

EMPLOYMENT AGREEMENT

This agreement is made as of the 8th day of December 2025 (the "Effective Date") and is entered into between Iowa State University (hereinafter referred to as "University"), and Jimmy Rogers (hereinafter referred to as "Coach" or "Rogers").

In consideration of the mutual covenants and promises of the parties hereto, the sufficiency of which the parties hereby acknowledge, the Parties agree as follows:

I TERM OF EMPLOYMENT

1. Rogers's contract of employment will continue through January 31, 2032, subject to the terms provided herein (the "Term"). Each period from January 1 – December 31 during the Term shall be referred to as a "Contract Year."

II COMPENSATION

1. The base compensation ("Base Compensation") to be paid by the University to Rogers for services performed as head football coach shall be the sum of \$3,000,000 per year, payable by the University to Rogers in monthly installments during the Term.

2. In exchange for Base Compensation:

(a) Rogers agrees to provide a dedicated effort in management and oversight of the Football Program including fulfilling the duties and standards of performance as specified in Paragraph III of this agreement.

(b) Rogers agrees to participate in the public relations and endorsement activities set forth herein ("Activities"), and in weekly coach's television and radio shows as reasonably designated by the University and approved by the Director. For purposes of this Agreement, the Activities shall include, but not be limited to: making public appearances on behalf of certain University sponsors, speaking at University fund raising events, facilitating and maintaining important University-corporate relationships, speaking at University related sports and service-oriented activities, and participating in various University or College advertisement, endorsement, or promotional initiatives. Such appearances and speaking engagements shall be reasonably limited and coordinated and shall not interfere with Rogers's primary duties and schedule as the head football coach.

(c) The University will enter into or arrange for separate contracts with sports equipment and apparel firms providing for Rogers's endorsement and appearances in relation to the firm's products. Rogers shall reasonably cooperate and assist in securing such contracts. Rogers agrees to use such equipment and apparel in practices, camps and games in accordance with the terms of such separate contracts (unless required otherwise by NCAA or the Big 12 Conference rules, or Rogers reasonably determines that use of such equipment or apparel may jeopardize the health or safety of the University's student-athletes or camp participants, as the case may be). Rogers agrees that any equipment, footballs, clothing, shoes or paraphernalia (collectively, "Equipment") provided by the

firms shall be distributed by Rogers for use by the University's football program ("Football Program"), student-athletes, and camp participants, and such property shall not be considered the property of Rogers; provided that, Equipment distributed to Rogers for his personal use under contracts for sponsorship and endorsement shall be assigned to Rogers so that the Parties can meet the requirements of such contracts.

In case the University elects not to continue programs under Subparagraphs (a) or (b) which require Rogers's duties, the University agrees Rogers's Base Compensation shall not be reduced as a result of the University's election and Rogers will be paid as if all such duties had been fully performed.

3. In addition to Base Compensation, the University guarantees and agrees to pay the following financial performance incentives ("Performance Incentives") for the corresponding achievements set forth below:

(a) Rogers shall receive the highest amount based on the Team's regular season performance:

- (1) \$250,000 if the Team wins at seven (7) regular season football games; or
- (2) \$500,000 if the Team wins eight (8) regular season football games; or
- (3) \$750,000 if the Team wins nine (9) regular season football games; or
- (4) \$1,000,000 if the Team wins ten (10) regular season football games; or
- (5) \$1,250,000 if the Team wins eleven (11) regular season football games; or
- (6) \$1,500,000 if the Team wins twelve (12) regular season football games.

(b) Rogers shall receive the highest applicable amount based on the Team's Big 12 Conference performance:

- (1) \$100,000 if the Team appears in the Big 12 Conference championship game; or
- (2) \$250,000 if the Team finishes in first place (including a tie for first place) in the Big 12 Conference regular season standings and appears in the Big 12 Conference championship game, but does not win the Big 12 Conference championship game; or

- (3) \$250,000 if the Team appears in and wins the Big 12 Conference championship game, but did not finish in first place (including a tie for first place) in the Big 12 Conference regular season standings; or
- (4) \$500,000 if the Team finishes in first place (including a tie for first place) in the Big 12 Conference regular season standings and appears in and wins the Big 12 Conference championship game.
- (c) Rogers shall receive \$50,000 in any football season that the Team is selected and participates in a post-season bowl game that is not part of the College Football Playoff.
- (d) Rogers shall receive \$50,000 in any football season that the Team wins a post-season bowl game that is not part of the College Football Playoff.
- (e) Rogers shall receive \$100,000 in any football season that the Team is selected to play in the College Football Playoff.
- (f) Rogers shall receive an additional \$250,000 in any football season that the Team receives a first-round bye or wins the first round of the College Football Playoff.
- (g) Rogers shall receive an additional \$500,000 in any football season that the Team wins a quarterfinal game of the College Football Playoff.
- (h) Rogers shall receive an additional \$750,000 in any football season that the Team wins a semi-final game of the College Football Playoff.
- (i) Rogers will receive an additional \$1,000,000 in any season that the Team wins the College Football Playoff Championship.
- (j) Rogers shall receive \$50,000 in any year that Rogers is awarded the Big 12 Coach of the Year (including sharing any honor).
- (k) Rogers shall receive an additional \$100,000 in any year that Rogers is awarded one or more of the following national coach of the year awards: Associated Press, AFCA, Bobby Dodd, Paul "Bear" Bryant or Walter Camp.

Rogers shall have the right, exercisable each season before the occurrence of any of the events listed in Paragraphs III (3) to reduce his Performance Incentive by up to \$100,000 and to allocate such amount to a supplemental bonus pool for Football Staff to be paid in proportions as Rogers shall determine in his sole discretion after consultation with the Director. Any bonus paid to a member of the Football Staff pursuant to this provision shall be in addition to any bonus earned pursuant to an employment agreement with the University or bonus policy in effect for the Football Staff, as applicable. Payments for Performance Incentives achieved under this Paragraph II (3) shall be made to Rogers (or, if applicable, to members of the Football Staff) in their entirety within sixty (60) days after the achievement has been met.

4. Except as specifically provided in this Agreement, the Parties agree that Rogers's Base Compensation and Performance Incentives shall be subject to the University's usual and customary payroll deductions in accordance with University regulations and practices for similar employees. Rogers shall be entitled to participate in University's group medical insurance program, retirement program, voluntary payroll deduction program, vacation time, sick leave, and all other group employment benefits, in accordance with University plans, regulations, and practices applicable to the University's Professional and Scientific ("P&S") employees. Notwithstanding the above, upon termination of employment for any reason, Rogers agrees that the University shall not make any payment on account of accrued but unused vacation time.

5. In addition to Rogers's annual compensation and benefits as described above, Rogers shall be provided with use of one (1) automobile representative of a head football coach in the Big 12 Conference, as part of the Department's car program, which is provided to facilitate Rogers in carrying out his duties hereunder.

6. Payment or Reimbursement of Contract Termination Expense. The University has authorized as a reimbursable employee business expense of Rogers a direct payment by the University to Washington State University up to a maximum amount of \$4,000,000 (the "Contract Termination Expense") to the extent such payment is required. The University acknowledges that payment of the Contract Termination Expense was necessary to obtain the services of Rogers, and, therefore, substantially benefits the University. The University acknowledges that Rogers, as of the date of this Agreement, has provided appropriate documentation demonstrating the existence of the Contract Termination Expense. If the University's direct payment results in Rogers owing additional federal and state income taxes directly related to such payment (the "Additional Taxes"), the University will pay to Rogers an amount (the "Tax Payment") which will be sufficient, after reduction for tax withholding at the highest marginal tax rate then in effect, to cover the Additional Taxes; provided further, that in determining the Additional Taxes, Rogers must claim all deductions allowable under tax laws, including the Contract Termination Expense. The Tax Payment shall be made to Rogers within thirty (30) days of the date that Rogers provides sufficient proof (including, but not limited to, tax returns) to the University, in the University's discretion, of the amount of Additional Taxes.

III EMPLOYMENT DUTIES & STANDARDS OF PERFORMANCE OF HEAD FOOTBALL COACH AND THE UNIVERSITY

1. In furthering his responsibilities to the University as defined in this Agreement, Rogers agrees to provide a dedicated effort in management and oversight of the Football Program, and to use reasonably diligent efforts in seeking to comply with all rules, regulations, policies, and decisions established or issued by the Board of Regents, State of Iowa (the "Board of Regents") or the University. University agrees to exercise reasonably diligent effort to inform Rogers of the applicable policies of the Board of Regents and the University.

2. Rogers shall conduct such travel as is necessary or customary to carry out his duties as head football coach, and shall be entitled to reimbursement for all

transportation costs and expenses incurred pursuant to his performance of duties and services under this Agreement, consistent with University regulations and within the budget allowed.

3. Rogers shall use reasonably diligent efforts in seeking to adhere to the academic standards and requirements of the University in regard to the recruiting and eligibility of prospective and current student-athletes. Rogers agrees to use reasonable efforts to supervise the Football Staff (as defined below) with the goal that the Football Staff understand it is their duty to adhere to the academic standards and requirements of the University in regard to the recruiting and eligibility of prospective and current student-athletes. For purposes of this Agreement, the persons supervised by Rogers, collectively called "Football Staff," are defined as all assistant football coaches; all football administrative, recruiting, quality control, strength and conditioning and operational support staff; and the football graduate assistants, volunteers, interns and student managers.

4. Rogers shall carry out the general responsibilities for operation of the Football Program, including the budget and the recruiting, training, supervision, and evaluation of student-athletes and Football Staff. Rogers shall be responsible for evaluating, recruiting, training, and coaching student-athletes participating in the Football Program. Rogers shall use reasonable judgment in fairly administering disciplinary regulations, as they apply to student-athletes in the Football Program. Rogers shall use reasonable judgment with respect to protecting the health and welfare of the student-athletes under his supervision.

