

## **SECOND AMENDED AND RESTATED HEAD COACH EMPLOYMENT CONTRACT**

THIS SECOND AMENDED AND RESTATED HEAD COACH EMPLOYMENT CONTRACT (this “Contract” or “Agreement”) is entered into by and between The Board of Trustees of The University of Alabama, a public corporation, for and on behalf of The University of Alabama (hereinafter “University”) and Nick L. Saban (hereinafter “Employee”). This Second Amended and Restated Head Coach Employment Contract replaces that certain Amended and Restated Head Coach Employment Contract executed on or around February 1, 2013, and all the Amendments thereto, it being the intent of the parties to fully amend and restate their agreement in this document and to replace all prior agreements between them with this Agreement.

### **Article I - Definitions**

As used in this contract (including within these paragraphs) the following terms shall have these meanings:

“Governing Athletic Rules” shall mean any and all present or future legislation, rules, regulations, directives, written policies, bylaws and constitutions, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by the NCAA or the SEC or any successor of such association or conference, or by any other athletic conference or governing body hereafter having regulatory power or authority relating to the athletic program of the University. Governing Athletic Rules also shall include any acts of Congress or the State of Alabama regulating college athletics, officials, athletes, and competition.

“NCAA” shall mean the National Collegiate Athletic Association, and its successors.

“SEC” shall mean the Southeastern Conference, its successor or any other athletic conference of which the University may be a member.

“University Rules” shall mean any and all present or future legislation, rules, regulations, directives, written policies, bylaws, and constitution, and official or authoritative interpretations thereof, and any and all amendments, supplements, or modifications thereto promulgated hereafter by The University of Alabama, including, without limitation, its President, its Director of Athletics, its Department of Intercollegiate Athletics, or by The Board of Trustees of The University of Alabama.

### **Article II - Position**

2.01 **Employment.** The University employs the Employee as Head Coach of football (“Head Coach”). Employee accepts the employment and agrees to act at all times in a manner consistent with good sportsmanship and with the high moral, ethical, and academic standards of

the University. Employee shall exercise due care that all personnel and students under Employee's supervision or subject to Employee's control or authority shall comport themselves in like manner.

2.02 Duties and Responsibilities.

(a) Employee agrees to be a loyal employee of the University. Pursuant to the terms and conditions contained herein, Employee agrees to devote Employee's best efforts and abilities full time to the performance of Employee's duties as Head Coach for the University and to give proper time and attention to furthering Employee's responsibilities to the University. During the term of this Contract Employee will not engage in, directly or indirectly, any business or other venture which would interfere with Employee's ability to apply Employee's best efforts to the full performance of Employee's duties hereunder. Employee agrees not to usurp any corporate opportunities of the University. Employee agrees to use his best efforts to maintain good public relations and sound alumni relations, and for promoting and participating in various alumni events.

(b) Employee agrees to abide by and comply with NCAA and other Governing Athletic Rules and University Rules relating to the conduct and administration of the football program and to work cooperatively with the University's Faculty Athletics Representative and compliance personnel on compliance matters and NCAA rules education. In particular, Employee recognizes an obligation personally to comply with, and to exercise due care that all personnel, students, and representatives of the University's athletic interests subject to Employee's control or authority comply with Governing Athletic Rules relating to recruiting and furnishing unauthorized extra benefits to recruits and student-athletes, including, without limitation, purchase or sale of game tickets and furnishing unauthorized transportation, housing, and meals, and with laws and Governing Athletic Rules relating to sports agents, gambling, betting, and bookmaking, and the illegal sale, use, or possession of controlled substances, narcotics, or other chemicals or steroids. In the event Employee has knowledge of, or has reasonable cause to believe, that violations of Governing Athletic Rules, University Rules, or law may have taken place, Employee shall report the same immediately to the University's Director of Athletics and Associate Athletic Director for Compliance. Employee agrees to abide by the academic standards and requirements of the University in regard to recruiting and eligibility of prospective and current student-athletes. Employee recognizes that the primary mission of the University is that of an institution of higher

education, and Employee shall fully cooperate with the faculty and administrators of the University in connection with the academic pursuits of student-athletes and promote those efforts. Employee, in cooperation with the University's administration, shall monitor the academic progress of the student-athletes who participate in football. Employee recognizes that the goal of the University is for every student-athlete to obtain an undergraduate degree, and Employee agrees to support fully the attainment of that goal. To that end Employee shall use his best efforts to foster awareness by student-athletes in the football program of the availability of University resources dealing with student financial aid, academic counseling and advisement, life-skills programs, and other University resources that are available to the general University student population.

(c) Employee shall perform and administer to the reasonable satisfaction of the Director of Athletics the duties and responsibilities ordinarily associated with and performed by a head football coach at a major university that participates at the NCAA Division I-Football Bowl Subdivision level, including, without limitation, planning and supervising practices, games, and off-field and off-season training and activities; developing and supervising recruiting plans and strategies; and running a stable and successful football program. Employee is responsible for evaluating, recruiting, training, conditioning, instructing, supervising, disciplining, and coaching student-athletes to prepare them to compete successfully against major college competition in a quality football program. Employee also is held directly accountable for general responsibilities relating to the football program, such as, without limitation, budget development and planning; administering the approved football budget in accordance with University Rules; making scheduling recommendations; recruiting, training, supervising, disciplining, and evaluating coaching staff and assistants, including promoting their understanding and compliance with NCAA and other Governing Athletic Rules, applicable law, University Rules, and all University academic standards for student-athletes; and performing to the best of Employee's ability those matters assigned by the Director of Athletics that are germane to the football program and the University's mission.

(d) If Employee is found to be in violation of Governing Athletic Rules while employed by the University, Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA enforcement procedures and the terms of this Contract. If Employee is found to be in violation of University Rules while

employed by the University, Employee shall be subject to disciplinary or corrective action as provided by University policy and the terms of this Contract.

(e) Subject to budgetary limitations of the University's Athletic Department and University Rules and the prior approval of the Director of Athletics, which shall not be unreasonably withheld, Employee shall have authority to select, employ, and terminate assistant football coaches, football strength coaches, the Director of Football Operations, and other football staff, including, but not limited to football trainers, equipment managers, graduate assistants, et al. No person shall be employed as an assistant football coach, football strength coach, or the Director of Football Operations until the Director of Athletics first has obtained from the NCAA and SEC a favorable clearance for that person. Upon being informed by Employee of the name of a prospective assistant football coach, football strength coach, or the Director of Football Operations, the Director of Athletics or his/her designee shall promptly contact the NCAA and SEC to obtain the required clearance. Employee shall not personally supplement, directly or indirectly, the salary or compensation of any such assistant coach or any other University employee without the prior express written approval of the Director of Athletics. Employee shall not violate Governing Athletic Rules or law by permitting, encouraging, or condoning the solicitation or acceptance by any assistant football coach, football strength coach, Director of Football Operations, football staff member, or student-athlete of gifts of cash or of substantial value or accepting hospitality other than reasonable social hospitality from any person, including without limitation, a person who is a "representative of the institution's athletic interests" as that term is defined in Governing Athletic Rules.

(f) Employee will exercise care to avoid inappropriate involvement by himself and by his assistant coaches, football strength coaches, Director of Football Operations, football staff members, student-athletes, and other Athletic Department employees with non-employee "representatives of the institution's athletic interests," which is contrary to Governing Athletic Rules. The University shall responsibly notify Employee of concerns which it may have regarding such involvement.

