



Employment Contract Term Sheet

The terms and conditions contained in this document are agreed upon by the Regents of the University of New Mexico ("University") and Daniel Ray Gonzales ("Coach"). It is the intent of the parties to be bound by these basic terms and conditions.

Sport: Football		Position Title: Head Coach	
SALARY AND CONTRACT TERM			
Base Yearly Salary: \$400,000		Contract Term: December 17, 2019 through December 31, 2024	
Total Yearly Supplemental Compensation: \$300,000			
SUPPLEMENTAL COMPENSATION			
Coach shall be compensated up to a total amount of \$300,000 for his fulfillment of duties related to the functions set forth here		Media Participation Program Promotion	
Total Yearly Compensation: \$700,000		Includes base salary and supplemental compensation	
Incentive Salary			
Coach is eligible for incentive payments as set forth here		<ul style="list-style-type: none"> o Student Athlete Academic Performance: <ul style="list-style-type: none"> o APR above 950: \$15,000 o GPA above 2.6: \$10,000 o Bowl eligibility: \$25,000 o Mountain West Conference Championship: \$50,000 o Conference Coach of the Year: \$20,000 	
OTHER COMPENSATION			
Relocation Expenses		Not to exceed \$25,000	
Courtesy Vehicle		N/A	
Country Club Membership		N/A	



TERMINATION PROVISIONS

Basic Termination Provisions:

- In the event the University terminates Coach's employment prior to the end of the contract Term, Coach is entitled to receive, subject to mitigation obligations and offset for subsequent employment the following amounts:
 - If the termination occurs in Contract Year One: \$2,000,000
 - If the termination occurs in Contract Year Two: \$1,600,000
 - If the termination occurs in Contract Year Three: \$900,000
 - If the termination occurs in Contract Year Four: \$400,000
 - If the termination occurs in Contract Year Five: Remainder of Base Salary


- If Coach terminates his employment prior to the end of the contract Term, Coach shall pay, as liquidated damages, to University the following amounts:
 - If the termination occurs in Contract Year One: \$2,000,000
 - If the termination occurs in Contract Year Two: \$1,600,000
 - If the termination occurs in Contract Year Three: \$900,000
 - If the termination occurs in Contract Year Four: \$400,000
 - If the termination occurs in Contract Year Five: \$0 (zero)

- The University may terminate Coach's employment for cause at any time, and with no further liability to Coach.

("Contract Year One" includes the period from December 17, 2019 through December 31, 2020)

Acceptance of Terms and Conditions

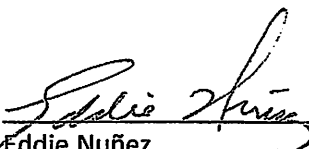
This document is effective upon execution by the parties and shall be binding on the parties for a period of ninety (90) days from the date of execution unless a formal integrated employment contract is earlier executed by the University President and Coach. If a formal integrated employment contract is not executed by the parties by the end of the ninety-day period, the terms stated herein shall expire and be of no effect; however, the University may, in its sole discretion, continue to employ Coach on a month-to-month basis at the base salary stated above (prorated monthly) until a formal employment contract is executed.



Daniel Ray Gonzales

12-17-19

Date



Eddie Nuñez
Director of Intercollegiate Athletics

12.17.19

Date