



**FOOTBALL HEAD COACH EMPLOYMENT AGREEMENT  
SUBJECT TO MANDATORY ARBITRATION**

This Agreement is entered into between the University of Montana ("UM" or "University") and Coach Robert Kennedy ("Coach") for the employment of Head Football Coach. The effective date of this Agreement is June 30, 2026. All other agreements between the parties are hereby terminated, including but not limited to the agreement executed as of February 4, 2026. For and in consideration of the mutual promises and covenants set forth herein, the parties agree as follows:

1. **TERM.** Subject to the terms and conditions of this Agreement, UM will employ Robert Kennedy as head coach for the UM Football program ("Program") for the period beginning February 4, 2026, and ending January 31, 2030. This Agreement expires automatically at the end of the term. Neither party should have any expectation of renewal.

2. **EXTENSION.** Each year of this Agreement, the parties will meet to mutually discuss the option to enter into a new Agreement on the terms and conditions agreed upon. Any such extension will be by separate written agreement and contingent on Board of Regents approval. UM may offer an extension at any time during each year of the Term.

3. **DUTIES.** The Head Football Coach is a professional contract employee of UM and is subject to the applicable provisions of the Montana Board of Regents Policy and Procedures Manual [<http://www.montana.edu/wochelp/borpol/>]; UM Operating Policies

[<https://www.umt.edu/policies/home>]; and the UM Department of Athletics policies and procedures. Coach shall report directly to the Director of Athletics and will be responsible for the Football program, subject to the directives, input and advice of Coach's superiors. Specifically, Coach will perform the duties outlined herein.

a. Coach is responsible for planning, supervision, coordination and leadership in all aspects of the UM Football program.

b. Coach will be assigned a budget for the program and is responsible to maintain the budget and operate the program in a fiscally responsible manner.

c. The University and Coach acknowledge and agree that student athletes should be integrated into the academic environment, that academic success is paramount and that graduation is the primary goal

for student athletes. Coach shall make all reasonable efforts to promote and support the academic success and graduation of the team's student athletes.

d. The University and Coach will work to create an atmosphere where assistant coaches and student athletes understand and embrace the following:

- Student athletes benefit by having the opportunity to develop potential as skilled performers; to grow emotionally, socially and intellectually; to travel and represent UM Intercollegiate Athletics; and to learn to be productive team members;

- At the same time, because of the public nature of competition, student athletes are more visible to the community than non-athlete peers;

- Student athletes are representatives of the University of Montana and Intercollegiate Athletics;

- It is expected that student athletes will conduct themselves in a manner that brings pride to the team, the department, the campus, and the community;

- The University expects student athletes to train and strive for athletic excellence, to demonstrate academic honesty and integrity, to respect fellow students and athletes, and to conduct themselves as responsible citizens.

e. Coach acknowledges that student athletes are subject to all policies, rules and regulations governing all students of the University. Coach shall make all reasonable efforts to create an environment in which student athletes respect and abide by all policies rules and regulations governing students of the University.

f. Coach shall have the authority to approve the hiring and termination of assistants and staff for the Football program subject to the approval of the Director of Athletics. Coach will be responsible for the assignment of duties and supervision of the performance of the assistants and other UM Football program employees.

g. Coach and the assistants will be required to have current CPR certification and First Aid training as required by UM and requested by the Big Sky Conference.

h. Coach will participate in some or all of the following as requested by UM:

- Fund raising activities

- Social activities for boosters

- Booster golf tournaments

- Public speaking engagements

- Public appearances as requested by Grizzly Sports Properties

- Interviews and other media obligations as requested and coordinated by the Sports Information Directors

i. Coach is responsible for acquiring and maintaining direct knowledge of the applicable constitutions, bylaws, rules, policies, interpretations and regulations of the NCAA, the Big Sky Conference and the University that apply to the Football program, its assistants and student athletes and to assure compliance with the applicable NCAA, Big Sky Conference, Montana University System and University rules. Coach will consult, as necessary, and coordinate with UM employees responsible for monitoring and assuring compliance with NCAA, Big Sky Conference, Montana University System and University rules.

j. Coach will also be expected to perform such other duties as may be assigned by the Athletics Director or the President of UM from time to time.