(g) It is recognized that the Director of Athletics is responsible to the President and then to the University's Board of Trustees for the operation, review, and periodic evaluation of the entire intercollegiate athletics program, including the football program. Employee recognizes and acknowledges the importance of the maintenance and observance of the principles of institutional control as contemplated by Governing

Athletic Rules over every aspect of the football program. Employee agrees to recognize and respect those relationships and the organizational structure of the University.

(h) Employee agrees to promptly report to the Director of Athletics and Associate Athletic Director for Compliance all conduct of others of which the Employee has knowledge which may constitute a violation of Governing Athletic Rules.

(i) Employee does not have signatory authority to bind the University to any contract.

(j) Employee recognizes a personal duty to comply with all provisions of the Alabama Ethics Act, and other legislation, rules, regulations, policies, governing the conduct of Employee.

2.03 Reporting Relationship. Employee shall report directly to the Director of Athletics of the University. Both parties agree to meet and formally discuss all aspects of the operation of the football program within 45 days following the conclusion of each Contract Year. Employee's job duties and responsibilities may be reviewed and revised from time to time by the Director of Athletics provided that such duties and responsibilities are reasonable and consistent with duties typical of an Intercollegiate Head Football Coach who coaches at the NCAA Division I-Football Bowl Subdivision level.

### **Article III - Term of Employment**

3.01 The term of this Contract shall be eight (8) years, commencing March 1, 2018 and ending February 28, 2026, subject to earlier termination in accordance with the provisions of Article V hereof. To extend or renew the contract term, both parties must sign a written agreement to do so. Employee agrees that oral agreements to renew or extend this Contract are invalid and non-binding. For the purposes of this Contract, a "Contract Year" shall mean a twelve-month period beginning March 1 of one year and ending on the last day of February of the immediately succeeding year.

### **Article IV - Compensation**

In consideration for the promises Employee has made in entering into this Contract, Employee shall be entitled to an annual base salary payment and employment benefits and may possibly receive salary perquisites, incentives, and outside activity income. To the extent required or permitted by law or University Rules, the salary payments, talent fee payments, other forms of compensation, and employment benefits described in this Article IV are subject to deductions for local, state, and federal taxes, for state retirement, and for any voluntary retirement or other employment benefits which Employee elects to participate in, as well as the terms and conditions

of Article V hereof concerning termination of this Contract. Any recommended increase in salary, talent fee, incentives, or term of the contract is subject to approval by the University's Board of Trustees' Compensation Committee and following such approval shall become effective on the date mutually agreed upon by the parties in writing.

Commencing February 1, 2019, (and each February 1 thereafter through the end of the contract, as amended), the parties will meet for so long as necessary to determine the marketplace trends regarding head football coach compensation at Southeastern Conference (SEC) and National Collegiate Athletic Association, Division I, bowl subdivision (NCAA) institutions. Should the Employee's "total guaranteed annual compensation" be less than that of the average of the "total guaranteed annual compensation" of the three highest paid SEC head football coaches; or less than that of the average of the "total guaranteed annual compensation" of the five highest paid NCAA head football coaches; then the University agrees to increase Employee's "total guaranteed annual compensation" to the higher of the two averages, at said times. No more than one adjustment shall occur annually. For purposes of this paragraph, "total guaranteed annual compensation" shall be defined as that terminology is generally understood and defined within the industry and may include base salary and talent fee and similar such payments as received by Employee and included in the calculation of Employee's "total guaranteed annual compensation," but shall not include bonuses or incentives earned, expense allowances, deferred compensation, longevity bonus payouts, in-kind compensation, or other compensation of any nature not generally understood to be a part of a head collegiate football coach's "total guaranteed annual compensation." It is the intent of the parties, for purposes of this paragraph, to compare Employee's "total guaranteed annual compensation" to similar amounts received by head football coaches at SEC and NCAA institutions. Therefore, the parties agree that, should any comparator's "total guaranteed annual compensation" include amounts, known by whatever name, that are similar in nature to amounts received by Employee, said amounts shall be included in the comparator's "total guaranteed annual compensation" for purposes of determining the averages, and Employee's "total guaranteed annual compensation" for purposes of this comparison. Likewise, when amounts are to be excluded from Employee's "total guaranteed annual compensation" for purposes of said comparison, similar amounts shall be excluded from any comparator's "total guaranteed annual compensation," regardless of the name by which said compensation is known. Both parties agree to confer and negotiate in good faith at said times towards an adjustment in the Base Salary and Talent Fee, if then deemed warranted based on the marketplace analysis, and to share information and appropriate documentation with the other party to substantiate its evidence of marketplace valuation. Valuations that are used for purposes

of this Market Rate Review must be verifiable by public record or other documentation mutually acceptable to the parties and relied on in the industry. The good-faith failure or refusal of either party to agree to an adjustment or average proposed by the other party shall not constitute a breach of this contract.

4.01 Base Salary. As Head Coach, Employee shall be paid by the University an annual base salary as follows:

March 1, 2018 to February 28, 2019:	\$275,000.00
March 1, 2019 to February 29, 2020:	\$275,000.00
March 1, 2020 to February 28, 2021	\$275,000.00
March 1, 2021 to February 28, 2022	\$275,000.00
March 1, 2022 to February 28, 2023:	\$275,000.00
March 1, 2023 to February 29, 2024:	\$275,000.00
March 1, 2024 to February 28, 2025:	\$275,000.00
March 1, 2025 to February 28, 2026:	\$275,000.00

Annual base salary is payable in monthly installments by the University to Employee on the last day of each calendar month in accordance with University payroll policies.

4.02 Contract Year Completion Benefit. If Employee is then employed as Head Football Coach of the University as of the date of the completion of the final football game in a given Contract Year, not including any post-season game or games, Employee (or a corporate entity designated by the Employee) shall earn on that date the Contract Year Completion Benefit as set forth herein below, and shall be paid in accordance with University payroll policies.

Contract Year 2019	\$800,000.00
Contract Year 2020	\$800,000.00
Contract Year 2021	\$800,000.00

Payment of the Contract Year Completion Benefit shall be made within thirty (30) days of the final football game date, not including any post-season game or games, for the respective year in which eligibility for such benefit is achieved by Employee. If Employee is no longer employed as the Head Football Coach at the University on the date a payment would otherwise become earned as set out above, Employee shall forfeit his rights to said payment and future payments. In addition, for each Contract Year in which eligibility for the Contract Year Completion Benefit is or would otherwise be earned by Employee through Contract Year 2025 the University shall pay

\$100,000.00 to Nick's Kids, or such other charitable organization as Employee may designate after conferring with the University.

4.03 Contract Extension/Championship Signing Incentive. University agrees to pay Employee Eight Hundred Thousand Dollars (\$800,000) within thirty (30) days of the approval of this Second Amended and Restated Head Coach Employment Contract by the Board of Trustees' Compensation Committee in consideration of the agreement of Employee to extend the term of his Contract with University by one year.

4.04 Employment Benefits. During the term of this Contract, the University will provide the Employee with the employment benefits described in this Section 4.04 and no others. Employee shall be entitled to the standard University employment benefits, subject to any eligibility requirements, normally provided by the University to its exempt, regular full-time employees, which may include (among other things) group life insurance, long term disability benefits, vacation with pay, individual medical coverage, state teachers' retirement contributions, and TIAA/CREF or VALIC contributions (if Employee elects to participate therein), all of which are described in greater detail in the University's Staff Handbook, a copy of which is available on the University's website at <http://hr.ua.edu>. In the event of a conflict between the terms and provisions of this Contract and those of the University's Staff Handbook, the terms and provisions of this Contract shall control and take precedence. If any employment benefit is based in whole or in part upon salary paid to Employee, any income paid or received by Employee from any outside activities or supplemental compensation shall be included in the computation of that employment benefit only to the extent permitted or required by University Rules or by law.