5. Rogers shall use reasonably diligent efforts in seeking to adhere to the constitution, bylaws, rules, regulations, and policies, and the official interpretations thereof, of the Big 12 Conference or its successor conference ("the Big 12 Conference") and the National Collegiate Athletic Association ("NCAA") as now constituted or as the same may be amended during the Term, provided Rogers has received reasonable prior notice of all such items, including without limitation as set forth in this subparagraph. Rogers shall take reasonable steps in seeking to ensure that the Football Staff follow the procedures adopted by the University's Department of Intercollegiate Athletics ("the Department") to ensure compliance with NCAA rules. The University agrees to use reasonable diligence in informing Rogers and his Football Staff of the Big 12 Conference and NCAA constitution, bylaws, rules, regulations, policies and official interpretations on an annual basis.

6. Rogers shall directly report to the Director of Athletics. Rogers's performance shall be annually reviewed by the Director of Athletics in writing (to take place within sixty (60) business days of the conclusion of each Contract Year). Performance review will be based on several factors, including, but not limited to the factors listed below.

- Meeting and complying with the requirements of this Agreement and any other agreements related hereto.

- Compliance with NCAA, Big 12 Conference, and University rules and regulations;
- Satisfactory athletic performance of the Team, including, but not limited to, the overall win-loss record and win-loss record within the Big 12 Conference;
- Satisfactory academic performance of football student-athletes, including, but not limited to, the GPA and APR scores for the football team and the number of student-athletes earning scholar athlete status (above a 3.0 GPA);
- Successful management of individuals associated with the Football Program, including the on and off-field behavior of the players and the Football Staff;
- Responsible and effective budget management; and
- Positive representation of the University and the University's athletic programs in private and public forums with the University's acknowledgment that legitimate and constructive critical remarks pertinent to the football program shall not be considered to be contrary to the University's expectations.

7. The University agrees to provide dedicated effort and to act in a reasonably diligent manner so as to support Rogers in carrying out his responsibilities as head football coach.

IV OUTSIDE INCOME

1. Rogers is authorized to receive compensation for activities that are not a part of his University responsibilities and that are appropriate to the promotion of the positive values of the athletic program. The following general terms and conditions shall apply to each case in which Rogers seeks to or makes arrangements to earn outside income as a result of his being the University's head football coach:

(a) Rogers shall have prior approval from the Director for engaging in activity which results in athletically related income and benefits from outside sources of \$1,000 or greater. Such approval shall not be arbitrarily, capriciously or otherwise unreasonably delayed, conditioned or withheld. If Rogers requests approval from the Director for engaging in an activity, and no denial of approval has been issued within three (3) business days, the activity shall be deemed to be approved. In each case where approval is denied, Rogers shall be given a statement of the reasons in writing.

(b) In no case shall outside activities materially conflict with the performance of Rogers's duties under this Agreement. Activities which have been approved, and are conducted as disclosed, shall not be deemed to materially conflict with Rogers's duties. Upon the request of the Director, Rogers shall update the Director regarding his marketing,

speaking, charitable, public relations, and endorsement activities that are not a part of his University responsibilities.

(c) The University shall have no responsibility or liability for any claims arising from Rogers's outside activities unless such liability arises from the negligent or other conduct of the University.

(d) During the time he remains as head football coach, Rogers is authorized to conduct athletic camps on the University's campus, and retain the net proceeds thereof, provided such camps are provided in compliance with University and Athletic Department rules, regulations, and procedures. The University agrees to use reasonable diligence in informing Rogers and the Football Staff of University and Department rules, regulations, and procedures with respect to such camps.

(e) Rogers agrees to disclose all sources of outside income if required by and in conformity with University and NCAA rules and procedures. Additionally, Rogers will complete an annual conflict of interest form in accordance with University policies and procedures.

(f) In undertaking such outside activities, Rogers shall adhere to NCAA rules and Paragraph VII (2) of this Agreement.

V TERMINATION BY THE UNIVERSITY

1. Basis for Termination for Just Cause or Other Disciplinary Action. The University shall have the right to terminate this Agreement or to exercise other disciplinary or corrective action for Just Cause. As used herein, the term "Just Cause" shall solely be defined as the following acts committed by Rogers during the Term of this Agreement:

(a) A serious or intentional breach of his material duties of this Agreement or a serious and continuous refusal to perform such duties.

(b) Any conduct by Rogers resulting in a formal filing of criminal charges alleging a felony or crime of moral turpitude (excluding, without limitation, minor offenses unrelated to this Agreement, such as traffic or parking violations) which has a materially injurious impact on the University and/or its athletic program.

(c) Failure of Rogers to reasonably address a serious or intentional violation of any law, rule, regulation, constitutional provision, bylaw, and/or the official interpretations thereof, of the University, the Board of Regents, the Big 12 Conference, or the NCAA (but specifically excluding minor University rules, laws, regulations, provisions, and policies) by a member of the Football Staff, of which violation Rogers had prior actual knowledge; *provided, however*, that this subparagraph shall not apply if Rogers has consulted with, and received the concurrence of, the Director or the Director of Compliance on a course of action to deal with the violation (in the event Rogers consults with the Director or the Director of Compliance, said director shall, with reasonable promptness appropriate to the circumstances, provide Rogers with a recommended course of action);

(d) Prolonged absence from, and/or nonperformance of, his duties, without the consent of the Director, excluding any such absence and non-performance due to a cause governed by Paragraph V (7) below.

(e) Rogers engages in:

(1) Misconduct that constitutes a major violation of law and involves moral turpitude (*such as* fraud, embezzlement, theft, assault, illegal use, sale or distribution of drugs, sexual harassment, or racial discrimination); or

(2) Serious and morally reprehensible conduct which violates widely held community standards and brings gross and harmful disrespect and contempt upon Rogers and the University; or

(3) A pattern of behavior which when viewed as a whole, shows a lack of loyalty to, and contempt for, the University and its mission or goals; or

(4) Gross and intentional misconduct that involves conduct seriously prejudicial and harmful to the University; or

(5) Knowingly assisting or causing other University employees to engage in conduct described in this Paragraph V (1).

2. Termination Process. The occurrence of an act by Rogers that qualifies as Just Cause sufficient to satisfy the provisions outlined under Paragraph V (1) hereof shall initially be determined by the Director and shall be subject to the terms and conditions of this Agreement. In making the determination, the Director shall act in good faith.

(a) Basis for Termination. Termination for Just Cause by the University may be invoked only for serious violations of employment duties as set forth in Paragraph V (1). Termination for Just Cause may not be invoked for:

(1) Coaching decisions representing the exercise of professional judgment generally exercised by head college football coaches in the United States; or public unhappiness with such coaching decisions; or

(2) Team performance, including but not limited to the win-loss record or public unhappiness with win-loss record; or

(3) Other general displeasure at the direction or success of the Football Program; or

(4) A violation for which Rogers has the right to remedy pursuant to Subparagraph V(2)(b) and Rogers has effectively remedied the violation within the required thirty (30) days.

(b) Right to Remedy Violation. Prior to issuing a notice of termination, the University shall give Rogers written notice of a violation and provide Rogers with the right

to remedy it within thirty (30) days unless the violation falls within one or more of the following categories:

(1) The violation is one which would ordinarily be called "gross misconduct" as usually understood and interpreted in employment law in the United States such as conduct causing the University or another person serious loss or injury, acts of violence, acts generally known among college coaches to constitute serious cheating, or acts involving moral turpitude; or

(2) The results of the violation are such that a reasonable person would conclude that remedial action cannot effectively cure the violation; or

(3) The violation is one for which Rogers has been issued prior disciplinary action, whether under this clause or otherwise, and Rogers does not have reasonable justification for the repetition of the violation; or

(4) The violation is part of a pattern of serious and repetitive violations which, when viewed as a whole, the pattern of violations indicates knowing disregard of the responsibilities outlined in Section III.

(c) Procedure for Termination. Prior to issuing a written notice of termination for Just Cause, Director shall meet with Rogers to discuss the allegations that may justify termination (the "First Meeting"). In the event Rogers has the right to remedy pursuant to Paragraph V(2)(b), the Director shall meet with Rogers again after the close of the remedy period, but prior to issuing a written notice of termination (the "Second Meeting"). Once the Director has reasonably determined termination is warranted pursuant to Paragraphs V(1), V(2)(a) and V(2)(b), the Director shall provide to Rogers a written notice of termination for Just Cause, which shall include a short and plain statement of each of the allegations warranting termination. Pending termination (i.e., after any required Second Meeting, but prior to termination becoming effective), Rogers shall be suspended from his duties (with pay) effective two (2) working days after Rogers's receipt of such written notice of termination for Just Cause. Rogers shall have the right to make a written request for a review and hearing relating to the suspension and termination notice of the Director. The request must be made to the President of University ("the President") within five (5) working days after the effective date of the suspension pending termination. The request shall state the grounds for seeking review. The hearing shall be set for a time no later than thirty (30) days after receipt of the request for review and hearing. Review and hearing will be before the President or the President's designee. Rogers shall have the right to have an attorney or other personal representative present with him at and throughout the hearing. If a designee conducts the review and hearing, the designee shall make a recommendation to the President in good faith. If the President appoints a designee, prior to making the University's final decision, the President shall meet with Rogers and the Director to hear the Parties' views of the recommended decision. The President shall issue the University's final written decision, indicating the basis for the decision. The President's decision shall be subject to any review required by law or policy of the Board of Regents. If Rogers fails to request such review and hearing within such five (5) working days, this Agreement shall be terminated for the causes cited in the original termination notice.