#### 4. CONDUCT OF THE UM FOOTBALL PROGRAM

a. Coach shall act at all times in accordance with and fully comply with the laws, regulations, rules, policies, and guidelines of the United States, State of Montana, UM, the Big Sky Conference, NCAA and in a manner that reflects positively on the image and reputation of UM. Coach's failure to act in full compliance with these laws, regulations, rules, guidelines, and provisions in this contract may result in disciplinary or corrective action as may be appropriate in light of the severity of the conduct.

b. Coach, assistant coaches, others who report directly or indirectly to Coach, and student athletes shall foster a culture of collaboration within the department, across campus, and within the community. This shall include, but not be limited to the following:

- Student athlete annual bystander intervention training
- Student athlete annual training on the Student-Athlete Conduct Code, Student Conduct Code and the University Discrimination, Harassment, Sexual Misconduct, Stalking and Retaliation policy and procedures and how those policies relate to one another
- Football staff training on the Student Athlete Conduct Code, Student Conduct Code and the University Discrimination, Harassment, Sexual Misconduct, Stalking and Retaliation policy and procedures and how those policies relate to one another

c. Coach and assistant coaches are Campus Security Authorities (CSA) under the Clery Act. A CSA is required to report to the Senior Associate Athletic Director/SWA all allegations of *Clery Act Crimes* that he receives that occur on campus, in or on non-campus buildings or property owned or controlled by our institution, public property within or immediately adjacent to our campus, and during institutionally-sanctioned student travel. *Clery Act Crimes* include: murder/non-negligent manslaughter, negligent manslaughter, sex offenses (forcible and non-forcible), robbery, aggravated assault, burglary, motor vehicle theft, arson, and liquor, drug and weapons law violations, hate crimes, dating violence, domestic violence, stalking.

d. With regard to compliance with NCAA and Big Sky Conference rules and regulations, Coach is presumed to be responsible for the actions of all assistant coaches and others who report directly or indirectly to Coach. Coach shall promote an atmosphere of compliance within his program and shall monitor the activities of all assistant coaches and others who report directly or indirectly to him. Further, Coach is responsible for notifying the University if Coach becomes aware that any of the assistants or others under his supervision, or football student-athletes are not in compliance with the applicable rules, laws, and regulations of the United States, State of Montana, the Big Sky Conference, NCAA, UM, and UM Athletics, or are behaving in a manner that reflects negatively on the image and reputation of UM.

e. Coach acknowledges that Coach has reviewed the conduct requirements for Athletics personnel in NCAA Bylaw 11.1 and agrees to comply and require the staff Coach supervises to comply with all NCAA bylaws, including the bylaws related to conduct. Specifically with regard to NCAA violations, Coach acknowledges that if NCAA or other violations are alleged, he or members of his staff may be suspended with pay or reassigned pending the completion of the investigation. Coach further acknowledges that if he, his assistant coaches, his student athletes or his program are found to be involved in deliberate and/or serious violations of NCAA, the Big Sky Conference or University regulations if those involved were (a) acting at the instruction, direction or consent of the Coach, or (b) about which Coach knew or, upon reasonable investigation, should have known and failed to report to the Director of Athletics where he knew or should have known of the violations, the University may suspend Coach without pay for a period of time or may terminate this Agreement for cause as provided in Section 10 below.

f. Coach agrees to cooperate fully with any investigation by the University, the Big Sky Conference or the NCAA.

## 5. COMPENSATION.

a. *Annual Base Salary.* The Annual Base Salary for duties performed by Coach under this Agreement are outlined below. The Annual Base Salary is payable in biweekly installments. In addition, Coach is entitled to all employee benefits available to full time contract employees of UM.

- Effective February 4, 2026 through January 31, 2027: Base salary shall be \$175,000
- Effective February 1, 2027 through January 31, 2028: Base salary shall be \$185,000
- Effective February 1, 2028 through January 31, 2029: Base salary shall be \$195,000
- Effective February 1, 2029 through January 31, 2030: Base salary shall be \$205,000

b. *Automobile.* A monthly automobile stipend in the amount of \$500 per month will be provided to Coach. The stipend will be processed by the UM Human Resources Office and applicable benefit and withholding regulations will apply.

c. *Coach's Shows.* UM will produce or arrange for the production and broadcast of weekly radio and/or television shows during the football season and at such other times as may be requested by the Director of Athletics. For the period that Coach is head coach, he will be required to appear on such show(s) and assist in the production thereof. During the season, Coach will be expected to participate in a weekly media lunch, a weekly Coach's show and pre and post-game shows and other occasional special media events. Coach will be paid an amount to be agreed upon by Coach, the Director and the broadcaster per year for services related to radio show(s). Coach will also be paid an amount to be agreed upon by Coach, the Director and the broadcaster for his appearances on all of the coach's television shows arranged by the University (if such shows are produced). The University may produce or arrange for the production and broadcast of radio and/or television shows outside of the football season. If Coach's participation is needed in such post-season shows, the Athletics Director will work with Coach to arrange the timing of the shows to accommodate Coach's schedule.

d. *Athletic Products Promotion and Endorsement.* Coach may, upon prior written approval of the Athletics Director and the President, accept and agree to accept payments for services from persons other than the University which are permissible under the rules and regulations of the University, the NCAA and the Big Sky Conference. Coach agrees to report annually (in writing) to the Director of Athletics and the President of UM and no later than September 1 of each year, all athletically-related income and benefits from sources outside the University, including television and radio programs and any other sources not sponsored by the University. UM will not unreasonably withhold or delay its approval.