4.05 Perquisites/Incentives. While Employee is serving as Head Coach, the University will provide or arrange for the following perquisites and performance incentives and no others.

(a) Automobile. The University annually shall provide or make arrangements for Employee to have on a loan basis two (2) full-size automobiles for business and personal use by Employee and members of Employee's immediate family and for payment of all vehicle operating expenses. Said automobiles may be provided through the Athletic Department's loaned vehicle program. The University agrees to provide liability insurance coverage for those vehicle operators deemed insurable at regular rates based upon good driving record standards by the University's insurance carrier and collision and comprehensive automobile insurance coverage on the loaned vehicles. Employee and members of Employee's immediate family agree to comply with all reasonable requirements that the University's insurance carrier may impose or require as a condition of coverage. In the event the University's fleet vehicle insurance policy



does not cover the loaned vehicles, then the University shall either purchase replacement coverage provided the vehicle operators are deemed insurable at regular rates based upon good driving record standards by the insurance carrier or reimburse Employee for the cost of obtaining similar insurance coverage at regular rates. Employee shall be responsible for paying for any uninsured loss, damage, or repairs to the loaned vehicles.

(b) Incentives.

(1) Athletics. In recognition of exemplary performance and the additional work that is required for post-season games and events and as an incentive for Employee to achieve the goals described below, the University agrees within thirty (30) days after the game or event to pay to Employee the following:

(i) SEC Championship Game. \$75,000 – for playing in the SEC Championship football game or \$125,000 – for winning the SEC Championship football game. It is understood that in no event shall Employee receive more than one incentive payment under this subsection (b)(1)(i).

(ii) Post-Season Bowl Game. \$ 65,000 – for playing in any post-season bowl game; or \$90,000 – for playing in the Capital One Bowl, Outback Bowl, Gator Bowl, or any equal successor bowl game associated with the Southeastern Conference's bowl game arrangements; or \$200,000 – for playing in a College Football Playoff bowl game that is not a part of the national championship playoff system (New Years 6 Bowl Game); or \$400,000 – for participating in one of the national championship semi-final games; or \$600,000 for participating in the National Championship game; or \$800,000 – for winning the National Championship game. It is understood that in no event shall Employee receive more than one incentive payment under this subsection (b)(1)(ii).

(iii) Southeastern Conference Coach of the Year. If Employee is voted the Southeastern Conference Coach of the Year by the head football coaches in the Southeastern Conference - \$25,000.00.

(iv) National Coach of the Year. If Employee is awarded the Paul "Bear" Bryant Coach of the Year Award by the National Sportscasters and Sportswriters Association, the Associated Press Coach of the Year Award, the AFCA Coach of the Year Award, the Walter

Camp Football Foundation Coach of the Year Award, the Bobby Bowden Award or any other national coach of the year awards of similar import - \$50,000.00.

(2) Academics. For each year that the football team achieves a graduation rate that equals or exceeds the graduation rate described below, and within thirty (30) days after the date graduation rates for all SEC football teams for that Contract Year are determined, the University shall pay to Employee the amount described in subsection (i) or subsection (ii) of this Section 4.05(b)(2). The team graduation rate shall be calculated according to the formula described in the then existing NCAA's annual Graduate Success Rate (GSR; or its successor, if applicable) using data collected and maintained for the NCAA by the University's Office of Academic Records and University Registrar for the cohort that includes degree-seeking football student-athletes who receive athletically-related financial aid during their attendance at the University and who receive their baccalaureate degree from the University within six years of their entrance into the University. For the twelve-month period immediately preceding August 31<sup>st</sup> of each year, the University will pay Employee:

(i) For the twelve-month period immediately preceding August 31<sup>st</sup> of each year, commencing August 31, 2018, if the University's football team achieves a graduation rate ranking as hereafter specified, provided that the University's football team's Academic Progress Rate (APR) as calculated by the NCAA is above the cut point score that is established by the NCAA for that specific year, which as of the date of this Contract is 925, which would result in contemporaneous penalties, then the University will pay Employee the following: \$50,000 - if the University's football team's graduation rate is in the top fifty (50%) percent of all SEC football teams; **or**

(ii) \$100,000 - if the University's football team's graduation rate which is in the top four (4) of all SEC football teams.

4.06 Additional compensation. Subject to the limitations imposed by this section of the Contract and in compliance with Governing Athletic Rules, NCAA and University guidelines, Employee may earn or receive additional compensation while employed by the University. Sources of additional compensation include:

(a) Compensation from endorsements or promotions that do not compete with University Promotions. Employee acknowledges and understands that he may not earn or receive any compensation or enter into an agreement to endorse or promote a service, product, or benefit for a vendor, business entity, or other commercial enterprise, if the University, athletic department, its supporting foundations, or an approved marketing contractor (such as Crimson Tide Sports Marketing) has a current or existing agreement with another vendor, business entity, or commercial enterprise which provides substantially the same type of service, product, or benefit. Neither may Employee earn or receive any compensation or enter into an agreement to endorse or promote a service, product, or benefit for a vendor, business entity or other commercial enterprise, if the University, athletic department, its supporting foundations, or an approved marketing contractor is actively engaged in negotiating an agreement with a vendor, business entity, or commercial enterprise which provides substantially the same type of service, product, or benefit. For purposes of this Agreement, “actively engaged in negotiating,” means actions beyond mere introductory or exploratory steps. Moreover, in all cases Employee shall be required to obtain prior written approval of the Director of Athletics and the President, which approval shall not be unreasonably withheld, before Employee engages in any endorsements or promotions, or allows Employee’s name, likeness, or image to be associated with any services, products, or benefits. For purposes of an example only, Employee may not endorse or promote a beverage if the University, athletic department, its supporting foundations, or an approved marketing contractor has a current, existing or proposed agreement with another vendor or business entity that provides beverages. Further, Employee may not use the marks or intellectual property of the University, including without limitation its logos, slogans, trademarks, service marks, copyrights, trade dress, color scheme, or other indicia, without a specific, written licensing agreement related to the same. If approved, Employee’s participation in any endorsement or promotion shall not reflect adversely on the University or interfere with Employee’s performance of his duties as Head Football Coach.

(b) Compensation from public speaking engagements. Subject to the prior approval of the Director of Athletics – which approval shall not be unreasonably withheld – Employee may earn or receive fees, honoraria, or similar compensation for non-commercial speaking engagements. Employee shall use his best efforts to

perform such speaking engagements in a professional way and manner. Employee's participation shall not reflect adversely on the University, interfere with Employee's performance of his duties as Head Football Coach, or interfere with the current marketing contracts, efforts, or plans of the University, athletic department, its supporting foundations, or an approved marketing contractor. These speeches do not count toward the 15 Obligated Events, defined and discussed below.

(c) Compensation from authoring or co-authoring books or publications.

Subject to the prior approval of the Director of Athletics – which shall not be unreasonably withheld – the University acknowledges and agrees that Employee may receive fees, royalty payments, advance payments, or similar compensation as a result of authoring or co-authoring books or other publications in which the primary subject matter is autobiographical in nature, is primarily concerned with a motivational subject matter, or is primarily concerned with coaching theory, strategy, or technique. Employee acknowledges and understands that he may not use video footage, photographs, or other similar media representative of University football games or practices without the express written permission of the Director of Athletics. Further, Employee may not use the marks or intellectual property of the University, including without limitation its logos, slogans, trademarks, service marks, copyrights, trade dress, color scheme, or other indicia, without a specific, written licensing agreement related to the same.