(d) Other Disciplinary Action. In the case of disciplinary action not including termination, Rogers shall have the procedural right to make a written request for review and hearing relating to such disciplinary action. No disciplinary action may be instituted unless notice of such action is delivered to Rogers in writing, at least seven (7) days prior to the effective date of the action, detailing the reasons for such action. Rogers's request for review and hearing must be made to the President within thirty (30) days after notice is delivered. The request shall state the grounds for seeking review. If Rogers requests review and hearing, the disciplinary action shall not commence until after the President issues a decision after the hearing. Review and hearing will be before the President or the President's designee. Rogers shall have the right to have an attorney or other personal representative present with him at and throughout the hearing. If a designee conducts the review and hearing, the designee shall make a recommendation to the President, who shall meet with Rogers and the Director to hear the Parties' views of the recommended decision. The President shall issue a final written decision together with the basis for the decision. The President's decision shall be subject to any review required by law or policy of the Board of Regents. If Rogers fails to request such review and hearing as provided above, all rights to a review and hearing set forth in this paragraph are waived.

(1) Limitation on Disciplinary Action. In no case shall any disciplinary action less than termination impose a sanction greater than sixty (60) days' suspension without pay, or a financial penalty (other than suspension without pay) greater than \$50,000. The University may not impose both a suspension and a financial penalty.

3. Waiver of Administrative Procedure Act Procedures. Because of the specialized nature of coaching in intercollegiate athletics, in signing this Agreement, the Parties both waive rights to the hearing procedures of the Iowa Administrative Procedure Act.

4. Effect of Termination with Just Cause. In the event this Agreement is terminated for Just Cause in accordance with the provisions outlined under Paragraphs V(1) and (2) hereof, all obligations of the University to make further payments and/or to provide any other consideration hereunder shall cease as of the end of the month in which such termination occurs except for monies, salary, Performance Incentives, and expenses previously earned or achieved up to the effective date of termination (even if such amounts [including Performance Incentives] are not yet due and payable as of the effective date of termination), which monies shall be paid within forty-five (45) days of the effective date of termination.

5. Termination without Just Cause. The Parties specifically agree that the University may terminate this Agreement Without Just Cause upon thirty (30) days' written notice, and that upon such termination, the University shall be obligated to pay Rogers the amount provided by Paragraph V(6)(a) within forty-five (45) days of the effective date of termination. The University, in its sole discretion, shall have the right to relieve Rogers of his duties during the 30-day notice period.

6. Liquidated Damages Payable by University. Whether on the basis of termination without Just Cause, or if it is judicially determined that the University did not have Just Cause for termination, that Rogers was constructively discharged or that damages are due for unlawful termination of this Agreement, the Parties specifically agree that damages due to Rogers from termination of this Agreement are specifically limited as follows:

(a) The University will be required to pay to Rogers an amount equal to 100 percent of the entire Base Compensation remaining for the balance of the Term of this Agreement, as if this Agreement had not been terminated and all services had been fully performed. The amount of the Total Compensation so determined shall be paid in equal monthly installments prorated over the remaining term of this Agreement, and shall not include any benefits such as health insurance, vacation payout or retirement contributions. In addition, the University shall remain obligated to pay Rogers all monies, salary, bonuses, and expenses previously earned or achieved up to the effective date of termination (even if such amounts [including Performance Incentives] are not yet due and payable as of the effective date of termination).

i. Rogers agrees that if, subsequent to his termination by University, Rogers is hired as a football coach (or other comparable position) with another NCAA Division I institution during the remaining Term, the monthly installments set forth in Paragraph V (6)(a) of this Agreement will be reduced on a dollar for dollar basis by the average annual compensation (excluding the value of fringe benefits and other non-cash compensation) Rogers is entitled to receive pursuant to his contract with the hiring institution prorated for any period during the remaining Term.

(b) In no case shall the University be liable to Rogers for any loss of any collateral business opportunities or any other benefits, perquisites, or income resulting from activities such as, but not limited to: speaking engagements or other public relations activities; television or radio appearances; football manufacturer's contracts, endorsements, camps, apparel or shoe contracts; consulting relationships; or any other sources that may ensue as a result of the University's termination of this Agreement.

(c) Effect of IRC Section 457(f). Notwithstanding the foregoing, with respect to any portion of the liquidated damages that is payable in a calendar year after the calendar year in which the effective date of termination occurs ("Future Liquidated Damages"), a portion of the Future Liquidated Damages shall be accelerated in an amount equal to the federal and state income tax withholdings that would have to be remitted by the University, if and only to the extent that the Future Liquidated Damages are includible in Rogers's income as of the effective date of termination pursuant to Section 457(f) of the Internal Revenue Code. Future Liquidated Damages otherwise payable to Coach will be offset by the amount that such Future Liquidated Damages are accelerated, and such accelerated portion shall be paid by the end of the calendar year in which the effective date of termination occurs. The acceleration described in the preceding sentence, if required, is intended to comply with the requirements of Section 1.409A-3(j)(4)(iv) of the regulations

promulgated under IRC Section 409A, and shall be administered and construed in a manner necessary to ensure such compliance.

The Parties acknowledge that this provision regarding liquidated damages is agreed to giving consideration to the fact that termination of this Agreement may cause Rogers to lose certain benefits or supplemental compensation, which damages are extremely difficult to determine with certainty or fairly or adequately. The Parties acknowledge that this limitation constitutes adequate and reasonable compensation considering other provisions or limitations could have been negotiated between the Parties. The Parties agree that this provision shall not be construed as a penalty. The Parties further agree that said payment by the University shall not be subject to any obligation to mitigate damages by Rogers, whatsoever.

7. Automatic Termination upon Death or Disability of Rogers. This Agreement shall terminate if Rogers dies or if Rogers becomes totally disabled, such that he qualifies for full Long Term Disability and/or Life Insurance benefits, as the case may be, under the University's Group Long Term Disability and Life Insurance Policies covering P&S employees; *provided, however*, that the University shall be responsible for continuation of salary, consistent with University leave policies, through any required waiting period, if any, provided by the University's Group Long Term Disability and/or Life Insurance Policy until such time as disability benefits are payable. The University shall not be obligated to pay remaining compensation after the date of termination, but shall (i) pay all earned compensation, expenses, monies, and incentives due and/or earned up to the time of termination (even if such amounts [including Performance Incentives] are not yet due and payable as of the effective date of termination), and (ii) contribute to the Supplemental Plans the Supplemental Benefit Contributions that accrued through the effective date of termination and which have not yet been funded, which amounts shall be paid to Rogers (or Rogers's personal representative), or contributed to the Supplemental Plans, as the case may be, within forty-five (45) days of termination.

8. Warranty Regarding Prior Conduct. Rogers understands that the public views coaches as representatives of the institution and its values. Rogers is hired with the understanding that there are no events in his prior conduct which make him unfit to represent the University. Rogers warrants and agrees as follows:

(a) Except for those events fully disclosed to the Director prior to entry into this Agreement, that he is not aware of, nor has he in the last three (3) years engaged in:

- Any prior conduct which constitutes a major violation of the provisions of the NCAA Manual or of any recognized athletic conference of which the University is a member; or
- Any prior conduct involving violations of rules or regulations of a prior employing academic institution regarding academic integrity; or
- Any prior conduct which constitutes a serious crime involving moral turpitude, violence, or dishonesty; or

- Any prior conduct which constitutes a felony or misdemeanor in which the victim was a student-athlete or student.

(b) Rogers agrees that if the statements made above are false, the University, in its sole discretion, may terminate this Agreement upon written notice to Rogers pursuant to this Article V, unless the circumstances of such conduct have been disclosed to the University and the University has retained Rogers's services after full disclosure of the prior conduct.

9. No Reassignment. The University agrees that it does not have the power to reassign Rogers to another position without his prior written consent.

10. Guaranteed Compensation. The Total Compensation provided under Paragraph II is guaranteed by the University, which for purposes of this Agreement means that Total Compensation shall be paid unless one of the following occurs:

(a) Rogers terminates this Agreement, resigns, or accepts other full-time employment or publicly participates in a public announcement of his taking other full-time employment as provided by Section VI; or

(b) This Agreement is validly: i) terminated or Compensation is validly reduced for disciplinary reasons for Just Cause as set forth in Paragraph V(1) and V(2); ii) terminated without Just Cause, so long as the University has met the obligations of Paragraphs V(5) and (6); or iii) a final judicial determination has been issued finding that the University constructively discharged Rogers, and the University has within forty-five (45) days of such final judicial determination paid the liquidated damages under Paragraph (V)(6) together with any statutory or judicially ordered interest; or

(c) Rogers dies or is permanently disabled as determined under the applicable P&S Group Long Term Disability and Life Insurance Policies, and the University has met its obligation as set forth in Paragraph V (7).

Nothing in this Paragraph V (10) shall be construed as a waiver of Rogers's right to seek a remedy for damages for breach of this contract by the University.

VI TERMINATION BY COACH

1. During the Term, Rogers shall provide prior notice to the Director if he enters into negotiations for or publicly expresses bona-fide interest in other employment as head coach in the field of college football or as head coach or general manager in the National Football League.

2. Without limiting Rogers's other rights of termination, the University acknowledges and agrees that Rogers shall have the right to immediately terminate this Agreement for the purpose of accepting other employment as a football coach (a "Coaching Termination"). Rogers acknowledges that the University has expended significant effort and funds in recruiting and signing Rogers to this exclusive Agreement for his services, and that the position as head football coach is a unique and key University position.:

(a) Should Rogers terminate this Agreement by resignation, the University shall be entitled to terminate all unearned compensation and other obligations owed by the University to Rogers under this Agreement, effective on the date of Rogers's resignation or acceptance of such other employment, or Rogers's participation in public announcement of his acceptance of such employment, whichever is earlier. The University's future obligations shall cease, but the University must fulfill all of its outstanding obligations up to that date, including, but not limited to, the payment of all monies, salary, bonuses, and expenses previously earned up to the effective date of termination (even if such amounts [including Performance Incentives] are not yet due and payable as of the effective date of resignation).