e. *Athletic Equipment, Supplies or Accessories.* UM may enter into agreements with various manufacturers and distributors to provide athletic equipment, supplies, and accessories ("Products") for UM's Intercollegiate Athletics Department. When required by such agreements, Coach will undertake reasonable promotional activities and endorse those Products that are provided for use in the Program. Coach, the assistant coaches, athletes, and other personnel for the Program will be required to use the Products in practice, games, and at public appearances unless good cause exists to allow an exception approved by the Athletics Director. For the services provided with regard to promotional activities and endorsement of such Products, Coach may be paid as determined at the time the agreements are negotiated by UM. The parties agree that coaching duties shall take priority over any promotional activities.

f. *Outside employment, consulting or endorsement.* Any outside employment, consulting or endorsement activities may not conflict with the efficient conduct of the UM Football program, violate policies, rules and regulations pertaining to consulting and/or the use of the University for advertising and may not present UM Football, or the University in a way that may adversely affect the reputation and

integrity of the program, the University or the Coach. Coach shall comply with UM’s Conflict of Interest and Financial Disclosure policy No. 703.

*g. Public Appearances, public speeches.* Coach may deliver, make and grant public speeches, public appearances and media interviews and participate in other media activities in connection with the position as Head Football Coach. Any use of photographs, films and videos of the UM Football team and its games and practices in connection with such activities are approved to the extent the University has ownership of the copyright on such materials. If Coach wishes to use UM photographs, films and videos in connection with a personal commercial endeavor, Coach must enter into an appropriate licensing agreement with UM regarding such use and related payment of licensing fees.

*h. Annual Performance Incentives.* If while performing his duties as Head Coach, the UM Football team is recognized in any of the following ways, Coach, Assistant Coaches, and/or strength and conditioning coach will be paid an Annual Performance Incentive in the amount indicated. The term “Assistant Coach” is defined according to NCAA Bylaw, Article 11. With regard to incentives earned that involve assistant coaches, only those coaches who meet the NCAA definition are entitled to those. This excludes all personnel involved with the football program whose permissible job duties fall outside the NCAA definition of a countable assistant coach.

**Performance Incentives in effect February 4, 2026 through June 30, 2027**

- 1. Maintain a four-year average academic progress rate score of at least 950 as determined by the yearly NCAA APR report.

|                             |         |
|-----------------------------|---------|
| Head Coach                  | \$5,000 |
| 10 Assistant Coaches (each) | \$1,100 |

- 2. Maintain a graduation success rate (GSR) each year that is equal to or higher than the overall Division I FCS GSR rate for that same year as determined by the yearly NCAA Federal Graduation Rate/GSR report.

|                             |         |
|-----------------------------|---------|
| Head Coach                  | \$5,500 |
| 10 Assistant Coaches (each) | \$1,100 |

- 3. Most current APR report shows no “0-for-2” football student-athletes.

|                             |         |
|-----------------------------|---------|
| Head Coach                  | \$2,000 |
| 10 Assistant Coaches (each) | \$ 500  |

4. Each academic year (Fall and Spring semesters) the team achieves the following team cumulative Grade Point Average (GPA) for the academic year\*:

2.85 – 2.99

Head Coach \$4,000

10 Assistant Coaches (each) \$ 500

3.00 – 3.09

Head Coach \$5,000

10 Assistant Coaches (each) \$1,000

3.10 – 3.19

Head Coach \$6,000

10 Assistant Coaches (each) \$1,300

3.20 or above

Head Coach \$7,000

10 Assistant Coaches (each) \$1,500

The parties acknowledge that the bonuses for GPA performance are not cumulative.

*\*The team cumulative GPA is calculated based on the current academic year, fall and spring semesters. The calculated GPA as of June 1 will be used. Any changes after that date will not result in a re-negotiation of this incentive. If achieved, this incentive shall be paid in June of each year.*

5. Season attendance based on season tickets sold (does not include comp, life pass, or trade tickets; payment is cumulative).