(d) Compensation from media programs and non-endorsement activities.

The University acknowledges, understands, and agrees that it shall pay additional compensation to Employee for his rendition of personal services and participation in the following activities, in accordance with the following provisions. Employee acknowledges and agrees that items 1-5 herein may be produced by the University, athletic department, its supporting foundations, or a University-approved marketing contractor:

- (1) No less than one (1) radio program during each week of the regular season and postseason, two (2) radio programs during the spring practice period, and one (1) radio program on or around national signing day (and such other radio programs as may arise due to special events, such as a championship) (plus other short, taped leads directly related to the radio program);

(2) No less than one (1) television program during each week of the regular season, one (1) television program prior to any post-season game and/or bowl game, and one (1) television program after the conclusion of any post-season or bowl game (and such other television programs as may arise due to special events, such as a championship) (plus other short, taped leads related to the television program);

(3) The production of reasonable content for an internet web-site;

(4) University authorized or produced publications (such as football game programs, books in which the primary subject matter relates to the University, its teams, and athletic program, media guides, highlight films, artwork, other media, and videos); and

(5) Non-endorsement activities, which shall be limited to fifteen (15) total activities during a contract year. Such non-endorsement activities may include Employee's performance, participation, or appearance on behalf of either the University, athletic department, its supporting foundations, or University-approved marketing contractor, before an alumni club or similar organization, before a University-related or affiliated booster club or similar organization, before other similarly-situated or affiliated groups, clubs, or organizations, or at coaching or other clinics and gatherings related to the University's athletically-related marketing efforts and contracts (provided Employee is not required to make specific product endorsements at such gatherings) (hereinafter, the same shall be collectively referred to as "Obligated Events").

Employee's participation in or performance of such Obligated Events which were not scheduled by the Director of Athletics or his designee shall not count towards Employee's total number of obligations required in this sub-section. The University shall be responsible for any and all travel arrangements of Employee, if applicable. The parties agree that Employee shall be required to participate by the University in no more than fifteen (15) Obligated Events on an annual contractual basis. No Obligated Event, other than the Nike clinic, will require Employee's participation for more than one (1) day total (defined as a period of 24 consecutive hours), travel included, except as Employee and the

University may agree that Employee wishes to travel the night prior to an Obligated Event, or stay the night following, for the ease and convenience of the Employee. An appearance, performance, or participation by the Employee before or with a qualified group, club or organization shall count as one (1) Obligated Event, regardless of whether an entire day was spent for such activity. Notwithstanding the foregoing, the parties agree that Employee may choose to participate in more than fifteen (15) Obligated Events per contract year, as the Employee may think wise or beneficial for public, personal, or University relations.

(i) Employee agrees to participate in and perform all media programs and non-endorsement activities, including Obligated Events, using his best efforts to render his services in a professional way and manner.

(e) Contingent upon Employee's rendition of personal services in a reasonably satisfactory and acceptable manner, the Employee shall receive personal service fees ("Talent Fee") each Contract Year, as follows:

2018 (March 1, 2018 to February 28, 2019)	\$7,225,000.00
2019 (March 1, 2019 to February 29, 2020)	\$7,625,000.00
2020 (March 1, 2020 to February 28, 2021)	\$8,025,000.00
2021 (March 1, 2021 to February 28, 2022)	\$8,425,000.00
2022 (March 1, 2022 to February 28, 2023)	\$8,825,000.00
2023 (March 1, 2023 to February 29, 2024)	\$9,225,000.00
2024 (March 1, 2024 to February 28, 2025)	\$9,625,000.00
2025 (March 1, 2025 to February 28, 2026)	\$10,025,000.00

The personal service fees shall be payable in twelve (12) monthly installments on the last day of each month during each Contract Year. Should Employee fail or refuse to perform or participate in media programs, Obligated Events, or non-commercial activities; or should he fail or refuse to perform them in a reasonably satisfactory and acceptable manner; or should Employee engage in any commercial activity without first obtaining the Director of Athletics' approval; then after receiving written notice from the University and after such failure or refusal to perform (or stop performing) continues for a period of fourteen (14) days, the University may cease to pay the monthly installments of the personal

service fees until the Employee cures such default. Provided, however, Employee shall not be considered to be in breach for failing or refusing to make an isolated radio, television, or Obligated Event appearance, when such failure or refusal is due to sickness, injury, or an unanticipated and unforeseeable significant conflict related to the on-field performance of the football team, including (without limitation), the recruitment of potential players, the training of the team, and any other coaching responsibilities generally considered a regular part of coaching a college football team. Provided, further, however, that in the event Employee fails or refuses to make a radio, television, or Obligated Event appearance as a result of same, Employee agrees to make a substitute radio, television, or Obligated Event appearance as may be scheduled. Employee and the University will coordinate regarding Employee's schedule so as to facilitate Employee's participation in radio, television, and other Obligated Events.

(1) As additional consideration for the personal service fee payments provided for herein, Employee grants and assigns to the University and its successors and assigns (including its supporting foundations and any University-approved marketing contractor), the right to use Employee's name, biographical material, likeness, recorded voice, statements, drawing, picture, or any combination thereof, in connection with any non-endorsement activities and any media programs undertaken, produced, negotiated, or developed in any media at any time during the term of, and pursuant to section 4.06(d) of, this Contract.

(2) Employee acknowledges and agrees that his failure or refusal to perform or participate in radio, television, or media programs or in non-endorsement activities, including Obligated Events, may constitute a material breach of this Contract, unless subject to the exception set out above in subparagraph 4.06(e). The University acknowledges and agrees that there shall be no material breach of this sub-section unless and until the University has provided written notice of such failure or refusal and, after a fourteen (14) day period subsequent to such notice,

the Employee without legal cause, continues to refuse to perform or participate in such programs or activities.

(f) Employee agrees to be bound by any endorsement contracts between the University, athletic department, its supporting foundations, and University-approved marketing contractor, and any manufacturer, seller, or vendor of athletically-related shoes, equipment, apparel and any other athletically-related products and agrees to be bound by any contracts between the University, athletic department, its supporting foundations, and University-approved marketing contractor, any manufacturer, seller, or vendor of soft drinks, bottled water, and isotonic beverages. University acknowledges and agrees that Employee shall not be required to personally endorse or promote in a commercial manner the use or purchase of any product or service that is the subject of any such existing contract. In connection with any existing shoe contract, Employee agrees to cooperate with the University by preventing the unnecessary sparring of athletic shoes worn by student-athletes during competition.

(g) During the term of this Contract, Employee shall not directly or indirectly (through business enterprises or foundations owned or controlled by Employee or his family) authorize, permit, or grant to any third parties the use of Employee's name, likeness, or image, or render personal services, in connection with the advertising, promotion, sponsorship, marketing, or endorsement of any product, business, service, or other commercial activity without the prior written consent of the University. Employee agrees to notify the University of any substantive inquiry by a third party regarding Employee's availability for or participation in any endorsement or commercial activity. Employee acknowledges and understands that his failure or refusal to comply with the terms of this sub-section may constitute a material breach of this Contract, unless such failure or refusal is unintentional and incidental.

