

December 19, 2013

Dear Coach Anderson:

This letter will confirm that you have accepted the position as Head Football Coach for Arkansas State University. A formal contract will be prepared for your signature with the University which will set out all conditions of employment; however, we have agreed to the following basic terms:

1. Your contract will be for five (5) years beginning January 1, 2014, and ending January 31, 2019, with a guaranteed base salary equal to the line item maximum authorized by the State of Arkansas. You will be authorized to sign a personal services agreement with Red Wolves Foundation, Inc. which will ensure total salary of seven hundred thousand dollars (\$700,000.00) per year.
2. You and your nine (9) full time assistant coaches will be provided temporary housing until March 1, 2014.
3. You will be provided a membership to Ridgepointe Country Club.
4. You will be provided a courtesy vehicle.
5. You will be provided reasonable travel expenses for yourself and your spouse to national events which promote Arkansas State football.
6. You will be reimbursed for reasonable moving expenses.
7. You will be provided a cellular telephone for business use pursuant to the Arkansas State University System Policy
8. You will be authorized to conduct football camps, receiving all revenue and paying all expenses.
9. You will have the opportunity to enter into agreements with third parties for personal services as authorized by law and by NCAA by-laws. You will make all such third party agreements available to the public.
10. You will appear in media programs, including Radio and Television shows owned by the University.
11. You will be authorized to conduct clinics, receiving all revenue and paying all expenses.

12. Your spouse and dependants shall have scholarship opportunities and tuition discounts as authorized by Arkansas State University System policy.
13. You will be authorized to hire assistant coaches, with the approval of the Director of Intercollegiate Athletics, and may recommend the hiring of other members of the athletic staff.
14. Should you resign during the first year of your contract, (January 1, 2014 to January 31, 2015) you will pay as liquidated damages the amount of three million dollars (\$3,000,000); should you resign during the second year of your contract, (February 1, 2015 to January 31, 2016) you will pay as liquidated damages the amount of three million dollars (\$3,000,000); should you resign during the third year of your contract, (February 1, 2016 to January 31, 2017) you will pay as liquidated damages the amount of two million dollars (\$2,000,000); should you resign during the fourth year of your contract, (February 1, 2017 to January 31, 2018) you will pay as liquidated damages the amount of two million dollars (\$2,000,000); should you resign during the fifth year of your contract, (February 1, 2018 to January 31, 2019) you will pay as liquidated damages the amount of one million dollars (\$1,000,000.)
15. Should the University elect to terminate your contract without cause during the first year of your contract, the University will pay as liquidated damages the amount of three million dollars (\$3,000,000); should the University elect to terminate your contract without cause during the second year of your contract, the University will pay as liquidated damages the amount of two million dollars (\$2,000,000); should the University elect to terminate your contract without cause during the third year of your contract, the University will pay as liquidated damages the amount of seven hundred thousand dollars (\$700,000); should the University elect to terminate your contract without cause during the fourth year of your contract, the University will pay as liquidated damages the amount of five hundred thousand dollars (\$500,000); should the University elect to terminate your contract without cause during the fifth year of your contract, the University will pay as liquidated damages the amount of three hundred thousand dollars (\$300,000.) The University reserves the right to reassign you to other duties at any time during the term of your contract.
16. You will receive a bonus of fifty thousand dollars (\$50,000.00) for winning a conference championship and preparing the team for and

- coaching in a NCAA sanctioned bowl game
17. You will receive a bonus of twenty five thousand dollars (\$25,000.00) for preparing the team for and coaching in a NCAA sanctioned bowl game absent a conference championship.
 18. You will receive a bonus of \$50,000 for preparing the team for and coaching in a BCS bowl game.
 19. You will receive a bonus of \$75,000 for preparing the team for and coaching in the BCS championship game.
 20. You will receive a bonus of \$100,000 for preparing the team for, coaching in, and winning the BCS championship game.
 21. You will receive a bonus of \$10,000 for being named Conference Coach of the Year.
 22. You will receive a bonus of \$25,000 for being named National Coach of the Year.
 23. The bonuses in paragraphs 16 through 20 are individual and not cumulative and will be paid only if you are still employed by the University at the time the event occurs.
 24. You will receive a one year contract extension if the team wins 8 games in a season against FBS opponents.
 25. Your employment is contingent upon satisfactory background check.

I hereby confirm the above terms which will be incorporated into a final contract.



Terry Mohajir
Director of Intercollegiate Athletics

I hereby accept the above terms which will be incorporated into a final contract.



Robert Blake Anderson