(b) Should Rogers terminate this Agreement by resignation for the purpose of accepting employment as an NCAA Division I head college football coach prior to the expiration or earlier termination of this Agreement, or should Rogers assume duties as an NCAA Division I head college football coach prior to the expiration or earlier termination of this Agreement, Rogers agrees the University shall be entitled to liquidated damages in the amount of 100 percent of the entire Base Compensation remaining for the balance of the Term of this Agreement, as if this Agreement had not been terminated and all services had been fully performed. Notwithstanding the foregoing, the amount of liquidated damages owed by Rogers will be reduced, each season, by \$500,000 for every game won beyond six games. Rogers shall make such payment to the University in a lump sum within ninety (90) days of the effective date of termination. The Parties acknowledge that this amount constitutes adequate and reasonable compensation considering other provisions or limitations could have been negotiated between the Parties and, further, represents, a repayment of compensation, perquisites and benefits that were provided to Rogers under the premise that Rogers would serve as head football coach of the University through the entire Term. The Parties agree that this provision shall not be construed as a penalty.

3. The Parties acknowledge that Rogers was recruited as head football coach with the understanding that the University does not intend to increase its academic admissibility and/or eligibility standards beyond the academic admissibility and eligibility standards for schools competing in NCAA Division I football. If the University does increase its academic admissibility and/or eligibility standards above those required by the NCAA, Rogers' liquidated damages, under Paragraph VI(2)(b) shall be reduced to Zero Dollars (\$0).

4. The University also agrees that Rogers shall have the right to immediately terminate this Agreement (without penalty) in the event the University materially and seriously breaches this Agreement and fails to cure such breach within thirty (30) days of receiving notice thereof. In such event, there shall be no liquidated damages under Paragraph VI (2) (b). In the event of such a termination by Rogers, if it is judicially determined the University's action amounted to constructive discharge, Rogers shall be entitled to payment provided under Paragraph V (6).

5. The University understands that Rogers accepted the position as head football coach with the understanding that there are no known events in the University's prior conduct, which have not been fully resolved (including but not limited to the prior

conduct of current and former University employees), which may adversely affect the Football Program. The University represents and warrants that it is not aware of nor has in the three years prior to the date of this Agreement engaged in: (a) any conduct which constitutes a serious violation of the provisions of the NCAA Manual or of any recognized athletic conference; or (b) any conduct involving serious violations of rules or regulations of the University regarding academic integrity in the conduct of its athletic program. The University agrees that if the statements made above are not true, it shall be deemed a material and serious breach of this Agreement and Rogers in his discretion may terminate this Agreement pursuant to Paragraph VI(4) without any further obligation to the University, including any obligation to pay the liquidated damages set forth in Paragraph VI (2) (b).

6. Rogers may resign for reasons other than specified above in Paragraph VI (2) without any obligation to pay liquidated damages. Upon Rogers's resignation, the University shall have no further obligation to pay Total Compensation except that the University must fulfill all of its outstanding obligations up to that date, including, but not limited to, the payment of all monies, salary, bonuses, and expenses previously earned up to the effective date of resignation (even if such amounts [including Performance Incentives] are not yet due and payable as of the effective date of resignation).

VII MISCELLANEOUS PROVISIONS

1. Rogers shall have the right to select and retain Football Staff, as defined in Paragraph III (3), which decisions shall be made only after consultation with the Director, or the Director's designee. While the day-to-day duties of the Football Staff shall be assigned by the head football coach, it is understood that the head football coach and all assistant football coaches are directly responsible, separately and collectively, to the Director, as are all Department employees. The University intends to maintain a salary pool for said Football Staff that is competitive for football program in the Big 12 Conference.

2. Rogers does not have the right to permit others to use the name of Iowa State University, ISU, or its trademarks except in the following circumstances: (a) Rogers may use, or permit others to use the name and trademarks with approval of the University's Trademark Officer; (b) Rogers may permit the name and trademarks to be used as necessary to carry out obligations of a contract approved pursuant to Paragraphs II(2) and IV(1)(a), as long as such use is limited to the use of his likeness wearing apparel with University's names and trademarks and mentioning the University's names or trademarks, so long as such use is consistent with the University's mission and values; and (c) Rogers may use the name and trademarks in conducting a University-supported athletic camp as permitted under Paragraph IV(1)(d). Rogers specifically shall not have the power to permit commercial use of the property, employees, name, or trademarks of the University in any way which suggests that a product is endorsed or sanctioned by the University, except with prior written permission of the University.

3. None of the terms or conditions contained in this Agreement shall be altered, amended, waived, or abandoned, except by written agreement signed by the Parties.

4. If there is a conflict between this Agreement and University policies incorporated herein, the provisions of this Agreement will govern.

5. This Agreement is made and entered into in Story County in the State of Iowa, and shall in all respects be interpreted, enforced and governed by Iowa law. Any disputes arising out of this Agreement shall be subject to the jurisdiction of the federal or state courts of Iowa with Story County, Iowa as the venue.

6. To the extent inconsistent herewith, this Agreement supersedes and replaces all prior written and oral agreements. Obligations with regard to the Letter of Intent between the Parties not otherwise contemplated by the terms of this Agreement shall remain effective between the Parties until satisfied.

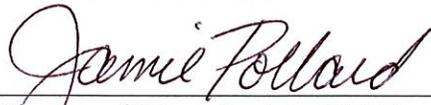
7. Notices to the Parties shall be sent via reputable express courier, overnight mail or U.S. Certified Mail to the University at the Director's address and to Rogers at his personal address.

8. The failure of a Party, at any time, to demand strict performance by the other Party of any of the terms, covenants, or conditions set forth herein shall not be construed as a continuing waiver or relinquishment thereof, and a Party may at any time demand strict and complete performance by the other Party of said terms, covenants, and/or conditions.

9. Each of the Parties has participated in the negotiation and preparation of this Agreement and therefore waives any rule of law or judicial precedent that provides that contractual ambiguities are to be construed against the Party who shall have drafted the contract in question. If any provision of this Agreement or the application thereof shall be invalid or unenforceable to any extent, the remainder of this Agreement or the application thereof shall not be affected, and each remaining provision of this Agreement shall be valid and enforceable to the fullest extent permitted by law. Paragraph headings contained hereunder are solely for the purpose of aiding in speedy location of subject and are not in any sense to be given weight in the construction of this Agreement.

10. Except as specifically provided in this Agreement, neither Party waives any legal right or remedy, whether at law or equity, available to the Party.

Iowa State University


Director of Intercollegiate Athletics

3/1/26
Date


President of the University

3/3/26
Date

Head Football Coach


[Jimmy Rogers \(Feb 20, 2026 20:55:47 CST\)](#)
Jimmy Rogers

02/20/2026
Date

Iowa State University Employment Agreement

Name: Michael Banks

Working Title: Assistant Football Coach

ISU Job Profile: Assistant Coach

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Banks ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. **Term.** The term of this appointment is effective on December 23, 2025 (Effective Date) and ending on January 31, 2028.
- B. **Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$350,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- C. **Courtesy Vehicle.** In addition to the annual compensation, Employee shall be provided with the use of one (1) vehicle, or an annual stipend of \$5,000 paid monthly when a courtesy vehicle is not available, as part of the Department's vehicle program, which is provided to facilitate carrying out job duties when in active working status.
- D. **Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL	
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):	
Win the Big 12 Championship:	\$ 7,500
College Football Playoff (bonus is the furthest round reached, not cumulative):	
Round of 12	\$ 7,500
Round of 8	\$ 12,500
Round of 4	\$ 25,000
Championship game	\$ 37,500
Win	\$ 50,000
Bowl game:	\$ 5,000

- E. **Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.

- F. **FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee. The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.
- G. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. **Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. **Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. **Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. **Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. **Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. **Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.
- C. **Termination by the University without Cause.** The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the

Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

- a. Termination Other:** This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will exclude any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.
- D. Termination by Employee (Buyout):** Should Employee terminate this Agreement by resignation for a position other than Offensive Coordinator, Defensive Coordinator or Head Coach at another Division I or NFL football program at any time prior to December 31, 2027, Employee is obligated to repay Iowa State University Athletics \$50,000. Repayment of the full \$50,000 shall be due within thirty (30) days of the effective date of the resignation. The buyout for Employee is waived if Jimmy Rogers is no longer employed by the University for any reason.
- E. Other Full-Time Employment.** Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.
- F. Individual Associate with a Prospective Student-Athlete.** Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.
- G. Waiver of Applicability of Policy Library and APA.** The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).
- H. Warranty Regarding Prior Conduct.** Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in

execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature Michael Banks Date 12/29/25
Supervisor/Head Coach [Signature] Date 12/18/25
Director of Athletics James Pollard Date 12/18/25

Iowa State University Employment Agreement

Name: Jalon Bibbs

Working Title: Assistant Football Coach

ISU Job Profile: Assistant Coach

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Bibbs ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. **Term.** The term of this appointment is effective on December 23, 2025 (Effective Date) and ending on January 31, 2028.
- B. **Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$400,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- C. **Courtesy Vehicle.** In addition to the annual compensation, Employee shall be provided with the use of one (1) vehicle, or an annual stipend of \$5,000 paid monthly when a courtesy vehicle is not available, as part of the Department's vehicle program, which is provided to facilitate carrying out job duties when in active working status.
- D. **Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL	
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):	
Win the Big 12 Championship:	\$ 7,500
College Football Playoff (bonus is the furthest round reached, not cumulative):	
Round of 12	\$ 7,500
Round of 8	\$ 12,500
Round of 4	\$ 25,000
Championship game	\$ 37,500
Win	\$ 50,000
Bowl game:	\$ 5,000

- E. **Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.

- F. **FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee. The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.
- G. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of

Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.
- C. Termination by the University without Cause.** The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other

employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will exclude any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Termination by Employee (Buyout): Should Employee terminate this Agreement by resignation for a position other than Offensive Coordinator, Defensive Coordinator or Head Coach at another Division I or NFL football program at any time prior to December 31, 2027, Employee is obligated to repay Iowa State University Athletics \$50,000. Repayment of the full \$50,000 shall be due within thirty (30) days of the effective date of the resignation. The buyout for Employee is waived if Jimmy Rogers is no longer employed by the University for any reason.

E. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

F. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

G. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

H. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants

that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature		Date	<u>12-23-25</u>
Supervisor/Head Coach		Date	<u>12/18/25</u>
Director of Athletics		Date	<u>12/18/25</u>

Iowa State University Employment Agreement

Name: Jesse Bobbit

Working Title: Defensive Coordinator

ISU Job Profile: Assistant Coach

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Bobbit ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. **Term.** The term of this appointment is effective on December 23, 2025 (Effective Date) and ending on January 31, 2029.
- B. **Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$1,000,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- C. **Courtesy Vehicle.** In addition to the annual compensation, Employee shall be provided with the use of one (1) vehicle, or an annual stipend of \$5,000 paid monthly when a courtesy vehicle is not available, as part of the Department's vehicle program, which is provided to facilitate carrying out job duties when in active working status.
- D. **Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL		
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):		
Appear in the Big 12 Championship:	\$	10,000; or
Win the Big 12 Championship:	\$	15,000
College Football Playoff (bonus is the furthest round reached, not cumulative):		
Round of 12	\$	15,000
Round of 8	\$	25,000
Round of 4	\$	50,000
Championship game	\$	75,000
Win	\$	100,000
Bowl game:	\$	10,000

- E. **Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.

- F. FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee. The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.
- G. Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of

Interest and Commitment" policy.

- F. **Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. **Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. **Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. **Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. **Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. **Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.
- C. **Termination by the University without Cause.** The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other

employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

- a. **Termination Other:** This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will exclude any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.
- D. **Termination by Employee (Buyout):** Should Employee terminate this Agreement by resignation for a position other than (i) Head Coach at another Division I football program or (ii) an offensive coordinator or head coach position for a National Football League team at any time prior to the football team's final regular season game (including the conference championship game, if the University is a participant) of the final contract year of the Term, Employee is obligated to repay Iowa State University Athletics \$100,000. Repayment of the full \$100,000 shall be due within thirty (30) days of the effective date of the resignation. The buyout for Employee is waived if Jimmy Rogers is no longer employed by the University for any reason.
- E. **Other Full-Time Employment.** Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.
- F. **Individual Associate with a Prospective Student-Athlete.** Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.
- G. **Waiver of Applicability of Policy Library and APA.** The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).
- H. **Warranty Regarding Prior Conduct.** Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics

Iowa State University Employment Agreement

Name: Anthony Calcutta

Working Title: Director of Recruiting

ISU Job Profile: Contract Associate

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Calcutta ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. Term.** The term of this appointment is effective on December 23, 2025 (Effective Date) and ending on January 31, 2028. Employee has approval to start employment while the background check is in progress, with the understanding that continued employment is contingent upon a successful background check report.
- B. Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$75,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- C. Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL		
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):		
Win the Big 12 Championship:	\$	5,000
College Football Playoff (bonus is the furthest round reached, not cumulative):		
Round of 12	\$	5,000
Round of 8	\$	7,500
Round of 4	\$	10,000
Championship game	\$	12,500
Win	\$	15,000
Bowl game:	\$	2,500

- D. Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- E. FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee.

The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this

Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome

of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

C. Termination by the University without Cause. The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

E. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

F. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the

Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

G. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature  Date 12/29/25

Supervisor/Head Coach  Date 12/19/25

Director of Athletics  Date 12/18/25

Iowa State University Employment Agreement

Name: Sean Chambers

Working Title: Quality Control Assistant-Offense

ISU Job Profile: Contract Associate

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Chambers ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. Term. The term of this appointment is effective on January 7, 2026 (Effective Date) and ending on January 31, 2027.
B. Annual Compensation. The annual compensation to be paid by the University to employee for services performed hereunder shall be \$40,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
C. Incentive Payments. Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

Table with 2 columns: Incentive Event, Amount. Includes Football section with items like Win the Big 12 Championship (\$5,000) and College Football Playoff (Round of 12 to \$5,000, Round of 8 to \$7,500, etc.), and Bowl game (\$2,500).

- D. Benefits. Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
E. FTE Status. The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee. The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented,

hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities

as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

C. Termination by the University without Cause. The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

E. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

F. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

G. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

A. Effectiveness and Amendments. The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.

B. Agreement Supersedes P&S Policies in the Policy Library. In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.

C. Governing Law. This Agreement will be interpreted in accordance with the laws of the State of Iowa.

D. Entire Agreement. This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.

E. Severability. If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature  _____

Date 11/9/2026

Supervisor/Head Coach  _____

Date 12/30/25

Director of Athletics  _____

Date 12/30/25

Iowa State University Employment Agreement

Name: Richard Ciccone

Working Title: General Manager

ISU Job Profile: Contract Associate

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Ciccone ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. **Term.** The term of this appointment is effective on December 8, 2025 (Effective Date) and ending on January 31, 2028.
- B. **Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$330,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- C. **Courtesy Vehicle.** In addition to the annual compensation, Employee shall be provided with the use of one (1) vehicle, or an annual stipend of \$5,000 paid monthly when a courtesy vehicle is not available, as part of the Department's vehicle program, which is provided to facilitate carrying out job duties when in active working status.
- D. **Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL	
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):	
Win the Big 12 Championship:	\$ 7,500
College Football Playoff (bonus is the furthest round reached, not cumulative):	
Round of 12	\$ 7,500
Round of 8	\$ 12,500
Round of 4	\$ 25,000
Championship game	\$ 37,500
Win	\$ 50,000
Bowl game:	\$ 5,000

- E. **Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.

- F. **FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee. The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.
- G. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a

contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.
- C. Termination by the University without Cause.** The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be

terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will exclude any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Termination by Employee (Buyout): Should Employee terminate this Agreement by resignation for a position at another Division I football program at any time prior to December 31, 2027, Employee is obligated to repay Iowa State University Athletics \$50,000. Repayment of the full \$50,000 shall be due within thirty (30) days of the effective date of the resignation. The buyout for Employee is waived if Jimmy Rogers is no longer employed by the University for any reason.

E. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

F. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

G. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

H. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the

understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature R. C.

Date 12/18/25

Supervisor/Head Coach [Signature]

Date 12/18/25

Director of Athletics James Pollard

Date 12/18/25

7/2025

Iowa State University Employment Agreement

Name: Peyton Cox

Working Title: Analyst/Coaching Assistant

ISU Job Profile: Contract Associate

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Cox ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. **Term.** The term of this appointment is effective on December 29, 2025 (Effective Date) and ending on January 31, 2028. Employee has approval to start employment while the background check is in progress, with the understanding that continued employment is contingent upon a successful background check report.
- B. **Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$65,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- C. **Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL	
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):	
Win the Big 12 Championship:	\$ 5,000
College Football Playoff (bonus is the furthest round reached, not cumulative):	
Round of 12	\$ 5,000
Round of 8	\$ 7,500
Round of 4	\$ 10,000
Championship game	\$ 12,500
Win	\$ 15,000
Bowl game:	\$ 2,500

- D. **Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- E. **FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee.

The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this

Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. **Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. **Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. **Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. **Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. **Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. **Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome

of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

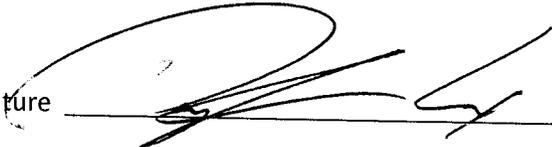
- C. Termination by the University without Cause.** The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.
- a. Termination Other:** This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will exclude any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.
- D. Other Full-Time Employment.** Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.
- E. Individual Associate with a Prospective Student-Athlete.** Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.
- F. Waiver of Applicability of Policy Library and APA.** The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the

Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

G. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature  Date 12/30/25

Supervisor/Head Coach  Date 12/30/25

Director of Athletics Jamie Pollard Date 12/30/25

Iowa State University Employment Agreement

Name: Leon Douglas

Working Title: Director of Player Development

ISU Job Profile: Contract Associate

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Douglas ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. Term.** The term of this appointment is effective on January 1, 2026 (Effective Date) and ending on January 31, 2028. Employee has approval to start employment while the background check is in progress, with the understanding that continued employment is contingent upon a successful background check report.
- B. Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$100,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- C. Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL	
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):	
Win the Big 12 Championship:	\$ 5,000
College Football Playoff (bonus is the furthest round reached, not cumulative):	
Round of 12	\$ 5,000
Round of 8	\$ 7,500
Round of 4	\$ 10,000
Championship game	\$ 12,500
Win	\$ 15,000
Bowl game:	\$ 2,500

- D. Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- E. FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee.

The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this

Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. **Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. **Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. **Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. **Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. **Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. **Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome

of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

- C. Termination by the University without Cause.** The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.
- a. Termination Other:** This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will exclude any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.
- D. Other Full-Time Employment.** Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.
- E. Individual Associate with a Prospective Student-Athlete.** Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.
- F. Waiver of Applicability of Policy Library and APA.** The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the

Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

- G. Warranty Regarding Prior Conduct.** Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature Leon Douglas Date 12/31/25

Supervisor/Head Coach [Signature] Date 12/30/25

Director of Athletics Jamie Pollard Date 12/30/25

Iowa State University Employment Agreement

Name: Preston Gordon

Working Title: Analyst/Coaching Assistant--Defense

ISU Job Profile: Contract Associate

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Gordon ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. Term. The term of this appointment is effective on December 29, 2025 (Effective Date) and ending on January 31, 2027. Employee has approval to start employment while the background check is in progress, with the understanding that continued employment is contingent upon a successful background check report.
B. Annual Compensation. The annual compensation to be paid by the University to employee for services performed hereunder shall be \$85,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
C. Incentive Payments. Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

Table with 2 columns: Incentive Event, Amount. Includes categories like Win the Big 12 Championship (\$5,000), College Football Playoff (bonus is the furthest round reached, not cumulative) with sub-rows for Round of 12 (\$5,000), Round of 8 (\$7,500), Round of 4 (\$10,000), Championship game (\$12,500), Win (\$15,000), and Bowl game (\$2,500).