(h) Employee agrees that Employee shall have no right, title, or interest of any kind or nature whatsoever, including copyright, in or to any of the materials, works, or results of the media programs or non-endorsement activities or in any component part thereof that were (or was) undertaken, produced, negotiated, created, or developed by the University, athletic department, its supporting foundations, or by a University-approved marketing contractor, pursuant to the exercise of the rights granted hereunder, and the parties hereto agree that all such works shall be works



made for hire for purposes of the U.S. Copyright Act. To the extent that any such works are not works made for hire, Employee hereby assigns, conveys, and transfers to the University any and all rights of copyright therein or thereto and agrees to execute and deliver to the University such instruments reasonably requested by the University in connection therewith. Employee agrees that the University, athletic department, its supporting foundations, and any University-approved marketing contractor shall have the full and complete right to use, distribute, broadcast, reproduce, rebroadcast, telecast, reprint, post to the Internet, copyright, exhibit, and display any such media programs and non-commercial activities in any manner or fashion in any country or countries. Employee further agrees that the University, athletic department, its supporting foundations, or the University-approved marketing contractor, shall be entitled to retain all revenues, from all media programs and non-commercial activities that are broadcast, undertaken, produced, negotiated, created, or developed by the University, athletic department, its supporting foundations, or by a University-approved marketing contractor.

(i) Employee hereby warrants that Employee is free from existing personal service, marketing, promotion, or endorsement contracts, or other similar contractual obligations, including without limitation, those which would prevent him from performing or honoring all of Employee's obligations hereunder with regard to the media programs and non-endorsement activities, or those which would otherwise interfere, directly or indirectly, with existing endorsement contracts between the University, athletic department, its supporting foundations, and any University-approved marketing contractor, manufacturers, sellers, and vendors for shoes, equipment, apparel, and other athletically-related products, and for soft drinks, bottled water, and isotonic beverages and to grant all rights specified herein without violating the legal or equitable rights of anyone. Employee agrees to indemnify and hold harmless the University, its supporting foundations, and the University-approved marketing contractor against any cost, liability, and expense (including without limitation, reasonable attorneys' fees) incurred by either or both as a result of breach of this warranty by Employee.

(j) Employee agrees that Employee shall have no claim for defamation, breach of contract, violation of rights of privacy or publicity, or otherwise against the University, its supporting foundations, the University-approved marketing contractor,

or anyone by reason of the use of Employee's name, likeness, or image, in the exercise of the rights granted hereunder, or by reason of any blurring, distortion, alteration, optical illusion, or use thereof in composite form, whether or not intentional, that may occur in the exercise of any of the rights granted hereunder. Employee further agrees at all times to indemnify and hold harmless the University, its supporting foundations, and the University-approved marketing contractor, and their respective trustees, officers, and employees, Internet websites, the networks and/or stations over which the media programs and non-commercial activities may be published, broadcast or telecast, and any periodical or publication in which photographs or any special print feature in which Employee renders services may be used, and any other licensees, agents, servants, officers, directors, and/or employees of and from any and all damages, liabilities, costs, and expenses, including reasonable attorney's fees, arising out of or resulting from: (1) any breach by Employee of an warranty or agreement made in this subsection; (2) any acts done or words spoken by Employee (other than those furnished either by the University, its supporting foundations, or by the University-approved marketing contractor or its sponsors) in connection with the production, rehearsal, broadcast, or telecast of the media programs or non-commercial activities; or (3) any acts done or statements made by Employee which in the University's reasonable opinion might tend to subject the University, its supporting foundations, the University-approved marketing contractor or any of its sponsors to any ridicule, contempt, or scandal.

4.07 (a) Sports Camps. It is agreed that the University shall have the exclusive right to operate football camps and clinics for young people during the off-season. Employee agrees to cooperate with the University in the promotion and marketing of such camps and clinics, including the use of Employee's Likeness, and to participate and take an active role in the conduct of such camps or clinics. Each Contract Year for Employee's promotion and participation in the football camps, the University agrees to pay Employee within thirty (30) days after the conclusion of the last camp session an amount determined by the Athletics Director based upon the net income generated by the football camps and the number of campers that attend each football camp session. Employee agrees to encourage the football assistant coaches to participate in the football camps. The University and Employee agree to negotiate in good faith a mutually acceptable arrangement for the services of Employee's assistant coaches for their services in the promotion, marketing, and conduct of such camps.

(b) Complimentary Tickets and Skybox. While Employee is employed as the University's Head Football Coach, the University will make available to Employee for Employee's personal use at home football games a fifteen (15) seat skybox located in the north end zone of Bryant-Denny Stadium, as well as on a complimentary basis the tickets for seating in that skybox, and the seven (7) additional standup tickets associated with said skybox. The University will select the location of this skybox. Employee will comply with the University's skybox usage guidelines, as applicable. In addition to the Skybox tickets, Employee shall be eligible to receive twelve (12) tickets per home football game for general admission at Bryant-Denny Stadium; and annually, at the Athletic Director's discretion, Employee may receive complimentary tickets to other University athletic events in accordance with Athletics Department policy, as the same may be amended from time to time.

(c) Use of University Trademarks. Employee may neither utilize nor authorize third parties to utilize the University's trademarks or logos in connection with any outside activities permitted by this Contract without the express written permission of the Director of Athletics and the University's Licensing Director. A third party desiring to use the University's trademarks must obtain a license from the University's Licensing Program. In the event Employee, or any entity owned in whole or in part by Employee, receives permission to use the University's trademarks, such permission shall be non-exclusive and non-transferable, and such permission shall expire automatically upon Employee's resignation or termination of this Contract. Employee shall use the University's trademarks and logos only in a manner that will not cause ridicule or embarrassment to the University or be offensive to standards of good taste as reasonably determined by the University. Employee agrees that all logos, slogans, trademarks, service marks, copyrights, trade dress, color scheme, or other indicia, including all copyright and other intellectual property rights therein, which relate to the University, including any of its athletics programs, or which would compete with the University's registered trademarks that are developed or created by Employee or by others at Employee's direction shall be owned by the University. Employee agrees to execute and deliver to the University such instruments as the University may reasonably request in connection therewith. Employee shall be governed by the patent policy set forth in University regulation and policies.

(d) Country Club Membership. The University will provide or make arrangement for Employee's use of membership privileges at a mutually agreed upon golf or country club which is located within Tuscaloosa County, Alabama. The University shall pay the monthly membership dues. Employee shall be responsible for payment of all personal expenses and costs associated with the use of such membership, such as food and beverage charges.

(e) Athletic Apparel. From time to time the University may, but shall not be required to, provide to Employee for personal use athletic shoes and apparel in such amounts as may be determined by the Athletic Director.

(f) Airplane Use. As additional compensation to Employee as Head Coach, during each Contract Year upon reasonable advance notice the University shall furnish or otherwise make available to Employee a non-commercial airline airplane for Employee's personal, non-business travel for a maximum of twenty-five (25) hours of flight time. Flight time, for purposes of the 25 hour maximum, shall not include return trips without Employee, members of Employee's family, or guests aboard the aircraft in conjunction with Employee's use of the aircraft for personal, non-business travel. Flight time not used in a Contract Year may not be carried over for use in the next Contract Year.

#### **Article V - Termination**

5.01 (a) Termination for Death or Disability. This Contract shall terminate automatically upon the death of Employee. If this Contract terminates because of Employee's death, Employee's annual base salary and all other forms of compensation, perquisites, and benefits shall terminate as of the calendar month in which death occurs, except that Employee's personal representative or other designated beneficiary shall be paid all such death benefits, if any, as may be contained in any benefit plan now in force, or hereafter adopted by the University and due to Employee thereunder.

