



# DEPARTMENT OF ATHLETICS



April 6, 2015

Mr. Christopher M. Beard



Re: Letter of Appointment as UALR's Head Men's Basketball Coach

Dear Chris,


I am pleased to offer to you the position of Head Men's Basketball Coach at the University of Arkansas at Little Rock (UALR). If you accept the position, your appointment will be effective April 8, 2015 through April 14, 2019. The terms and conditions of your employment will be finalized with a formal contract to be signed on or before June 1, 2015; however, in order to memorialize our initial understanding and expedite your onboarding, this letter, when signed, will outline temporary terms as follows:

- Your title will be Head Men's Basketball Coach at UALR.
- The term of your employment shall be from April 8, 2015 through April 14, 2019.
- Your annual base salary, effective April 8, 2015 will be \$230,000. Any amount exceeding the legislated line-item maximum will be paid from non-university funds and is subject to Board of Trustees approval. You shall also be entitled to incentive compensation for athletic achievement, subject to provisions of applicable law or to the extent not prohibited by law as follows:
  - \$5,000 for a regular season Conference championship
  - \$3,500 for a Conference Division title
  - \$5,000 for a NIT appearance
  - \$2,000 for being named Conference Coach of the Year
  - 1 month salary for an NCAA Tournament Appearance
  - 1 month salary plus \$10,000 for an NCAA Opening Round Win
  - 1 month salary plus \$15,000 for an NCAA Tournament Round 32 Appearance
  - 1 month salary plus \$25,000 for an NCAA Tournament Sweet 16 Appearance
  - 1 month salary plus \$50,000 for an NCAA Elite 8 Appearance
  - 1 month salary plus \$75,000 for an NCAA Final Four Appearance
  - 1 month salary plus \$100,000 for an NCAA National Championship


\*The NCAA Achievement Incentives are non-cumulative, and you shall be entitled to the highest payment achieved.

- You will receive \$30,000 for conducting radio and television programs.
- You will be entitled to participate in all University provided benefits, such as medical, dental, and other types of offered insurance.

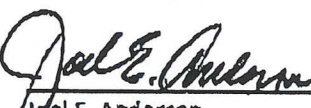
- You will have permission to conduct a summer basketball camp with the details outlined in the formal contract.
- You will receive use of a courtesy vehicle insured by the University as long as it continues to be provided by a Donor. If a Donor does not provide a courtesy vehicle, you will receive an automobile stipend in an amount to be agreed upon in our final contract. You will also receive a donor-provided gasoline card as long as it is provided by the Donor.
- You will receive a country club membership.
- You will carry out the responsibilities inherent in the position of Head Men's Basketball Coach consistent with UALR traditions and policies, and in keeping with the rules and regulations of the NCAA and the Sun Belt Conference.
- You are expected to conduct yourself in a professional manner at all times, on and off the court. Your words and actions should reflect positively on UALR's student athletes, the Athletic Department, University administration, and the University community as a whole. You may be terminated for personal conduct that results in embarrassment to the University. You are free to bring any issue or complaint to the Athletic Director, the Chancellor, to Human Resources, or other appropriate administrative channel.
- You will receive an annual evaluation prior to April 15<sup>th</sup> each calendar year.
- A non-compete clause pertaining to your employment with other institutions in the Sun Belt Conference will be negotiated and included in the formal agreement between the parties.
- In the event UALR terminates your employment for the convenience of the University and not for cause, UALR will limit separation or mitigation payments to 50% of your base salary and all other benefits or consideration will end.
- In the event you voluntarily leave UALR before the expiration of your contract, the following conditions will apply:
  - If you voluntarily leave before April 15, 2016, you or your hiring organization will pay \$200,000 to UALR. Said amount may be paid in two, \$100,000 yearly installments.
  - If you voluntarily leave before April 15, 2017, you or your hiring organization will pay \$150,000 to UALR. Said amount may be paid in two, \$75,000 yearly installments.
  - If you voluntarily leave before April 15, 2018, you or your hiring organization will pay \$50,000 to UALR. Said amount will be paid within six months.
- In the event you accept a position as a Head Coach with another Division I institution, UALR retains the option of requiring a two-year home and home series.
- This letter of appointment may be altered at any time with the agreement of Mr. Chasse Conque, Director of Athletics, and the Chancellor of UALR with the approval of the University of Arkansas Board of Trustees.

  
Mr. Chasse S. Conque  
Director of Athletics

4/6/15  
Date

  
Chris M. Beard  
Head Men's Basketball Coach

4/6/15  
Date

  
Joel E. Anderson  
Chancellor, UALR

4-6-15  
Date