17,500

Head Coach \$ 4,000

18,000

Head Coach \$10,000

10 Assistant Coaches and 1 Strength & Conditioning Coach (each) \$ 500

18,500

Head Coach \$15,000

10 Assistant Coaches and 1 Strength & Conditioning Coach (each) \$ 500

19,000

Head Coach \$15,000

10 Assistant Coaches and 1 Strength & Conditioning Coach (each) \$ 500

- |   |          |
|---|----------|
| 6. Attend all reasonably requested UM Athletics and GSA Functions, subject to Coach's Head Coaching duties under this Agreement.  |          |
| Head Coach  | \$20,000 |
| To be distributed to assistant coaches at the discretion of the Head Coach and approved by the Athletic Director  | \$10,000 |
| 7. Win Conference Coach or Co-Coach of the Year.  |          |
| Head Coach  | \$5,000  |
| 8. Win Eddie Robinson Coach or Co-Coach of the Year   |          |
| Head Coach  | \$5,000  |
| 9. Play one or more NCAA Football Bowl Subdivision (FBS) team during non-conference season.   |          |
| Head Coach  | \$40,000 |
| 10 Assistant Coaches (each)   | \$ 3,500 |
| 1 Strength & Conditioning Coach   | \$ 3,500 |
| 10. Defeat one or more NCAA Football Championship Subdivision (FCS) team during the non-conference season that has been a qualifier in the FCS playoffs within the past two years.        |          |
| Head Coach  | \$ 5,000 |
| 10 Assistant Coaches (each)   | \$ 1,000 |
| 1 Strength & Conditioning Coach   | \$ 1,000 |
| 11. Defeat one or more NCAA Football Championship Subdivision (FCS) team during the regular season that is ranked in the FCS Top 25 in AFCA or STATS poll at the time of the competition. |          |
| Head Coach  | \$ 2,500 |
| 10 Assistant Coaches (each)   | \$ 1,000 |
| 1 Strength & Conditioning Coach   | \$ 1,000 |
| 12. Achieving the following number of wins during the regular and post season. (Payment is not cumulative.)   |          |
| <b><u>9 wins</u></b>  |          |
| Head Coach  | \$7,500  |
| 10 Assistant Coaches (each)   | \$ 750   |
| 1 Strength & Conditioning Coach   | \$ 750   |

**10 wins**

|                                 |          |
|---------------------------------|----------|
| Head Coach                      | \$10,000 |
| 10 Assistant Coaches (each)     | \$ 2,200 |
| 1 Strength & Conditioning Coach | \$ 2,200 |

13. Finish the Regular Season as Conference Champions or Co-Champions.

|                                 |          |
|---------------------------------|----------|
| Head Coach                      | \$10,000 |
| 10 Assistant Coaches (each)     | \$ 2,700 |
| 1 Strength & Conditioning Coach | \$ 2,700 |

14. Qualifying for the NCAA Division I FCS Playoffs.

|                                 |         |
|---------------------------------|---------|
| Head Coach                      | \$5,000 |
| 10 Assistant Coaches (each)     | \$1,000 |
| 1 Strength & Conditioning Coach | \$1,000 |

15. Advance to the Second Round of the Division I FCS Playoffs (either via a Round One win or via a bye directly to the Second Round).

|                                 |         |
|---------------------------------|---------|
| Head Coach                      | \$2,500 |
| 10 Assistant Coaches (each)     | \$1,300 |
| 1 Strength & Conditioning Coach | \$1,300 |

If host for the Second Round, add the following to the above:

|                                 |         |
|---------------------------------|---------|
| Head Coach                      | \$1,000 |
| 10 Assistant Coaches (each)     | \$ 200  |
| 1 Strength & Conditioning Coach | \$ 200  |

16. Advance to the Quarterfinal Round of the Division I FCS Playoffs.

|                                 |         |
|---------------------------------|---------|
| Head Coach                      | \$4,000 |
| 10 Assistant Coaches (each)     | \$1,300 |
| 1 Strength & Conditioning Coach | \$1,300 |

If host for the Quarterfinal, add the following to the above:

|                                 |         |
|---------------------------------|---------|
| Head Coach                      | \$5,000 |
| 10 Assistant Coaches (each)     | \$ 750  |
| 1 Strength & Conditioning Coach | \$ 750  |

17. Advance to the Semi-Final Round of the Division I FCS Playoffs.

|                                 |         |
|---------------------------------|---------|
| Head Coach                      | \$5,000 |
| 10 Assistant Coaches (each)     | \$1,500 |
| 1 Strength & Conditioning Coach | \$1,500 |

If host for the Semi-Final Round, add the following to the above:

|                                 |         |
|---------------------------------|---------|
| Head Coach                      | \$5,000 |
| 10 Assistant Coaches (each)     | \$2,000 |
| 1 Strength & Conditioning Coach | \$2,000 |

18. Advance to the National Championship Game of the NCAA Division I FCS Playoffs.

|                                 |          |
|---------------------------------|----------|
| Head Coach                      | \$10,000 |
| 10 Assistant Coaches (each)     | \$1,500  |
| 1 Strength & Conditioning Coach | \$1,500  |

19. Winning the National Championship of NCAA Division I FCS Playoffs.

|                                 |          |
|---------------------------------|----------|
| Head Coach                      | \$50,000 |
| 10 Assistant Coaches (each)     | \$6,000  |
| 1 Strength & Conditioning Coach | \$6,000  |

**Performance Incentives in effect July 1, 2027 through end of contract**

1. Maintain a four-year average academic progress rate score of at least 950 as determined by the yearly NCAA APR report.
 

|                             |         |
|-----------------------------|---------|
| Head Coach                  | \$5,000 |
| 11 Assistant Coaches (each) | \$1,100 |
  
2. Maintain a graduation success rate (GSR) each year that is equal to or higher than the overall Division I FCS GSR rate for that same year as determined by the yearly NCAA Federal Graduation Rate/GSR report.
 