If Employee becomes sick or injured so he is limited from performing the essential and substantial duties of the position of Head Coach, then Employee may become entitled to long term disability benefits under the University's long term disability benefit program. Upon the date of Employee's approval for long term disability payments as provided for in the University's long term disability benefit program, this Contract shall terminate and all compensation, perquisites, and benefits provided by the University under this Contract, including Article IV hereof, shall cease, except for payment of such long term disability benefits which Employee is entitled to receive pursuant to the University's long term disability benefit program.

If Employee becomes sick or injured so he is limited from performing the essential and substantial duties of the position of Head Coach, but Employee is denied long term disability insurance benefits under the University's long term disability benefit program, then in such event this Contract shall terminate on the date such long term disability benefits are denied and all compensation, perquisites, and benefits provided for in Article IV and other provisions of the Contract shall cease; but Employee shall receive from the University monthly disability payments in an amount equal to one-twelfth (1/12) of sixty-six and two-thirds (66 2/3%) percent of

Employee's current annual base salary which shall be paid on the last day of each month for a period of one (1) year from the Contract termination date, at the end of which time such disability payments shall cease.

(b) Termination for Cause. The University shall have the right to terminate this Contract for cause prior to its expiration, and such right of termination shall exist notwithstanding any rights available to University under Section 5.01(d) hereof, and in addition to the examples listed in the University's Staff Handbook, the term "for cause" shall include, without limitation, any one or more of the following:

(1) Neglect or inattention by Employee of the standards, duties, or responsibilities expected of University employees, including those assigned to or required of Employee by Article II of this Contract, after written notice thereof has been given to Employee by the Director of Athletics, and Employee has continued such neglect or inattention during a subsequent period of not less than thirty (30) days; or

(2) Material, intentional, or reckless breach or violation by Employee of this Contract, including without limitation, Article II hereof or Governing Athletic Rules or University Rules; or

(3) Conviction of Employee of any criminal violation (excluding minor traffic offenses or non-criminal offenses); or

(4) Fraud or dishonesty of Employee in the performance of Employee's duties or responsibilities hereunder; or

(5) (a) Repeated failure by Employee, following a specific request, to respond promptly, accurately, and fully to any reasonable request or inquiry by the University relating to Employee's performance of Employee's duties and responsibilities hereunder; or (b) Failure by Employee, following a specific request, to respond promptly, accurately, and fully to any reasonable request or inquiry concerning compliance with Governing Athletic Rules, University Rules, or law; or

(6) Actively engaging in any conduct or committing any act that brings Employee and/or the University into public disrepute, contempt, embarrassment, scandal, or ridicule and that negatively impacts the reputation or the high moral or ethical standards of the University of Alabama; or

(7) (a) Conduct of Employee constituting a Level I violation or Level II violation in which aggravating factors are present and not outweighed by

the presence of mitigating factors, or a pattern of conduct which may constitute or lead to a Level I violation or a Level II violation in which aggravating factors are present and not outweighed by the presence of mitigating factors, of any NCAA or other Governing Athletic Rule or University interpretation thereof, which may, in the reasonable and good faith judgment of the University negatively and significantly impact and reflect adversely upon the University or its athletics program, including any violation which results or could result in the University being placed on probation by the NCAA or SEC; or (b) conduct by members of Employee's coaching or football staff or others under his supervision or subject to his control or authority, constituting a Level I violation or Level II violation in which aggravating factors are present and not outweighed by the presence of mitigating factors, or a pattern of conduct which may constitute or lead to a Level I violation or Level II violation in which aggravating factors are present and not outweighed by the presence of mitigating factors, of any NCAA or other Governing Athletic Rule or University interpretation thereof of which Employee had knowledge and failed to act reasonably to prevent, limit or mitigate, which may, in the reasonable and good faith judgment of the University negatively and significantly impact and reflect adversely upon the University or its athletics program, including any violation which results or could result in the University being placed on probation by the NCAA or SEC; or

(8) Failure by Employee to report immediately to the Director of Athletics and Associate Athletic Director for Compliance any violations of NCAA or other Governing Athletic Rules or University Rules by Employee or by members of Employee's coaching or football staff, student-athletes, or other persons under Employee's control or authority that become known to Employee; or

(9) Failure by Employee to engage in Non-Commercial Endorsement Activities as required by the Contract, or failure by Employee to participate in the Radio, TV, and Media Programs as required by the Contract, or participation by the Employee in any Non-UA Commercial Activities without prior, written approval of the University; or

(10) Non-incidental fraud or dishonesty of Employee in the preparation of, falsification of, or alteration of documents or records of the University, NCAA, or SEC, or documents or records required to be prepared,

kept, or maintained by the University Rules, Governing Athletic Rules, or law, or other documents or records pertaining to any recruit or student-athlete, including without limitation, expense reports, transcripts, eligibility forms, or compliance reports or permitting, encouraging, or condoning such fraudulent or dishonest acts by any assistant coaches, student-athletes, or other persons under Employee's control or authority; or

(11) Counseling or instructing by Employee of any coach, football staff member, student-athlete, student, or other person under Employee's control or authority to fail or refuse to respond accurately and fully within a reasonable time to any reasonable inquiry or request concerning a matter relevant to the athletics programs of the University or of another institution of higher education which shall be propounded by the NCAA, SEC, the University, or other governing body having supervision over the athletic programs of the University or other institution of higher education, or which shall be required by law, Governing Athletic Rules, or University Rules; or

(12) Soliciting, placing, or accepting by Employee of a bet or wager on any intercollegiate or professional athletic contest whether through a bookmaker, a pool, or any other person, means, or method, or permitting, encouraging, or condoning such acts by any member of Employee's coaching staff, any student-athlete, or any other person; or

(13) Furnishing by Employee of information or data relating in any manner to football or any other sport or to any student-athlete to any individual known to Employee to be or whom Employee should reasonably know to be a gambler, bettor, or bookmaker, or an agent of any such person, or the consorting or associating by Employee with such persons; or

(14) Use or consumption by Employee of alcoholic beverages or narcotics, drugs, controlled substances, steroids, or other chemicals in such a degree and for such appreciable period as to impair significantly or materially Employee's ability to perform Employee's duties and responsibilities hereunder; or

(15) (a) Sale, use, or possession by Employee of any narcotics, drugs, or controlled substances, steroids, or other chemicals, the sale, use, or possession of which by any person is prohibited by law, University Rules or Governing Athletic Rules; or

(b) Permitting, encouraging, or condoning, either through intentional, reckless, wanton, or negligent action, by Employee of the sale, use, or possession by any coach or student-athlete of any narcotics, drugs, controlled substances, steroids, or other chemicals, the sale, use, or possession of which by any person is prohibited by law, by University Rules, or by Governing Athletic Rules.; or

(16) Failure to promptly report to University's Title IX Coordinator any violation or allegation of a violation of the University's Sexual Misconduct Policy that Employee is aware of or has reasonable cause to believe is taking place or may have taken place that involve any student, faculty, or staff or that is in connection with a University sponsored activity or event.

In the event this Contract is terminated for cause in accordance with the provisions of Section 5.01(b) hereof, then, effective as of the termination date, Employee shall not be entitled to receive any further payments of base salary, talent fee, or any other sum, compensation, perquisite, or benefit otherwise payable under Article IV hereof, except Employee will be entitled to continue such life or health insurance benefits at Employee's own expense as required or permitted by law, and subject to any deductions permitted by Section 5.01(j), Employee will be paid any earned outstanding, payments owed by the University as of the effective termination date pursuant to the terms of this Contract.