- D. Benefits. Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
E. FTE Status. The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee.

The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this

Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome

of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

C. Termination by the University without Cause. The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will exclude any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

E. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

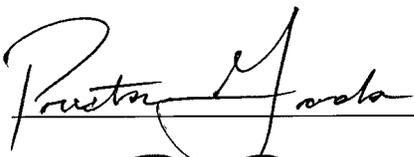
F. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the

Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

G. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature		Date	<u>12/29/25</u>
Supervisor/Head Coach		Date	<u>12/18/25</u>
Director of Athletics		Date	<u>12/18/25</u>

Iowa State University Employment Agreement

Name: Rob Grande

Working Title: Analyst/Special Teams Coordinator

ISU Job Profile: Contract Associate

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Grande ("Employee") (each a Party and collectively the Parties). This agreement supersedes all previous agreements. The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. Term.** The term of this appointment is effective on January 1, 2026 (Effective Date) and ending on January 31, 2027.
- B. Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$130,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- C. Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL		
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):		
Win the Big 12 Championship:	\$	5,000
College Football Playoff (bonus is the furthest round reached, not cumulative):		
Round of 12	\$	5,000
Round of 8	\$	7,500
Round of 4	\$	10,000
Championship game	\$	12,500
Win	\$	15,000
Bowl game:	\$	2,500

- D. Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- E. FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee. The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented,

hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities

as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

C. Termination by the University without Cause. The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

E. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

F. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

G. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

A. Effectiveness and Amendments. The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.

B. Agreement Supersedes P&S Policies in the Policy Library. In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.

C. Governing Law. This Agreement will be interpreted in accordance with the laws of the State of Iowa.

D. Entire Agreement. This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.

E. Severability. If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature RS Mark Sz Date 1/4/2024

Supervisor/Head Coach [Signature] Date 12/30/25

Director of Athletics Jamie Pollard Date 12/30/25

Iowa State University Employment Agreement

Name: Keith Heckendorf

Working Title: Assistant Football Coach

ISU Job Profile: Assistant Coach

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Heckendorf ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. Term. The term of this appointment is effective on December 23, 2025 (Effective Date) and ending on January 31, 2028. Employee has approval to start employment while the background check is in progress, with the understanding that continued employment is contingent upon a successful background check report.
B. Annual Compensation. The annual compensation to be paid by the University to employee for services performed hereunder shall be \$365,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
C. Courtesy Vehicle. In addition to the annual compensation, Employee shall be provided with the use of one (1) vehicle, or an annual stipend of \$5,000 paid monthly when a courtesy vehicle is not available, as part of the Department's vehicle program, which is provided to facilitate carrying out job duties when in active working status.
D. Incentive Payments. Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

Table with 2 columns: Incentive Event, Amount. Includes categories like Win the Big 12 Championship (\$7,500), College Football Playoff (bonus is the furthest round reached, not cumulative) with sub-rows for Round of 12 (\$7,500), Round of 8 (\$12,500), Round of 4 (\$25,000), Championship game (\$37,500), Win (\$50,000), and Bowl game (\$5,000).

- E. **Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- F. **FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee. The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.
- G. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would

detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.
- C. Termination by the University without Cause.** The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be

terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will exclude any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Termination by Employee (Buyout): Should Employee terminate this Agreement by resignation for a position other than Offensive Coordinator, Defensive Coordinator or Head Coach at another Division I or NFL football program at any time prior to December 31, 2027, Employee is obligated to repay Iowa State University Athletics \$50,000. Repayment of the full \$50,000 shall be due within thirty (30) days of the effective date of the resignation. The buyout for Employee is waived if Jimmy Rogers is no longer employed by the University for any reason.

E. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

F. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

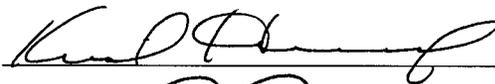
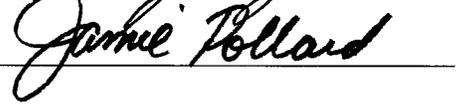
G. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

H. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the

understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature	<u></u>	Date	<u>12/23/25</u>
Supervisor/Head Coach	<u></u>	Date	<u>12/18/25</u>
Director of Athletics	<u></u>	Date	<u>12/18/25</u>

Iowa State University Employment Agreement

Name: Seth Hestness

Working Title: Analyst/Coaching Assistant--Offense

ISU Job Profile: Contract Associate

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Hestness ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. Term.** The term of this appointment is effective on December 29, 2025 (Effective Date) and ending on January 31, 2028. Employee has approval to start employment while the background check is in progress, with the understanding that continued employment is contingent upon a successful background check report.
- B. Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$100,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- C. Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL		
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):		
Win the Big 12 Championship:	\$	5,000
College Football Playoff (bonus is the furthest round reached, not cumulative):		
Round of 12	\$	5,000
Round of 8	\$	7,500
Round of 4	\$	10,000
Championship game	\$	12,500
Win	\$	15,000
Bowl game:	\$	2,500

- D. Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- E. FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee.

The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this

Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome

of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

C. Termination by the University without Cause. The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

E. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

F. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the

Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

G. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

A. Effectiveness and Amendments. The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.

B. Agreement Supersedes P&S Policies in the Policy Library. In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.

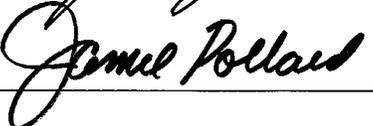
C. Governing Law. This Agreement will be interpreted in accordance with the laws of the State of Iowa.

D. Entire Agreement. This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.

E. Severability. If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature  Date 11/6/26

Supervisor/Head Coach  Date 12/18/25

Director of Athletics  Date 12/18/25

Iowa State University Employment Agreement

Name: Wyatt Jelden

Working Title: Creative Media Graphic Design & Branding

ISU Job Profile: Contract Associate

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Jelden ("Employee") (each a Party and collectively the Parties). This agreement supersedes all previous agreements. The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. Term. The term of this appointment is effective on January 1, 2026 (Effective Date) and ending on June 30, 2026.
B. Annual Compensation. The annual compensation to be paid by the University to employee for services performed hereunder shall be \$55,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
C. Incentive Payments. Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

Table with 2 columns: Incentive Event, Amount. Includes categories like Win the Big 12 Championship (\$5,000), College Football Playoff (bonus is the furthest round reached, not cumulative) with sub-rows for Round of 12 (\$5,000), Round of 8 (\$7,500), Round of 4 (\$10,000), Championship game (\$12,500), Win (\$15,000), and Bowl game (\$2,500).

- D. Benefits. Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
E. FTE Status. The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee. The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented,

hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities

as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

C. Termination by the University without Cause. The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

E. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

F. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

G. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature



Date

1/2/26

Supervisor/Head Coach



Date

12/30/25

Director of Athletics



Date

12/30/25

7/2025

Iowa State University Employment Agreement

Name: Jacob Menage

Working Title: Analyst/Coaching Assistant

ISU Job Profile: Contract Associate

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Menage ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. Term. The term of this appointment is effective on December 29, 2025 (Effective Date) and ending on January 31, 2027.
B. Annual Compensation. The annual compensation to be paid by the University to employee for services performed hereunder shall be \$90,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
C. Incentive Payments. Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

Table with 2 columns: Incentive Event, Amount. Includes categories like Win the Big 12 Championship (\$5,000), College Football Playoff (bonus is the furthest round reached, not cumulative) with sub-rows for Round of 12 (\$5,000), Round of 8 (\$7,500), Round of 4 (\$10,000), Championship game (\$12,500), Win (\$15,000), and Bowl game (\$2,500).

- D. Benefits. Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
E. FTE Status. The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee. The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented,

hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, epidemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities

as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

C. Termination by the University without Cause. The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

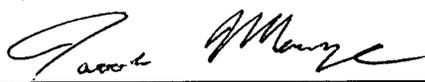
E. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

F. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

G. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature  Date 12/30/25

Supervisor/Head Coach  Date 12/30/25

Director of Athletics  Date 12/30/25

Iowa State University Employment Agreement

Name: John Johnson

Working Title: Assistant Football Coach

ISU Job Profile: Assistant Coach

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Johnson ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. Term.** The term of this appointment is effective on December 28, 2025 (Effective Date) and ending on January 31, 2028. Employee has approval to start employment while the background check is in progress, with the understanding that continued employment is contingent upon a successful background check report.
- B. Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$350,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- C. Courtesy Vehicle.** In addition to the annual compensation, Employee shall be provided with the use of one (1) vehicle, or an annual stipend of \$5,000 paid monthly when a courtesy vehicle is not available, as part of the Department's vehicle program, which is provided to facilitate carrying out job duties when in active working status.
- D. Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL	
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):	
Win the Big 12 Championship:	\$ 7,500
College Football Playoff (bonus is the furthest round reached, not cumulative):	
Round of 12	\$ 7,500
Round of 8	\$ 12,500
Round of 4	\$ 25,000
Championship game	\$ 37,500
Win	\$ 50,000
Bowl game:	\$ 5,000

- E. **Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- F. **FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee. The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.
- G. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would

detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.
- C. Termination by the University without Cause.** The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be

terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

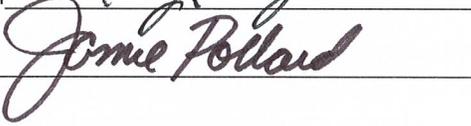
a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will exclude any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

- D. Termination by Employee (Buyout):** Should Employee terminate this Agreement by resignation for a position other than Offensive Coordinator, Defensive Coordinator or Head Coach at another Division I or NFL football program at any time prior to December 31, 2027, Employee is obligated to repay Iowa State University Athletics \$50,000. Repayment of the full \$50,000 shall be due within thirty (30) days of the effective date of the resignation. The buyout for Employee is waived if Jimmy Rogers is no longer employed by the University for any reason.
- E. Other Full-Time Employment.** Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.
- F. Individual Associate with a Prospective Student-Athlete.** Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.
- G. Waiver of Applicability of Policy Library and APA.** The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).
- H. Warranty Regarding Prior Conduct.** Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the

understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature		Date	<u>12/28/25</u>
Supervisor/Head Coach		Date	<u>12/18/25</u>
Director of Athletics		Date	<u>12/18/25</u>

