

**MULTI-YEAR FOOTBALL COACHING CONTRACT
GENERAL SUMMARY OF TERMS
ARIZONA BOARD OF REGENTS, ON BEHALF OF
UNIVERSITY OF ARIZONA**

*(*Any employment agreement is subject to ABOR approval)*

General Summary of Terms

- **Name of Football Coach: Brent Brennan (Coach)**

- **Term of Agreement: 5 years from effective date of Agreement (after year one, term of agreement will be January 1 – December 31 each year. First year is January 16 through December 31)**

- **Annual Base Salary:**
 - \$2,200,000/year one (*January 2024 – December 2024*) (prorated for first year)
 - \$2,400,000/ year two (*January 2025- December 2025*)
 - \$2,600,000/ year three (*January 2026- December 2026*)
 - \$2,800,000/ year four (*January 2027- December 2027*)
 - \$3,000,000/ year five (*January 2028-December 2028*)

- **Peripheral Compensation:**
 - **Additional Duties: \$500,000 Annually**
 - Participate in fundraising events and activities as designated by Director of Athletics
 - Participate in speaking engagements and community events as designated by Director of Athletics
 - Participate in football promotional activities as designated by Director of Athletics

 - **Learfield:** Coach will enter into a separate agreement with Learfield for \$200,000 annually.

 - **Nike:** Coach will enter into a separate agreement with Nike for \$200,000 annually.

 - **Camps:** Coach will have exclusive right to operate independent camps on the campus of the University of Arizona, with limited use of UA marks pursuant to University branding guidelines. Coach will negotiate a separate agreement for space rental. Camps will be subject to facility availability and pursuant to the most favorable University user fees and terms offered to commercial (i.e., non-charitable) users. Coach owns all rights in the Camps, controls their operation, and is responsible for the payment of all expenses and liabilities of the Camps.

- **MYAPR:** Coach may receive one-time compensation on an annual basis for the following Multi-year Academic Progress Rate (MYAPR) team achievements:

MYAPR	Bonus
971 or above (no rounding)*	\$25,000
1000 (no rounding)	\$50,000

*MYAPR bonus methodology: This threshold was derived by averaging the UArizona MYAPR for all sports with the MYAPR of all NCAA FBS teams.

- **CGPA:** Coach may receive additional one-time compensation on an annual basis for the following team Cumulative Grade Point Average (CGPA) achievements:

Grade Point Average (CGPA)	Bonus
Greater than or equal to 2.80	\$25,000
Greater than or equal to 2.90	\$30,000
Greater than or equal to 3.00	\$35,000
Greater than or equal to 3.10	\$40,000
Greater than or equal to 3.20	\$45,000
Greater than or equal to 3.30	\$55,000

*CGPA bonus methodology: CGPA is calculated at the end of summer for each Academic Year, using cumulative grade point averages for all scholarship Student-Athletes in the Program, including medical and post-eligibility students.

Incentive Cap: Incentive payments to coach will not exceed \$1,200,000 in any given contract year (includes athletic and academic)

- **Non-Financial Compensation**

- One courtesy vehicle
- Season tickets or passes to regular season sporting events:
 - 8 football season tickets & use of stadium suite
 - 4 men's basketball season tickets
 - 4 women's basketball season tickets
 - 4 wildcat sports passes
- Use of a country club (as chosen by University), including initiation fees and monthly dues

Mitigation Provision: Coach will have a duty to mitigate. Additionally, the sum to be paid by the University to Coach will be offset by the amount earned by Coach if Coach is employed after termination but during the period of the Agreement by another university, college, or professional team as a head coach, assistant coach, analyst, scout, or similar title, or if Coach is employed as an announcer, analyst, or similar position for any television programming, or any other broadcasting or streaming provider.


- **Explanations/Special Provisions**

- **Covenant Not to Compete:** For a period of one year after termination of this Agreement by Coach, Coach will not perform services as a football coach (head coach or assistant coach) or football consultant for any other university in Big 12 Conference

- **Employment Agreement**

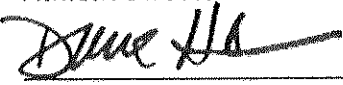
The above terms, as well as additional terms and conditions to be mutually agreed upon, will be set forth in a Multi-Year Employment Agreement between the parties, which will be binding on the parties when fully executed. The Agreement will be subject to Arizona Board of Regents approval and subject to all Arizona Board of Regents and University policies.

Reviewed and agreed to by:

Coach:


Brent Brennan
1-16-24

Date

Athletic Director:


Dave Heeke
1-16-24

Date