(c) Determination of Cause and Employee's Right to Hearing. Except in those extraordinary circumstances in which a pre-termination hearing would result in damage to the University, be detrimental to the University's interests or would result in injury to Employee, to another employee or student of the University, or to the general public, "for cause" sufficient to satisfy the provisions of Section 5.01(b) hereof shall be determined by the President or the President's designee at the pre-termination hearing held for such purpose after fourteen (14) days' prior written notice to Employee, which notice shall include a statement of the charges against Employee. The hearing shall consist of an explanation of the University's evidence and an opportunity for Employee to present Employee's side of the story and shall include the right to have an attorney present to advise Employee, but not to actively participate in the proceedings. The decision of the President or the President's designee at such hearing shall be final.

(d) Termination Without Cause. Unless the Contract is terminated pursuant to Section 5.01(a) or Section 5.01(b), the University shall have the right at any time to terminate this Contract without cause and for its convenience prior to its expiration. Termination by the University without cause shall be effectuated by delivering to the Employee written notice of the



University's intent to terminate this Contract without cause, which notice shall be effective upon the earlier of the date for termination specified in the notice or fourteen (14) days after receipt of such notice by the Employee. If the University exercises its rights under this Section 5.01(d) to terminate this Contract without cause, the Employee shall be entitled to damages only as provided for in Section 5.01(e) below, and Employee shall not be entitled to receive any further payments of base salary, talent fee, or any other sum, compensation, perquisite, or benefit otherwise payable under this Contract, except Employee will be entitled to continue such life or health insurance benefits at Employee's own expense as required or permitted by law and subject to any deductions permitted by Section 5.01(j), Employee will be paid any earned outstanding payments owed by the University as of the effective termination date pursuant to the terms of this Contract. The parties agree that if this Contract is terminated without cause, then Employee shall not be entitled to any hearing.

(e) Liquidated Damages. If the University terminates this Contract without cause prior to its expiration as permitted by Section 5.01(d) hereof, the University shall pay, and Employee agrees to accept, as liquidated damages, an amount equal to the lesser of the amounts calculated according to the following: (i) from the date of approval of this Second Amended and Restated Head Coach Employment Contract until its expiration, the amount of Base Salary and Talent Fees due and payable to Employee for the forty-eight (48) month period immediately following a termination without cause by the University; or (ii) the remaining balance of Base Salary and Talent Fees due and payable to Employee through the end of the term this Contract.

The Liquidated Damages shall be paid to Employee over a period of time equal to twice the number of full months remaining on the Contract term (the "Payment Period") in monthly installments commencing on the last day of the month immediately following the month in which the termination date occurs and continuing on the last day of each succeeding month thereafter during the Payment Period. The monthly Liquidated Damages payments by the University shall be subject to an offset and reduction on a monthly basis as specified in Section 5.01(h) hereof.

The parties have bargained for and agreed to the foregoing liquidated damages provision, giving consideration to the fact that termination of this Contract by the University without cause prior to its expiration may cause the Employee to lose certain benefits and incentives, supplemental compensation, or other athletically-related compensation associated with Employee's employment at the University, which damages are extremely difficult to determine with certainty or fairly or adequately. The parties further agree that the payment of such Liquidated Damages by the University and acceptance thereof by the Employee shall constitute adequate and reasonable compensation to the Employee for the damages and injuries suffered by

the Employee because of such termination by the University. The foregoing shall not be, nor be construed to be, a penalty.

(f) Waiver of Claims. In any instance of suspension of Employee pursuant to Section 5.01(g) or the termination of the Contract pursuant to Sections 5.01(a), 5.01(b), 5.01(d), or 5.01(i), except as provided for herein, the University shall have no liability whatsoever to Employee, nor shall Employee be entitled to receive, and Employee hereby waives any claim that Employee or Employee's personal representatives may have against the University or the University's trustees, officers, employees, or agents, for any direct or consequential damages by reason of any alleged economic loss, including, but without limitation, loss of collateral income, talent fees, earning capacity, business opportunities, incentive and supplemental income, benefits, or perquisites, including those described in Sections 4.02 and 4.04 hereof, or Commercial Activities income or fees or by reason of alleged humiliation or defamation resulting from the fact of termination or suspension, the public announcement thereof, or the University's release of information or documents required by law. Employee acknowledges that in the event of the termination of this Contract for cause, without cause, or otherwise, Employee shall have no right to occupy the position of head football coach and Employee's sole remedies are provided for herein and shall not extend to injunctive relief.

(g) Suspension for Cause. In lieu of termination for cause, for any one or more of the acts or omissions representing grounds for termination for cause under Section 5.01(b), the University may suspend Employee for a period not to exceed ninety (90) days with full pay or without pay. If the matter giving rise to a suspension without pay is finally resolved completely in favor of Employee, and does not otherwise represent an independent basis for termination hereunder for cause, University shall pay to Employee the amount that otherwise would have been paid to Employee during the period of suspension. Suspension under this Section 5.01(g) shall not limit or prevent the right of the University to act pursuant to Sections 5.01(b) or 5.01(d) during or subsequent to such suspension.

(h) Offset Against Liquidated Damages. It is agreed that the Liquidated Damages paid by the University pursuant to Section 5.01(e) hereof shall be offset and reduced on a monthly basis by the gross compensation earned by Employee personally or through business entities owned or controlled by Employee from employment as a head or assistant coach or as an administrator either at a college or university or with a professional sports organization (collectively referred to hereafter as a "Coaching Position.") For purposes of this subsection, "gross compensation" shall mean, without limitation, gross income from base salary or wages, talent fees, or other types of compensation paid to Employee by an employer, including by a

business entity owned or controlled by Employee, consulting fees, honoraria, fees received by Employee as an independent contractor, or other income of any kind whatsoever from a Coaching Position. While the University's obligation to pay Liquidated Damages remains in effect, within fourteen (14) days after accepting any employment in a Coaching Position and within fourteen (14) days after the end of each month thereafter, Employee shall furnish to the University an accounting or report of all gross compensation received by Employee during the immediately preceding month from the Coaching Position. The University shall reduce the amount of the monthly Liquidated Damages payments due and payable to Employee based upon the gross compensation for the immediate previous month as reflected in the Coaching Position gross compensation report. If Employee fails or refuses either to notify the University of Employee's employment in a Coaching Position or to furnish the monthly Coaching Position gross compensation reports after receiving a formal, written request to do so from the University, then, after giving Employee fourteen (14) days' written notice, the University's obligation to continue paying Liquidated Damages to Employee shall cease.

(i) Termination Without Cause By Employee.

(1) Employee may terminate this Contract without cause by giving the University (i) five (5) days' prior written notice of the effective date of Employee's termination of his employment with the University, during the 30 day period immediately following the football team's last regular season match up; or (ii) 30 days notice at any other time. Either of said time frames may be waived in writing by the University. If Employee terminates this Contract without cause, then, upon the effective date of termination, Employee shall not be entitled to receive any further compensation, perquisites, or benefits described in Article IV or in any other provision of this Contract.

(2) For a period of one (1) year after Employee's termination of this Contract without cause, Employee shall not contact or otherwise seek to recruit any high school junior or senior or rising junior college athlete that has been contacted or recruited by the University, unless such athlete had been recruited or contacted by any new institution employing Employee prior to the notice of termination by Employee to the University.

(3) Employee's obligation under Section 5.01(i)(2) with regard to recruiting shall survive the termination of this Contract and shall continue in full force and effect for all purposes notwithstanding Employee's termination of this Contract without cause.