|                             |         |
|-----------------------------|---------|
| Head Coach                  | \$5,500 |
| 11 Assistant Coaches (each) | \$1,100 |
  
3. Most current APR report shows no "0-for-2" football student-athletes.
 

|                             |         |
|-----------------------------|---------|
| Head Coach                  | \$2,000 |
| 11 Assistant Coaches (each) | \$ 500  |
  
4. Each academic year (Fall and Spring semesters) the team achieves the following team cumulative Grade Point Average (GPA) for the academic year\*:
 

|                             |         |
|-----------------------------|---------|
| 2.85 – 2.99                 |         |
| Head Coach                  | \$4,000 |
| 11 Assistant Coaches (each) | \$ 500  |
| 3.00 – 3.09                 |         |
| Head Coach                  | \$5,000 |
| 11 Assistant Coaches (each) | \$1,000 |
| 3.10 – 3.19                 |         |
| Head Coach                  | \$6,000 |
| 11 Assistant Coaches (each) | \$1,300 |
| 3.20 or above               |         |
| Head Coach                  | \$7,000 |
| 11 Assistant Coaches (each) | \$1,500 |

The parties acknowledge that the bonuses for GPA performance are not cumulative.

*\*The team cumulative GPA is calculated based on the current academic year, fall and spring semesters. The calculated GPA as of June 1 will be used. Any changes after that date will not result in a re-negotiation of this incentive. If achieved, this incentive shall be paid in June of each year.*

5. Season attendance based on season tickets sold (does not include comp, life pass, or trade tickets; payment is cumulative).
- |   |          |
|---|----------|
| 17,500 – 17,999   |          |
| Head Coach  | \$ 4,000 |
| 18,000 – 18,499   |          |
| Head Coach  | \$10,000 |
| 11 Assistant Coaches and 1 Strength & Conditioning Coach (each) | \$ 500   |
| 18,500 – 18,999   |          |
| Head Coach  | \$15,000 |
| 11 Assistant Coaches and 1 Strength & Conditioning Coach (each) | \$ 500   |
| 19,000+   |          |
| Head Coach  | \$15,000 |
| 11 Assistant Coaches and 1 Strength & Conditioning Coach (each) | \$ 500   |
6. Attend all reasonably requested UM Athletics and GSA Functions, subject to Coach’s Head Coaching duties under this Agreement.
- |  |          |
|--|----------|
| Head Coach   | \$30,000 |
| To be distributed to assistant coaches at the discretion of the Head Coach and approved by the Athletic Director | \$10,000 |
7. Win Conference Coach or Co-Coach of the Year.
- |            |         |
|------------|---------|
| Head Coach | \$5,000 |
|------------|---------|
8. Win Eddie Robinson Coach or Co-Coach of the Year
- |            |         |
|------------|---------|
| Head Coach | \$5,000 |
|------------|---------|
9. Play one or more NCAA Football Bowl Subdivision (FBS) team during non-conference season.
- |                                 |          |
|---------------------------------|----------|
| Head Coach                      | \$40,000 |
| 11 Assistant Coaches (each)     | \$ 3,500 |
| 1 Strength & Conditioning Coach | \$ 3,500 |

10. Defeat one or more NCAA Football Championship Subdivision (FCS) team during the non-conference season that has been a qualifier in the FCS playoffs within the past two years.

|                                 |          |
|---------------------------------|----------|
| Head Coach                      | \$ 5,000 |
| 11 Assistant Coaches (each)     | \$ 1,000 |
| 1 Strength & Conditioning Coach | \$ 1,000 |

11. Defeat one or more NCAA Football Championship Subdivision (FCS) team during the regular season that is ranked in the FCS Top 25 in AFCA or STATS poll at the time of the competition.

|                                 |          |
|---------------------------------|----------|
| Head Coach                      | \$ 2,500 |
| 11 Assistant Coaches (each)     | \$ 1,000 |
| 1 Strength & Conditioning Coach | \$ 1,000 |

12. Achieving the following number of wins during the regular and post season. (Payment is not cumulative.)

**9 wins**

|                                 |         |
|---------------------------------|---------|
| Head Coach                      | \$7,500 |
| 11 Assistant Coaches (each)     | \$ 750  |
| 1 Strength & Conditioning Coach | \$ 750  |

**10+ wins**

|                                 |          |
|---------------------------------|----------|
| Head Coach                      | \$10,000 |
| 11 Assistant Coaches (each)     | \$ 2,200 |
| 1 Strength & Conditioning Coach | \$ 2,200 |

13. Finish the Regular Season as Conference Champions or Co-Champions.

|                                 |          |
|---------------------------------|----------|
| Head Coach                      | \$10,000 |
| 11 Assistant Coaches (each)     | \$ 2,700 |
| 1 Strength & Conditioning Coach | \$ 2,700 |

