

**KANSAS STATE UNIVERSITY  
FOOTBALL HEAD COACH  
EMPLOYMENT AGREEMENT**

This Employment Agreement is by and among K-State Athletics, Incorporated, ("KSA"), Kansas State University, ("the University") and Bill Snyder ("Coach").

Article I  
PURPOSE

1.01 The parties have entered into this Agreement because KSA and the University desire to employ Coach for the period provided with Coach's assurance that he will serve the entire term of this Agreement, a commitment by Coach being critical to the University's desire to run a stable Athletic program and because Coach desires to be employed by KSA and the University for the period provided with the assurance that they will employ him for the entire term of this Agreement, a commitment by them being critical to Coach's decision to accept such employment. KSA and the University agree to employ Coach and Coach promises to be employed by the University upon the following terms and conditions.

1.02 The parties agree that this Agreement is intended to revoke, supersede, and replace any and all agreements entered into by the parties regarding the employment of Coach, in any capacity, with The Intercollegiate Athletic Council of Kansas State University, Inc. (now called "K-State Athletics, Incorporated") or the University. This Agreement shall not affect the License Agreement between the University, KSA, Coach, and SSM, Inc., which contains rights and responsibilities separate from Coach's employment.

Article II  
RESPONSIBILITIES OF THE HEAD COACH

2.01 Recognition of Duties: Coach will serve as Head Coach of the University's football team. Coach will report to the Athletic Director, who will determine Coach's duties and responsibilities. Subject to the other provisions of this Agreement, Coach shall devote his full time, skill and attention to the performance of the duties as Coach.

2.02 General Duties and Responsibilities: During the period in which KSA and the University employ Coach, he agrees to perform all duties and responsibilities attendant to the position of Coach of the University's football team as set forth in this Agreement. Coach is responsible for supervising, evaluating, recruiting, training and coaching student athletes to compete against major college competition; the supervision and evaluation of coaching staff; and budget preparation and administration, for approval by the Athletic Director or his designee, as it relates to the football program.

2.03 Specific Duties and Responsibilities: The duties and responsibilities assigned to Coach in connection with the University's football program are set forth below. They are subject to change by the Athletic Director or his designee, but shall remain consistent with the expectations of a head football coach at a Bowl Championship Series university. This list of specific duties and responsibilities supplements, and is not exclusive of, other general duties and responsibilities provided for elsewhere in this Agreement. The specific responsibilities of the position include, but are not limited to, the following:

(a) Coach will be responsible for customary coaching decisions including, without limitation, the systems and strategies used on the field (both in practice and actual game play), conduct of practice and training, selection of team members, position assignment of players, and all other matters relating to the practice for and play of games;

(b) Coach agrees to comply with the academic standards and requirements of the University with respect to the recruiting and eligibility of prospective and current student athletes for the football program. Coach will comply with the academic policies established by the University and the NCAA, including monitoring and encouraging the regular progress toward an academic degree of those student-athletes who are on the football team. Coach will make reasonable and good faith efforts, in cooperation with the University's faculty and administration, to meet all student-athletes' academic requirements and to integrate sports into the whole spectrum of academic life for all student-athletes. Coach will use reasonable efforts to arrange travel and scheduling by student-athletes in such a manner as to minimize lost classroom time;

(c) Coach will maintain and enforce conduct (both on and off the field) and disciplinary rules and sanctions fairly and uniformly for all student-athletes in the football program so as to ensure academic and moral integrity while encouraging excellence;

(d) Coach has authority and responsibility to make recommendations as to the hiring, continued employment, job titles, compensation, and dismissal of assistant coaches for the football program. All such recommendations will be subject to the approval of the KSA Board of Directors or its Compensation Committee, as appropriate, and all hiring decisions are subject to standard KSA pre-employment inquiries, including NCAA and criminal background checks. Coach will supervise these employees, including the supervision of their compliance with KSA and University policies, and with Big 12 Conference and NCAA rules and regulations. Coach shall make no financial or employment commitments unless specifically authorized by KSA's Board of Directors or its Compensation Committee;

(e) Coach will attend and participate in a reasonable number of alumni, charitable, and promotional events, and public appearances, to include at least eight (8) Catbacker events as requested;

(f) Coach will perform services on television, radio, and other media as such services relate to the position as Head Coach of the football team, as further set forth

herein. Further, the parties hereto acknowledge and agree that the University possesses the sole and exclusive ownership rights to the University's football program of any nature, including, but not limited to, the following: radio, television, internet and any other medium whatsoever whether now existing or developed in the future. As such, the University, its agents, representatives, licensees, or assigns, shall have sole and exclusive rights to produce, market, and receive compensation for all radio, television, and internet shows relating to the University's football program, and Coach agrees to perform and carry out all duties and responsibilities deemed necessary by the Athletic Director or his designee for participation in such forms of media, marketing, or sponsorship activities.

As feasible, Coach will have the responsibility to determine the time and location of weekly coach's show(s), in cooperation with KSA and its rights holders. Any conflicts will be resolved by the Athletic Director.

2.04 NCAA, Big 12, or University Rules and Regulations: Coach agrees to abide by and comply with the constitution, bylaws, and interpretations of the National Collegiate Athletic Association ("NCAA"), and all Big 12 Conference, University and KSA rules and regulations. Coach will also ensure compliance with these rules and regulations by assistant coaches, and will make all reasonable efforts to ensure compliance by student-athletes, other program employees, and representatives of the University's athletic interests. In the event that the Coach becomes aware, or has reasonable cause to believe, that violations of such constitution, bylaws, interpretations, rules, or regulations may have taken place, he shall report it immediately to the Athletic Director.

2.05 NCAA, Big 12, University or KSA Violations:

(a) If Coach is found to be in violation of NCAA rules and regulations, whether while employed by the University or during prior employment at another NCAA member institution, Coach shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA enforcement procedures, and Coach may be suspended for a period of time, without pay, or the employment of Coach may be terminated as provided in Sections 4.02 and 4.03 of this Agreement.

(b) If Coach is fined by the Big 12 Conference or NCAA for violation of the sportsmanship policy, such penalty shall be the sole responsibility of Coach.

2.06 Annual Evaluation: The Athletic Director shall evaluate Coach annually prior to January 31<sup>st</sup> of each Contract Year, as defined herein, and will discuss the evaluation with Coach. Coach is primarily responsible for evaluation of all assistant coaches and football program staff, with such evaluations subject to review and approval by the Athletic Director or his designee.