(j) Deduction of Amounts Owed to University. Upon the expiration or earlier termination of this Contract for any reason whatsoever, Employee agrees that the University shall be entitled and authorized to withhold and deduct from any final payment of any kind that is

owed to Employee by the University the amount of any unreturned recruiting advances, or other funds previously advanced to Employee by the University or a University Supporting Foundation for Employee's business use, or the amount of any other indebtedness owed to the University by Employee.

(k) Employee acknowledges that, during the term of employment by the University, Employee will gain "Confidential Information," as defined herein, concerning the University's athletic program and that the use of this "Confidential Information" by a competitor Division I-Football Bowl Subdivision institution would place the University's athletic program at a serious competitive disadvantage. Accordingly, Employee expressly promises and agrees not to share any "Confidential Information," with any other Division I-Football Bowl Subdivision school in any capacity prior to the date on which the term of this Contract would have expired. Employee further agrees that, because Employee's services under this Contract are of a special, unique, unusual, extraordinary and intellectual character which gives those services special value, the loss to the University of which cannot be reasonably or adequately compensated in damages in a action at law, and because said breach would place the University at significant competitive disadvantage, the University shall have the right to obtain from any court such equitable, injunctive, or other relief as may be appropriate, including a decree enjoining Employee from sharing any "Confidential Information" with any Division I football bowl subdivision school. For the purposes of this clause, "Confidential Information" means information disclosed to, acquired or learned by Employee as a consequence of his employment by the University. "Confidential Information" includes, without limitation, information which is generally treated by the University as confidential; information generally treated by other Division I-Football Bowl Subdivision, competing institutions as confidential; information generally not known by other Division I-Football Bowl Subdivision, competing programs about the business of the University or the University's football program; all information of the foregoing type relating to any recruits, players, employees, officers, or supporters, of the University; and all physical or electronic embodiments of any of the foregoing. "Confidential Information" also includes, without limitation, the whole or any part or phase of any information process, procedure, plan, equipment, mechanism, technique, method or system, if any, which is used by the University, or those of its employees to whom it has been confided, and which is believed or intended to give the University any advantage over competitors who do not know or use it.

## **Article VI - Prospective Employment**

6.01 During the term hereof should Employee become interested in employment with another college or university or with a professional football organization or should another college or university or professional football organization directly or indirectly contact Employee about possible employment, then prior to Employee, either directly or indirectly through an agent or otherwise, contacting the college, university, or professional football organization, Employee must first notify the Director of Athletics of such interest or contact.

## **Article VII - Academics**

7.01 It is recognized by the parties that a student-athlete may be declared ineligible for competition for academic reasons because the University believes the student-athlete would not be an appropriate representative of this University, as a disciplinary sanction under the University's student code of conduct, because the University believes that the student-athlete is ineligible according to University Rules or Governing Athletic Rules, or for similar reasons. In no event shall such an action by the University be deemed a breach of this Contract.

## **Article VIII - Miscellaneous**

8.01 The parties hereby confirm their understanding that Employee's employment as Head Coach is a non-tenure track position and will not lead to tenure.

8.02 This Contract may be amended at any time only by a written instrument duly signed by the University through its designated representative and by Employee.

8.03 This Contract shall be governed by and construed in accordance with the laws of the State of Alabama, without regard to conflicts of laws principles. Any claim for damages against the University under the terms and condition of this Contract must be pursued through the Alabama State Board of Adjustment.

8.04 Employee's rights and interests under this Contract may not be assigned, pledged, or encumbered by Employee.

8.05 This Contract constitutes the full and complete understanding and agreement of the parties with respect to the employment of Employee by the University and supersedes all prior understandings and agreements, oral or written, regarding Employee's employment by the University.

8.06 No waiver by the parties hereto of any default or breach of any covenant, term, or condition of this Contract shall be deemed to be a waiver of any other default or breach of the same or of any other covenant, term, or condition contained therein.

8.07 Employee acknowledges that Employee has read and understands the foregoing provisions of this Contract and that such provisions are reasonable and enforceable, and Employee agrees to abide by this Contract and the terms and conditions set forth herein.

8.08 It is expressly agreed and understood between the parties that nothing contained herein shall be construed to constitute a waiver by the University of its right to claim such exemptions, privileges and immunities as may be provided by law.

8.09 All notices, requests, demands, and other communications hereunder may be given by telephone, unless specified otherwise, which shall be effective when received verbally or may be in writing (including, but not limited to, facsimile/telecopied communications) and shall be given by (1) personal delivery, (2) delivery via expedited delivery or mail service such as Federal Express, (3) United States mail, with first class postage prepaid, or (4) facsimile/telecopier. Notices shall be deemed to have been given either when hand delivered to the addressee or on the earlier of the day actually received or on the close of business on the 5th business day following the day when deposited in the United States mail, first class postage prepaid, addressed to the party at the address set forth after its name below or such other address as may be given by such party in writing to the other:

**If to Employee:**

Coach Nick L. Saban  
Athletics Department  
The University of Alabama  
Box 870323  
Tuscaloosa, AL 35487-0323

**If to the University:**

Director of Athletics  
The University of Alabama  
Box 870323  
Tuscaloosa, AL 35487-0323

**With copies to:**

Mr. James E. Sexton II  
CAA Sports LLC  
401 Commerce Street, Penthouse  
Nashville, TN 37219

8.10 All materials or articles of information, including without limitation, personnel records, recruiting records, team information, films, videos, statistics, or any other materials or data, furnished to Employee by the University or developed by the Employee at the University's direction or for the University's use or otherwise in connection with Employee's employment hereunder are and shall remain the sole and confidential property of the University. Upon the expiration or earlier termination of this Contract, Employee shall deliver to the University any such materials as well as all loaned vehicles and all University-owned equipment, keys, credit cards, cellular telephones, pagers, laptop computers, and other property in Employee's possession

or control. Employee shall further return to the University any advanced recruiting funds or other similar funds previously advanced to Employee by the University or a University Supporting Foundation for Employee's business use.

8.11 The invalidity or unenforceability of any provision of this Contract has no effect on the validity or enforceability of any other provisions. It is the desire of the parties hereto that a court judicially revise any unenforceable provisions to the extent required to make them enforceable.

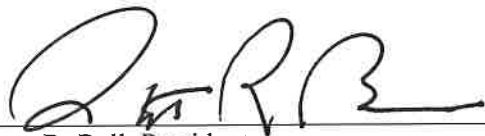
8.12 The section and paragraph headings contained in this Contract are for reference purposes only and will not affect in any way the meaning or interpretation of this Contract.

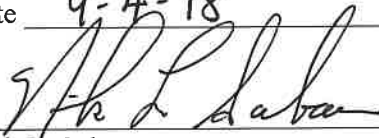
8.13 The parties agree that the effective date of this Contract is March 1, 2018, even if the Contract's execution date is subsequent thereto.

8.14 Any compensation under this Agreement that is subject to Internal Revenue Code Section 409A is intended to comply with such Section 409A and the interpretive guidance thereunder, and this Contract shall be construed, interpreted, and administered accordingly.

**IN WITNESS WHEREOF**, the parties hereto have executed this Contract, or caused this Contract to be executed, on the dates shown below.

THE BOARD OF TRUSTEES OF THE  
UNIVERSITY OF ALABAMA, a public corp.

By   
Stuart R. Bell, President  
The University of Alabama

Date 9-4-18  
  
Nick L. Saban

Date \_\_\_\_\_

APPROVED:

  
Director of Athletics