spouse.

Pg. 5 **Tickets:** The University shall make available to Employee, upon request, the following tickets:

- A suite for all UNLV regular season home football games, for use by the Employee, his family and guests.
- Up to eighteen (18) regular season and Bowl appearance tickets to the University's football games.
- Up to four (4) club tickets to the University's football team's home games.
- Up to four (4) tickets to the University men's basketball home games.
- Tickets to all other University varsity sport home games.

Pg. 7 **Hosting Account:** The University shall provide to Employee \$10,000.00 per fiscal year.

Pg. 7 **Supplemental Compensation for Post Season Play/Exceptional Performance:** The University shall pay the Employee as follows:

- a. For competing in a BCS bowl game, the University will pay the Employee the sum of \$100,000.00.
- b. For competing in the Las Vegas Bowl, the University will pay the Employee the sum of \$25,000.00.
- c. For competing in the Poinsettia Bowl, the University will pay the Employee the sum of \$20,000.00.
- d. For competing in the New Orleans Bowl, Hawaii Bowl, New Mexico Bowl or Idaho Bowl, the University will pay the Employee the sum of \$10,000.00.
- e. For competing in any Bowl Game not affiliated with the Conference, the University will pay the Employee the sum of \$10,000.00.
- f. For winning a Conference championship, the sum of \$25,000.00.
- g. For each year in which the Program is ranked in the "Top 25" of the final ESPN/USA Today Coaches Poll or successor ranking, the University will pay the Employee a sum of \$10,000.00.
- h. For each year in which the Employee is named as the "Conference Coach of the Year," the University will pay the Employee a sum of \$10,000.00.

Pg. 7 In addition, for achieving wins during the regular season, the University will pay to Employee the specific sum listed below next to the designated number of wins (i.e. the amounts are not cumulative):

- a. For achieving seven (7) wins, the sum of \$10,000.00.
- b. For achieving eight (8) wins, the sum of \$15,000.00.
- c. For achieving nine (9) wins, the sum of \$20,000.00.
- d. For achieving ten (10) wins, the sum of \$25,000.00.
- e. For achieving eleven (11) or more wins, the sum of \$30,000.00.

Pg. 5 **Fringe Benefits:** The Employee will be entitled to standard fringe benefits provided to University employees, including insurance, sick leave and retirement contributions from the Base Salary.

Employee:

_____ will X will not earn annual leave

_____ will X will not be eligible for cost of living (COLA)

_____ will X will not be eligible for merit pay adjustments to his/her salary

 X will _____ will not be entitled to a reasonable amount of compensated personal leave upon written approval of the Athletic Director

Pg. 2 **Reassignment:**

Employee _____ may X may not be reassigned

Termination:

Pg. 9 **University Payment if Terminated Without Cause:** If University terminates without cause during the dates set forth below, University shall pay to Employee the following sums (calculated as of the effective date of termination):

1. In the event that University terminates between the effective date and June 30, 2017:
 - a. University shall pay Employee as liquidated damages an amount equal to Employee's Base Salary, payable monthly until the expiration of the term, or in accordance with a payment schedule agreed upon by the President of the University and the Employee in writing; *or*
 - b. Upon the Employee's request, University shall pay Employee as liquidated damages a one-time lump-sum payment of \$500,000.00.

2. In the event that University terminates between July 1, 2017 and December 15, 2017:
 - a. University shall pay Employee as liquidated damages an amount equal to Employee's Base Salary, payable monthly until the expiration of the term, or in accordance with a payment schedule agreed upon by the President of the University and the Employee in writing; *or*
 - b. Upon the Employee's request, University shall pay Employee as liquidated damages a one-time lump-sum payment of \$250,000.00.

3. In the event that University terminates between December 16, 2017 and December 15, 2018, the University shall pay Employee as liquidated damages an amount equal to Employee's Base Salary, payable monthly until the expiration of the term, or in accordance with a payment schedule agreed upon by the President of the University and the Employee in writing.

Pg. 12 Employee's Payment if Terminated Without Cause: If Employee terminates for convenience at any time during the term, Employee or his designee shall pay to the University the following (calculated as of the effective date of Employee's termination):

Employee shall pay the University as liquidated damages an amount equal to Employee's Base Salary for the period remaining in the Term. If the Employee's termination for convenience occurs on or before December 15, 2017, the Employee shall additionally pay to the University the specific sum listed below next to the designated period:

- a. If Employee terminates for convenience between the effective date and December 15, 2016, Employee shall pay to the University the sum of \$1,000,000.00.
- b. If the Employee terminates this Agreement for convenience between December 16, 2016 and December 15, 2017, Employee shall pay to the University the sum of \$750,000.00.

This Summary of Terms is not part of the Employment Agreement. In the event of any discrepancy between this Summary of Terms and the Employment Agreement, the Employment Agreement controls.