Iowa State University Employment Agreement

Name: Dantrell Kelley

Working Title: Asst. Director of Player Personnel

ISU Job Profile: Contract Associate

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology (“University”) and Kelley (“Employee”) (each a Party and collectively the Parties). This agreement supersedes all previous agreements. The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. Term.** The term of this appointment is effective on January 1, 2026 (Effective Date) and ending on January 31, 2027.
- B. Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$40,000, paid monthly, subject to the University’s usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University’s regulations and practices.
- C. Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL	
Employee shall be eligible for the following incentive payments related to the football team’s performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):	
Win the Big 12 Championship:	\$ 5,000
College Football Playoff (bonus is the furthest round reached, not cumulative):	
Round of 12	\$ 5,000
Round of 8	\$ 7,500
Round of 4	\$ 10,000
Championship game	\$ 12,500
Win	\$ 15,000
Bowl game:	\$ 2,500

- D. Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- E. FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee. The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party’s obligations pursuant to this Agreement is prevented,

hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities

as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

C. Termination by the University without Cause. The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

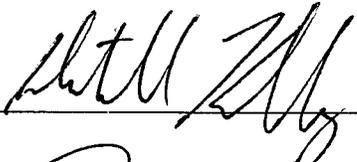
E. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

F. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

G. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature  Date 12/30/25

Supervisor/Head Coach  Date 12/30/25

Director of Athletics Jamie Pollard Date 12/30/25

7/2025

Iowa State University Employment Agreement

Name: Kristofer Kracht

Working Title: Head of Player Performance & Culture

ISU Job Profile: Contract Associate

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Kracht ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. **Term.** The term of this appointment is effective on December 23, 2025 (Effective Date) and ending on January 31, 2028. Employee has approval to start employment while the background check is in progress, with the understanding that continued employment is contingent upon a successful background check report.
- B. **Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$100,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- C. **Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL		
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):		
Win the Big 12 Championship:	\$	5,000
College Football Playoff (bonus is the furthest round reached, not cumulative):		
Round of 12	\$	5,000
Round of 8	\$	7,500
Round of 4	\$	10,000
Championship game	\$	12,500
Win	\$	15,000
Bowl game:	\$	2,500

- D. **Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- E. **FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee.

The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this

Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome

of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

C. Termination by the University without Cause. The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

E. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

F. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the

Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

G. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature  _____

Date 12/27/25

Supervisor/Head Coach  _____

Date 12/18/25

Director of Athletics  _____

Date 12/18/25

Iowa State University Employment Agreement

Name: Matthew Lenti

Working Title: Quality Control Assistant--Defense

ISU Job Profile: Contract Associate

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Lenti ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. Term.** The term of this appointment is effective on December 23, 2025 (Effective Date) and ending on January 31, 2027. Employee has approval to start employment while the background check is in progress, with the understanding that continued employment is contingent upon a successful background check report.
- B. Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$40,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- C. Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL	
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):	
Win the Big 12 Championship:	\$ 5,000
College Football Playoff (bonus is the furthest round reached, not cumulative):	
Round of 12	\$ 5,000
Round of 8	\$ 7,500
Round of 4	\$ 10,000
Championship game	\$ 12,500
Win	\$ 15,000
Bowl game:	\$ 2,500

- D. Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- E. FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee.

The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this

Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome

of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

- C. Termination by the University without Cause.** The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.
- a. Termination Other:** This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.
- D. Other Full-Time Employment.** Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.
- E. Individual Associate with a Prospective Student-Athlete.** Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.
- F. Waiver of Applicability of Policy Library and APA.** The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the

Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

G. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

A. Effectiveness and Amendments. The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.

B. Agreement Supersedes P&S Policies in the Policy Library. In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.

C. Governing Law. This Agreement will be interpreted in accordance with the laws of the State of Iowa.

D. Entire Agreement. This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.

E. Severability. If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature 

Date 12/23/25

Supervisor/Head Coach 

Date 12/18/25

Director of Athletics 

Date 12/18/25

Iowa State University Employment Agreement

Name: Andrew Lucas

Working Title: Director of Recruiting Communications

ISU Job Profile: Contract Associate

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Lucas ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. Term.** The term of this appointment is effective on December 23, 2025 (Effective Date) and ending on January 31, 2028. Employee has approval to start employment while the background check is in progress, with the understanding that continued employment is contingent upon a successful background check report.
- B. Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$65,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- C. Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL	
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):	
Win the Big 12 Championship:	\$ 5,000
College Football Playoff (bonus is the furthest round reached, not cumulative):	
Round of 12	\$ 5,000
Round of 8	\$ 7,500
Round of 4	\$ 10,000
Championship game	\$ 12,500
Win	\$ 15,000
Bowl game:	\$ 2,500

- D. Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- E. FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee.

The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, epidemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this

Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome

of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

- C. Termination by the University without Cause.** The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.
- a. Termination Other:** This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.
- D. Other Full-Time Employment.** Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.
- E. Individual Associate with a Prospective Student-Athlete.** Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.
- F. Waiver of Applicability of Policy Library and APA.** The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the

Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

G. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

A. Effectiveness and Amendments. The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.

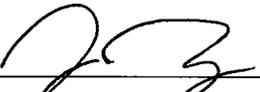
B. Agreement Supersedes P&S Policies in the Policy Library. In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.

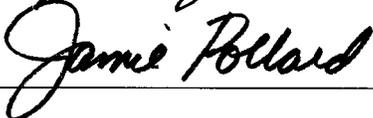
C. Governing Law. This Agreement will be interpreted in accordance with the laws of the State of Iowa.

D. Entire Agreement. This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.

E. Severability. If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature  Date 12/29/25

Supervisor/Head Coach  Date 12/18/25

Director of Athletics  Date 12/18/25

Iowa State University Employment Agreement

Name: Nicholas Meltz

Working Title: Recruiting Operations Assistant

ISU Job Profile: Contract Associate

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Meltz ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. Term.** The term of this appointment is effective on December 23, 2025 (Effective Date) and ending on January 31, 2027. Employee has approval to start employment while the background check is in progress, with the understanding that continued employment is contingent upon a successful background check report.
- B. Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$40,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- C. Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL		
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):		
Win the Big 12 Championship:	\$	5,000
College Football Playoff (bonus is the furthest round reached, not cumulative):		
Round of 12	\$	5,000
Round of 8	\$	7,500
Round of 4	\$	10,000
Championship game	\$	12,500
Win	\$	15,000
Bowl game:	\$	2,500

- D. Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- E. FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee.

The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this

Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome

of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

C. Termination by the University without Cause. The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will exclude any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

E. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

F. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the

Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

G. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature  Date 12/29/25

Supervisor/Head Coach  Date 12/18/25

Director of Athletics  Date 12/18/25

Iowa State University Employment Agreement

Name: Ron Pavlik

Working Title: Analyst/Coaching Assistant—ST

ISU Job Profile: Contract Associate

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology (“University”) and Pavlik (“Employee”) (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. Term.** The term of this appointment is effective on December 23, 2025 (Effective Date) and ending on January 31, 2028. Employee has approval to start employment while the background check is in progress, with the understanding that continued employment is contingent upon a successful background check report.
- B. Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$85,000, paid monthly, subject to the University’s usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University’s regulations and practices.
- C. Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL	
Employee shall be eligible for the following incentive payments related to the football team’s performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):	
Win the Big 12 Championship:	\$ 5,000
College Football Playoff (bonus is the furthest round reached, not cumulative):	
Round of 12	\$ 5,000
Round of 8	\$ 7,500
Round of 4	\$ 10,000
Championship game	\$ 12,500
Win	\$ 15,000
Bowl game:	\$ 2,500

- D. Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- E. FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee.

The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this

Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome

of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

C. Termination by the University without Cause. The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will exclude any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

E. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

F. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the

Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

G. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

A. Effectiveness and Amendments. The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.

B. Agreement Supersedes P&S Policies in the Policy Library. In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.

C. Governing Law. This Agreement will be interpreted in accordance with the laws of the State of Iowa.

D. Entire Agreement. This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.

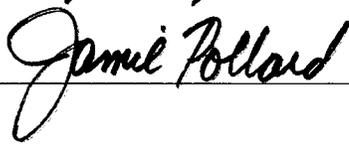
E. Severability. If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature  _____

Date 12/23/2025

Supervisor/Head Coach  _____

Date 12/18/25

Director of Athletics  _____

Date 12/18/25

Iowa State University Employment Agreement

Name: Peter Menage

Working Title: Assistant Football Coach

ISU Job Profile: Assistant Coach

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Menage ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. **Term.** The term of this appointment is effective on December 23, 2025 (Effective Date) and ending on January 31, 2028.
- B. **Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$350,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- C. **Courtesy Vehicle.** In addition to the annual compensation, Employee shall be provided with the use of one (1) vehicle, or an annual stipend of \$5,000 paid monthly when a courtesy vehicle is not available, as part of the Department's vehicle program, which is provided to facilitate carrying out job duties when in active working status.
- D. **Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL	
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):	
Win the Big 12 Championship:	\$ 7,500
College Football Playoff (bonus is the furthest round reached, not cumulative):	
Round of 12	\$ 7,500
Round of 8	\$ 12,500
Round of 4	\$ 25,000
Championship game	\$ 37,500
Win	\$ 50,000
Bowl game:	\$ 5,000

- E. **Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.

