

HEAD FOOTBALL COACH TERMS

Timmy Chang

Term: 4-year appointment – January 23, 2022 to January 22, 2026

Annual Compensation: Salary Range for Head Football Coach is \$392,142 to \$935,544

Year 1 – Annual Base Salary – [REDACTED]

Bi-Monthly Retention Bonus (every 2 months) - [REDACTED]

Total Annual Compensation: [REDACTED]

Year 2 – Annual Base Salary – [REDACTED]

Bi-Monthly Retention Bonus (every 2 months) - [REDACTED]

Total Annual Compensation: [REDACTED]

Year 3 – Annual Base Salary – [REDACTED]

Bi-Monthly Retention Bonus (every 2 months) - [REDACTED]

Total Annual Compensation: [REDACTED]

Year 4 – Annual Base Salary – [REDACTED]

Bi-Monthly Retention Bonus (every 2 months) - [REDACTED]

Total Annual Compensation: [REDACTED]

Year 5th (if applicable) - If team receives a bowl bid in Year 1 (2022) or 2 (2023) of this contract, the appointment period will be extended by one (1) year

Annual Base Salary - [REDACTED]

Bi-Monthly Retention Bonus (every 2 months) - [REDACTED]

Total Annual Compensation: [REDACTED]

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D.A.K.M.
01-22-22

Buyout by the University, i.e. termination without cause (Prorated from date of Separation):

Remainder of the Contract for base salary only, but assuming an annual base salary of \$400,000 in years 1-4 and \$250,000 in year 5 (if applicable), subject to mitigation for any new income earned and payable monthly.

Buyout by the Coach:

Year 1 - \$900,000

Year 2 – \$700,000

Year 3 - \$450,000

Year 4 - \$300,000

Year 5, if applicable - \$300,000

Other Benefits

Relocation: Up to \$15,000 (\$8,000 from the University; \$7,000 from UH Foundation (Na Koa) subject to availability of funds)

Family Travel: Upon the Athletics Director's prior written approval, Coach may designate Coach's two (2) immediate family members to accompany Coach on every away or neutral site regular season game each year at the expense of the UH Foundation subject to availability of funds. If the team participates in a bowl game, Coach's two (2) immediate family members shall be allowed to accompany Coach at the expense of the UH Foundation or post-season sponsor (subject to availability of funds).

Courtesy Car: One (1) courtesy car, if available.

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01-22-22

Comp Tickets: Each year, so long as this Agreement is in effect, Coach may be provided up to twenty-four (24) season tickets for the Football, up to twelve (12) additional tickets for each away football game, and subject to availability, up to six (6) season tickets to the University's other sports programs. Tickets provided hereunder shall be for personal use only and shall not be sold by Coach or given or exchanged for any type of consideration or remuneration.

Apparel: Upon the Athletics Director's prior written approval, Coach may be provided access to equipment, apparel and shoes that are part of a University approved agreement with a third-party vendor to supply the football coaching staff, support staff, camp participants, with said equipment, apparel and shoes, and to fulfill other program related needs.

Performance Incentives

(Subject to standard clawback for NCAA, UH and/or Athletic Conference rule violations):

A. Conference Achievements. These bonuses under this Subsection A are cumulative.

- i. Team Wins the West Division of the MWC and Participates in the
MWC Championship Game \$50,000
- ii. Team Wins the Conference Championship \$100,000

B. Bowl Game Achievements. It is understood that Coach shall receive only one (1) incentive payment under this Subsection B per contract year, which shall be based on the highest goal achieved.

- i. Team Bowl Eligible (as defined by the NCAA) but
not invited to a Bowl Game \$10,000
- ii. Team Participates in a Bowl Game (Payable only if no
Conference Achievements in Subsection A are earned) \$20,000
- iii. Team Wins a Bowl Game \$40,000
- iv. Team Participates in Non-Playoff New Year's Six Bowl Game \$300,000
- v. Team Wins Non-Playoff New Year's Six Bowl Game \$500,000
- vi. Team Participates in Four-Team Playoff Bowl Game \$750,000
- vii. Team Wins Four-Team Playoff Bowl Game \$850,000
- viii. Team Wins National Championship \$1,000,000

C. Coach of the Year Achievements. These bonuses under this Subsection C are cumulative and apply in full if any such award is solo or shared.

- i. Conference Coach of the Year \$20,000
- ii. National Coach of the Year (Eddie Robinson, Sporting
News, Walter Camp, Bobby Dodd, Woody Hayes, Paul
"Bear" Bryant, George Munger, Home Depot, AP, American
Football Coaches Association (AFCA) Coach of the Year Award) \$80,000

D. Academic Progress Rate (APR) Achievement. Bonus under this Subsection D will begin with the results from the 2021-22 academic year.

i. Single year APR of 980 or greater \$40,000

E. Other Bonuses: For regular season games only, these bonuses under this Subsection E are cumulative.

i. Each home game (any game played in the State of Hawai'i win against a Power 5 Team)	\$ 7,500
ii. Each neutral site game win against a Power 5 Team.	\$10,000
iii. Each away game win against a Power 5 Team	\$12,500
iv. Eighth regular season win	\$10,000
v. Ninth regular season win	\$10,000
vi. Tenth regular Season win	\$10,000

Authorization to the University of Hawai'i at Mānoa, Athletics Department to Release Compensation Information, Protected by Hawaii Revised Statutes § 92F-12(a)(14) ("Authorization")

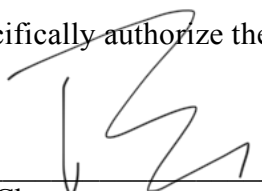
I, Timothy Chang, understand that the State of Hawai'i specifically provides me a right to personal privacy to the specific amount of my compensation. I understand that I am member of the Hawai'i Government Employees Association, AFSCME Local 152, AFL-CIO, Unit 8 -Administrative, Professional and Technical Employees of the University of Hawai'i and the community colleges.

Under Hawai'i Revised Statutes § 92F-12(a)(14), state agencies such as the University of Hawai'i must disclose government employee "compensation (but only the salary range for employees covered by or included in . . . bargaining unit (8))". I understand that with regard to my compensation, the University of Hawai'i respects personal privacy rights and as a member of Bargaining Unit 8 of The Hawai'i Government Employees Association and under the law, the University of Hawaii can only disclose my salary range without my permission.

I also understand that the Athletics Department is an important part of the University of Hawai'i's core mission of education. After due consideration and having been provided the opportunity to consult with legal counsel and/or my agent, I authorize the University of Hawai'i to disclose to the public the exact amount of my available compensation under my current Head Coach Employment Agreement with the University of Hawai'i at Mānoa, which is:

- Year 1: \$250,008 (annual base salary) and \$41,667 bi-monthly retention bonus (paid every 2 months). Total Annual Compensation: \$500,010;
- Year 2: \$275,004 (annual base salary) and \$54,167 bi-monthly retention bonus (paid every 2 months). Total Annual Compensation: \$600,006
- Year 3: \$290,004 (annual base salary) and \$68,334 bi-monthly retention bonus (paid every 2 months). Total Annual Compensation: \$700,008
- Year 4: \$290,004 (annual base salary) and \$76,667 bi-monthly retention bonus (paid every 2 months). Total Annual Compensation: \$750,006;
- If qualified for Year 5: \$290,004 (annual base salary) and \$85,000 bi-monthly retention bonus (paid every 2 months). Total Annual Compensation: \$800,004

Finally, I understand that this Authorization contains all of the above available compensation information, and I specifically authorize the University to release this Authorization. *



Timothy Chang

January 22, 2022

Date