14. Qualifying for the NCAA Division I FCS Playoffs.

|                                 |         |
|---------------------------------|---------|
| Head Coach                      | \$5,000 |
| 11 Assistant Coaches (each)     | \$1,000 |
| 1 Strength & Conditioning Coach | \$1,000 |

15. Advance to the Second Round of the Division I FCS Playoffs (either via a Round One win or via a bye directly to the Second Round).

|                                 |         |
|---------------------------------|---------|
| Head Coach                      | \$2,500 |
| 11 Assistant Coaches (each)     | \$1,300 |
| 1 Strength & Conditioning Coach | \$1,300 |

If host for the Second Round, add the following to the above:

|                                 |         |
|---------------------------------|---------|
| Head Coach                      | \$1,000 |
| 11 Assistant Coaches (each)     | \$ 200  |
| 1 Strength & Conditioning Coach | \$ 200  |

16. Advance to the Quarterfinal Round of the Division I FCS Playoffs.

|                                 |         |
|---------------------------------|---------|
| Head Coach                      | \$4,000 |
| 11 Assistant Coaches (each)     | \$1,300 |
| 1 Strength & Conditioning Coach | \$1,300 |

If host for the Quarterfinal, add the following to the above:

|                                 |         |
|---------------------------------|---------|
| Head Coach                      | \$5,000 |
| 11 Assistant Coaches (each)     | \$ 750  |
| 1 Strength & Conditioning Coach | \$ 750  |

17. Advance to the Semi-Final Round of the Division I FCS Playoffs.

|                                 |         |
|---------------------------------|---------|
| Head Coach                      | \$5,000 |
| 11 Assistant Coaches (each)     | \$1,500 |
| 1 Strength & Conditioning Coach | \$1,500 |

If host for the Semi-Final Round, add the following to the above:

|                                 |         |
|---------------------------------|---------|
| Head Coach                      | \$5,000 |
| 11 Assistant Coaches (each)     | \$2,000 |
| 1 Strength & Conditioning Coach | \$2,000 |

18. Advance to the National Championship Game of the NCAA Division I FCS Playoffs.

|                                 |          |
|---------------------------------|----------|
| Head Coach                      | \$10,000 |
| 11 Assistant Coaches (each)     | \$1,500  |
| 1 Strength & Conditioning Coach | \$1,500  |

19. Winning the National Championship of NCAA Division I FCS Playoffs.

|                                 |          |
|---------------------------------|----------|
| Head Coach                      | \$50,000 |
| 11 Assistant Coaches (each)     | \$6,000  |
| 1 Strength & Conditioning Coach | \$6,000  |

UM will pay each incentive within sixty (60) days of the date the incentive is earned. The parties agree and understand that the incentives are cumulative. If this employment agreement is terminated by either party for any reason, or for no reason, or if the Coach is relieved of his duties, Coach will be paid any incentive earned as of the date of termination or discontinuance of his duties within sixty (60) days of the date the incentive is earned.

6. ANNUAL REVIEW. Coach shall initiate a meeting with his supervisor at the conclusion of the season for an annual review.

7. DEDUCTIONS FROM COMPENSATION. Payments to Coach by UM pursuant to the terms of this Agreement shall be subject to all payroll and benefit deductions required by law or University regulation.

8. OTHER EMPLOYMENT.

a. If more than six months remain of the term of this Agreement, Coach agrees that he will not actively seek, negotiate for or accept other employment of an athletic nature without the prior permission of the Director of Athletics or the President of UM, including but not limited to employment as a Football Coach for another institution of higher education or professional or semi-professional team.

b. During the term of this Agreement, Coach shall not engage in any other employment, act in a consulting capacity to any person, partnership, association, or corporation, or receive any athletically related income or benefit from sources outside the institution, except as may be permitted by the Constitution and Bylaws of the NCAA, and only with the prior written approval of the Athletics Director and the University of Montana President. Each request for approval must be in writing and shall specify the source and amount of the income or benefit to be received. Approval shall be required annually. The approvals required herein may not be unreasonably withheld.

c. Coach will comply with NCAA Bylaw 11.2.2, as amended, and will provide a written detailed account annually to the President of all athletically-related income and benefits earned or accrued from sources outside the institution during the previous calendar year. This report will be submitted to the UM President through the Director of UM Athletics by September 1st of each year. Except when Coach is required by UM to endorse, promote, appear in advertisements of, or consult with regard to athletic

equipment or accessories for the purpose of complying with contractual obligations of UM, the name, marks, or logos of the University of Montana may not be used and may not be identified as the Head Football Coach of UM: (1) for purposes related to any employment, consulting, or athletically related activities, other than for UM; or (2) in connection with Coach's endorsement, support, promotion, or advertisement of any person, partnership, corporation, association, product, or service not approved by UM.

