

University of Missouri Athletics

Contract Terms

Head Coach: *Elijah Drinkwitz*

Term: 6*

Sport: *Football*

Date: 12/10/2019

Compensation:

	Beginning	Ending	Annual Base	Supplemental	Total
Year 1	12/10/2019	1/15/2021	\$450,000	\$3,550,000	\$4,000,000
Year 2	1/16/2021	1/15/2022	\$450,000	\$3,550,000	\$4,000,000
Year 3	1/16/2022	1/15/2023	\$450,000	\$3,550,000	\$4,000,000
Year 4	1/16/2023	1/15/2024	\$450,000	\$3,550,000	\$4,000,000
Year 5	1/16/2024	1/15/2025	\$450,000	\$3,550,000	\$4,000,000
Year 6	1/16/2025	1/15/2026	\$450,000	\$3,550,000	\$4,000,000
					<u>\$24,000,000</u>

*If during first two seasons coach wins 8 or more games or wins a post-season bowl game, the term shall automatically increase by one additional year and annual compensation for each contract year shall increase by \$100,000.

Benefits: Standard University benefits based on base salary.

Perks: Country Club Membership
 2 Courtesy Cars
 Suite and premium access for home football games
 4 premium tickets for home basketball games
 Access for all other sports home contests
 Spouse/family travel on team charter

Incentives: Per the following chart:

Incentives		Max Possible
Aspirational Academic	25,000	25,000
Wins (Regular Season) From 10 to 12	25,000	75,000
Final Ranking - Top 25	25,000	25,000
SEC Championship Participation	100,000	
SEC Championship Winner	150,000	150,000
SEC COY (AP or SEC Coaches)	25,000	25,000
National COY (National Poll or Organization)	50,000	50,000
Bowl Selected after SEC Group of 6	50,000	
SEC Group of 6 & Citrus Bowl	100,000	
CFP Non-Semi Final Bowl	150,000	
CFP Semi Final Bowl	250,000	
CFP Final Participant	300,000	
CFP National Champion	500,000	500,000
		<u>\$850,000</u>

Staff Pool:

\$5,200,000 total for 10 assistant coaches.
 \$1,200,000 total for administrative staff to include executive assistants, analysts, director of operations and other football specific staff.
 All positions subject to approval of Director of Athletics and University policies related to employment. In addition there is a separate pool for strength staff. There is also designated support in sports medicine, equipment operations, nutrition and media relations.

Termination:

University Terminates without cause: University may terminate coach at its discretion without cause. Coach shall be entitled to total liquidated damages of 70% of the total remaining annual compensation for the remaining contract term. 50% of such amount is payable within 30 days with the remaining 50% of such amount payable over monthly installments for remaining term and subject to mitigation.

Termination for cause: All payments and all benefits will end on termination date.

Coach voluntarily leaves employment: Coach may terminate the agreement voluntarily. University shall be entitled to total liquidated damages of \$6,000,000 if agreement terminated prior to 1/15/21, \$4,000,000 if prior to 1/15/22, \$3,000,000 if prior to 1/15/23, \$2,000,000 if prior to 1/15/24 and \$1,000,000 if prior to 1/15/25.

Buyout from previous school:

University shall cover the expense to buyout existing employment agreement and repayment of any moving expenses due as not to cause additional income tax to coach.

Moving Expenses:

University shall pay up to 5% of base salary for moving expenses subject to normal University policies, terms and execution of moving agreement. In addition, University will provide a lump sum of \$25,000 to cover any ancillary moving expenses.

Transition Housing:

Coach may have access to University owned condo, or other provided temporary housing, if needed for up to 6 months at no charge. Value of temporary housing may be subject to income tax.