9. TERMINATION FOR CAUSE. This Agreement may be terminated by the President of UM or the President's designee at any time prior to its expiration for just cause, which shall include the following:

a. Involvement in any deliberate and serious violation of any law, regulation, rule, bylaw, policy or constitutional provision of the United States, State of Montana, the Board of Regents, the University, NCAA or the Big Sky Conference, including any violation of NCAA or Conference law, regulation, rule, bylaw, policy or constitutional provision which may have occurred during Coach's previous or current employment if persons involved were (a) acting at the instruction, direction or consent of the Coach; or (b) about which Coach knew or, upon reasonable investigation, should have known and failed to report to the Director of Athletics. Notwithstanding anything to the contrary contained herein, Coach may not be terminated pursuant to this Section 9(a) for actions taking place during the term of Coach's previous employment if the University knew, or reasonably should have known, such violations took place;

b. Any deliberate and serious violation of any law, regulation, rule, bylaw, policy or constitutional provision of the State of Montana, the University, the NCAA or the Big Sky Conference by any representative of the University's athletic interests (a) acting at the instruction, direction or consent of the Coach; or (b) about which Coach knew or, upon reasonable investigation, should have known and failed to report to the Director of Athletics;

c. Failure to reasonably administer, operate, maintain or control all aspects of the University's Football program, including, but not limited to, the actions of assistant coaches, staff, independent agencies or organizations or of representatives of athletic interests, in compliance with the regulations of the NCAA, the Big Sky Conference, Board of Regents, or UM;

d. Engaging in conduct that constitutes a material violation or repeated violations of any provision of this Contract or any policy of the University, or is of such a nature that it is clearly contrary to the character and responsibilities of a person occupying the position of Head Football Coach.

e. Engaging in criminal conduct which results in Coach's conviction of a felony or a misdemeanor involving moral turpitude;

f. Soliciting or negotiating, whether directly by Coach or through an agent or representative, of employment with another sports related business or program without the express written consent of UM, which consent will not be unreasonably withheld; or

g. Prolonged absence from the University without its consent;

h. Any other material breach of this Agreement, which breach is curable and goes uncured for fifteen (15) days following Coach's receipt of written notice detailing such breach.

With respect to NCAA rules, "involvement in a serious and deliberate violation" shall include, but not be limited to: (1) involvement in any Level I or II infraction of NCAA rules as defined by those rules and determined by the NCAA, the Big Sky Conference or the University; (2) involvement in multiple, similar Level III violations or a pattern of Level III violations of NCAA rules as defined by those rules and determined by the NCAA, the Big Sky Conference or the University; (3) "unethical conduct" as defined by NCAA rules; or (4) failure to report any infraction of NCAA rules about which the coach knew or should have known. Failure to exercise this right to terminate as to any particular breach under this section shall not be deemed a waiver as to any future right to terminate.

If this Agreement is terminated for cause in accordance with this section, all obligations of the University to make further payments and/or to provide any other consideration under this Agreement shall cease as of the date of termination, except that the University shall remain obligated to pay Coach any portion of the Annual Base Salary that Coach earned as of the date of termination. In no case shall the University be liable to Coach for loss of any collateral business arrangements or opportunities, nor shall Coach be entitled to payment of any performance incentives for that year.

#### 10. PROCESS FOR TERMINATION FOR CAUSE

a. Prior to termination for cause, the Athletic Director or Director's designee shall provide Coach with written notice specifying in reasonable detail the grounds constituting Cause for termination, including the specific facts and circumstances supporting the case for termination. Upon receipt of such notice, Coach will have seven (7) calendar days to respond by either providing a written response or providing a written request for an in person (or virtually if applicable) meeting. In the written response or during the meeting, Coach may provide explanations, mitigating information, or evidence in response to the grounds stated. The Athletic Director may designate one or more individuals to listen to Coach's response or review a written response as the case may be. If no written response or request for a meeting is delivered to the Athletic Director or his designee as provided herein, a contemplated termination shall become final seven (7) calendar days following receipt of the written notice of the grounds for termination.

b. After considering the Coach's response, which may include consulting with any designees appointed by the Athletic Director to review the Coach's response, the Athletic Director will notify in writing to Coach the final decision of the University.

11. RELIEVED OF DUTIES, COACH RESIGNATION AND COACH INCAPACITY.

a. *Coach's Incapacity.* If Coach dies or becomes disabled or incapacitated and is unable to perform his duties under this contract for a continuous period of six (6) months, this Agreement shall terminate and all obligations of UM to compensate Coach pursuant to this Agreement shall cease as of the date of such termination, resignation or death. UM shall be obligated to compensate Coach in accordance with this Agreement for services performed prior to the termination date and, in the event of death, Coach's estate shall be entitled to those benefits, if any, that are payable under any UM-sponsored group employee insurance or benefit plan in which Coach is enrolled.

b. *Coach Relieved of Duties.* University may relieve Coach of Coach's duties at any time during its term upon written notice to Coach. If the University relieves Coach of Coach's duties during the term of this Agreement, it shall pay the Coach \$100,000 with benefits as liquidated damages. The term "benefits" shall mean: employee benefit plan contribution; retirement plan contribution; sick leave and annual leave in accordance with state law; and other benefits available to all full-time contract professional employees. Unless otherwise agreed upon in writing by the parties, the liquidated damages (\$100,000 with benefits) will be paid in 12 equal biweekly installments (six months). This will be processed via the UM Human Resources regular payroll process and applicable benefit and withholding regulations will apply. If Coach is relieved of his duties before the contract expires, Coach will be expected to mitigate the amounts owing to Coach under the contract. Any amount of gross income paid or promised to be paid to Coach for other employment of any kind shall be offset against the amount to be paid by the University as liquidated damages. Perquisites and stipends paid to Coach as "Other Compensation" are not salary or benefits for purposes of this Agreement and are not payable to Coach upon Coach being relieved of Coach's duties. Payment of salary and benefits will be in lieu of any and all other legal remedies available to Coach.

c. *Liquidated damages.* Coach may terminate this Agreement for any reason upon written notice to University. Unless Coach terminates for reason of death, disability, incapacity, or retirement, if such termination occurs during the term of this contract, the University shall receive as liquidated damages \$100,000 paid out in equal installments over six (6) months. This amount will be in lieu of any and all other legal remedies available to University pursuant to this paragraph. The retirement exception for liquidated damages does not apply, if within six months following Coach's effective retirement date, Coach accepts

employment in any coaching, football operations, player personnel, recruiting, analyst, administrative, or athletics-related position with any collegiate or professional organization.

d. The parties acknowledge that the University will incur administrative, recruiting, resettlement and other costs in obtaining a replacement coach in addition to potentially increased compensation costs and loss of ticket, broadcast or other revenues, which damages are impossible to determine with certainty and accordingly agree to this liquidated damages provision. The parties further agree that the liquidated damages provided for herein are reasonable in amount and not a penalty.

e. If Coach terminates this Agreement, University will be obligated to pay to Coach the Annual Performance Incentives earned as of the date of such termination but will not be obligated to allow Coach to engage in any camp/clinic activity subsequent to such termination.

12. DISPUTE RESOLUTION INCLUDING MANDATORY ARBITRATION.

a. If any dispute arises under this Agreement, the parties agree to attempt to resolve the dispute in good faith as follows:

1. First, by informal negotiation.

2. If informal negotiations fail to resolve the dispute, the parties agree to seek mediation using a mediator acceptable to both parties.

3. If mediation fails to resolve the dispute within 30 days of initial mediation session, the parties agree to submit to binding arbitration under the provisions of the Montana Uniform Arbitration Act, Title 27, Chapter 5, MCA. The arbitration shall be conducted before a single arbitrator selected by the parties. If the parties have not selected an arbitrator within 10 days of written demand for arbitration, the arbitrator shall be selected by the American Arbitration Association.

b. The parties agree that venue for any alternative dispute resolution proceeding, to enforce or interpret this Agreement will be conducted in Missoula County, Montana.

c. The parties agree that this dispute resolution and mandatory arbitration provision applies to the resolution of disputes that otherwise would be resolved in a court of law, and therefore this provision requires all such disputes between Coach and University to be resolved only by an arbitrator through final and binding arbitration and not by way of court or jury trial. This includes, but is not limited to disputes arising out of the employment relationship or the termination thereof, including, without limitation, disputes over claims of civil rights violations, discrimination, harassment, constructive discharge, breach of contract, breach of the covenant of good faith and fair dealing, defamation, claims arising under federal and state law, including, but not limited to the Montana Human Rights Act or Code of Governmental Fair Practices Act, Civil Rights Act, Pay Equity Act, Title IX, Age

Discrimination in Employment Act, Americans with Disabilities Act, and all other state and federal statutory and common law claims.

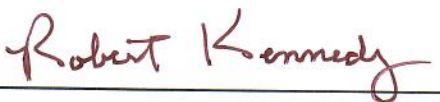
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13. **MERGER AND AMENDMENT.** The provisions of this Agreement constitute the entire Agreement between the parties with respect to the subject matter hereof and no prior or contemporaneous agreement, either written or oral, shall have the effect of varying the terms hereof. This Agreement may be amended by mutual written agreement of the parties, but no such amendment will be effective unless made in writing and approved by the President of the University of Montana.

14. **GOVERNING LAW.** The validity, interpretation, performance, and enforcement of this Agreement shall be governed by the laws of the State of Montana.

CAUTION: By signing the parties agree to mandatory arbitration of all disputes, thus waiving their respective rights to a jury trial.

**Signatures:**

  
Robert Kennedy, Head Football Coach

6/24/26  
Date

  
Kent Haslam, Director of Athletics

6-24-26  
Date

DocuSigned by:  
  
BC5CFF9B52BF47E...  
Lucy France, UM Legal Counsel

6/30/2026 | 3:06 PM PDT  
Date

DocuSigned by:  
  
1983C1374D8D402...  
Clay Christian, Commissioner

6/30/2026 | 4:44 PM MDT  
Date