- F. **FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee. The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.
- G. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of

Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.
- C. Termination by the University without Cause.** The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other

employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will exclude any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Termination by Employee (Buyout): Should Employee terminate this Agreement by resignation for a position other than Offensive Coordinator, Defensive Coordinator or Head Coach at another Division I or NFL football program at any time prior to December 31, 2027, Employee is obligated to repay Iowa State University Athletics \$50,000. Repayment of the full \$50,000 shall be due within thirty (30) days of the effective date of the resignation. The buyout for Employee is waived if Jimmy Rogers is no longer employed by the University for any reason.

E. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

F. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

G. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

H. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants

that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature	<u><i>Pete Menage</i></u>	Date	<u>12/29/25</u>
Supervisor/Head Coach	<u><i>J.B.</i></u>	Date	<u>12/18/25</u>
Director of Athletics	<u><i>James Pollard</i></u>	Date	<u>12/18/25</u>

Iowa State University Employment Agreement

Name: Byron Robinson Jr

Working Title: Analyst/Coaching Assistant--Defense

ISU Job Profile: Contract Associate

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Robinson ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. Term. The term of this appointment is effective on December 23, 2025 (Effective Date) and ending on January 31, 2027. Employee has approval to start employment while the background check is in progress, with the understanding that continued employment is contingent upon a successful background check report.
B. Annual Compensation. The annual compensation to be paid by the University to employee for services performed hereunder shall be \$90,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
C. Incentive Payments. Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

Table with 2 columns: Incentive Event and Amount. Includes categories like Win the Big 12 Championship, College Football Playoff (bonus is the furthest round reached, not cumulative), and Bowl game.

- D. Benefits. Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
E. FTE Status. The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee.

The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this

Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome

of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

C. Termination by the University without Cause. The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

E. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

F. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the

Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

G. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

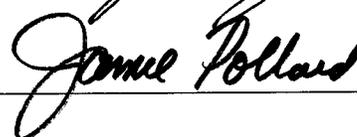
- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature 

Date 12/29/25

Supervisor/Head Coach 

Date 12/18/25

Director of Athletics 

Date 12/18/25

Iowa State University Employment Agreement

Name: Tyler Roehl

Working Title: Offensive Coordinator

ISU Job Profile: Assistant Coach

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Roehl ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

JR

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A. **Term.** The term of this appointment is effective on the day following the Detroit Lions' final game of the 2025-26 season (including the National Football League Playoffs, if applicable) ("Effective Date") 1/5/26 and ending on January 31, 2029 ("Term").

B. **Annual Compensation.** The annualized compensation to be paid by the University to employee for services performed hereunder shall be \$1,000,000, paid monthly in equal installments, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.

Annual Compensation shall be increased as follows when employee has satisfactory performance¹:

- \$1,100,000 effective February 1, 2027
- \$1,200,000 effective February 1, 2028

C. **Courtesy Vehicle and Moving Stipend.** In addition to the annual compensation, Employee shall be provided with the use of one (1) vehicle, or an annual stipend of \$5,000 paid monthly when a courtesy vehicle is not available, as part of the Department's vehicle program, which is provided to facilitate carrying out job duties when in active working status. University shall cover employee's reasonable moving expenses subject to department policy.

D. **Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL	
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):	
Appear in the Big 12 Championship:	
Win the Big 12 Championship:	\$ 10,000; or

¹For purposes of this Employment Agreement, any determination as to whether Employee's performance has been satisfactory shall be made solely in accordance with an objective, good-faith standard, based on criteria communicated to Employee in advance. Such determination shall not be based on general on-field results, including but not limited to statistics, win-loss records, rankings, postseason outcomes, or any other similar performance metrics.

	\$	15,000
College Football Playoff (bonus is the furthest round reached, not cumulative):		
Round of 12	\$	15,000
Round of 8	\$	25,000
Round of 4	\$	50,000
Championship game	\$	75,000
Win	\$	100,000
Bowl game:	\$	10,000

- E. **Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- F. **FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee. The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.
- G. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or

designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department. Employee shall not be reassigned to any other position during the Term without his prior written consent.

- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.
- F. **Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. **Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. **Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. **Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. **Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions

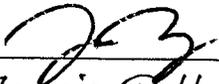
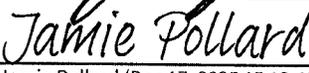
process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.

- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which shall be defined as Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, major NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.
- C. Termination by the University without Cause.** The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee advance written notice of the effective date of termination ("Termination Notice Period"). Should Employee be terminated without cause at the discretion of the University, Annual Compensation and benefits, excluding vehicle/stipend, shall continue through the date of Employee's termination. In addition, Employee shall be entitled to any earned but unpaid Annual Compensation and/or incentive payments through the date of termination. Following the date of termination, Employee shall be entitled to receive as liquidated damages an amount equal to 100% of total remaining Annual Compensation (including scheduled increases) through the end of the otherwise unexpired Term, payable in equal monthly installments. Should Employee begin new employment following termination but before the end of the otherwise unexpired Term earning a lower salary, the University shall pay to Employee the difference, on a dollar-for-dollar basis, in Annual Compensation through the end of the otherwise unexpired Term of the Employment Agreement.
- D. Termination by Employee (Buyout):** Should Employee terminate this Agreement by resignation for a position other than (i) Head Coach at another Division I football program or (ii) an offensive coordinator or head coach position for a National Football League team at any time prior to the football team's final regular season game (including the conference championship game, if the University is a participant) of the final contract year of the Term, Employee is obligated to repay Iowa State University Athletics \$100,000. Repayment of the full \$100,000 shall be due within thirty (30) days of the effective date of the resignation. The buyout for Employee is waived if Jimmy Rogers is no longer employed by the University for any reason.
- E. Other Full-Time Employment.** Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

- F. **Individual Associate with a Prospective Student-Athlete.** Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.
- G. **Waiver of Applicability of Policy Library and APA.** The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).
- H. **Warranty Regarding Prior Conduct.** Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

- A. **Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. **Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. **Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. **Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. **Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature	 Tyler Boehl (Dec 15, 2025 17:26:05 EST)	Date <u>12/15/2025</u>
Supervisor/Head Coach		Date <u>12/15/25</u>
Director of Athletics	 Jamie Pollard (Dec 17, 2025 15:13:40 CST)	Date <u>12/17/2025</u>

Iowa State University Employment Agreement

Name: Kyle Saddler

Working Title: Quality Control Assistant--Offense

ISU Job Profile: Contract Associate

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Saddler ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. Term. The term of this appointment is effective on December 23, 2025 (Effective Date) and ending on January 31, 2027. Employee has approval to start employment while the background check is in progress, with the understanding that continued employment is contingent upon a successful background check report.
B. Annual Compensation. The annual compensation to be paid by the University to employee for services performed hereunder shall be \$40,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
C. Incentive Payments. Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

Table with 2 columns: Incentive Event, Amount. Includes categories like Win the Big 12 Championship (\$5,000), College Football Playoff (Round of 12 to \$5,000, Round of 8 to \$7,500, Round of 4 to \$10,000, Championship game to \$12,500, Win to \$15,000), and Bowl game (\$2,500).

- D. Benefits. Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
E. FTE Status. The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee.

The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this

Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome

of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

- C. Termination by the University without Cause.** The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.
- a. Termination Other:** This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will exclude any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.
- D. Other Full-Time Employment.** Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.
- E. Individual Associate with a Prospective Student-Athlete.** Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.
- F. Waiver of Applicability of Policy Library and APA.** The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the

Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

- G. Warranty Regarding Prior Conduct.** Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

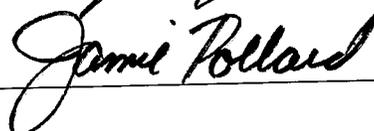
- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature 

Date 12/29/2025

Supervisor/Head Coach 

Date 12/18/25

Director of Athletics 

Date 12/18/25

7/2025

Iowa State University Employment Agreement

Name: Alex Self

Working Title: Director of Player Personnel

ISU Job Profile: Contract Associate

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Self ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. Term. The term of this appointment is effective on December 23, 2025 (Effective Date) and ending on January 31, 2028. Employee has approval to start employment while the background check is in progress, with the understanding that continued employment is contingent upon a successful background check report.
B. Annual Compensation. The annual compensation to be paid by the University to employee for services performed hereunder shall be \$75,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
C. Incentive Payments. Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

Table with 2 columns: Incentive Event, Amount. Includes categories like Win the Big 12 Championship (\$5,000), College Football Playoff (bonus is the furthest round reached, not cumulative) with sub-rows for Round of 12 (\$5,000), Round of 8 (\$7,500), Round of 4 (\$10,000), Championship game (\$12,500), Win (\$15,000), and Bowl game (\$2,500).

- D. Benefits. Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
E. FTE Status. The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee.

The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this

Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome

of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

C. Termination by the University without Cause. The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

E. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

F. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the

Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

G. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature 

Date 12/29/25

Supervisor/Head Coach 

Date 12/18/25

Director of Athletics 

Date 12/18/25

Iowa State University Employment Agreement

Name: Jonathan Shaeffer

Working Title: Chief of Staff

ISU Job Profile: Contract Associate

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Shaeffer ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. **Term.** The term of this appointment is effective on December 8, 2025 (Effective Date) and ending on January 31, 2028.
- B. **Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$200,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- C. **Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL	
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):	
Win the Big 12 Championship:	\$ 5,000
College Football Playoff (bonus is the furthest round reached, not cumulative):	
Round of 12	\$ 5,000
Round of 8	\$ 7,500
Round of 4	\$ 10,000
Championship game	\$ 12,500
Win	\$ 15,000
Bowl game:	\$ 2,500

- D. **Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- E. **FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee. The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented,

hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities

as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

C. Termination by the University without Cause. The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

E. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

F. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

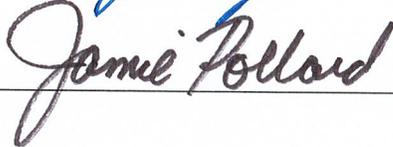
G. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature  Date 12/18/25

Supervisor/Head Coach  Date 12/18/25

Director of Athletics  Date 12/18/25

Iowa State University Employment Agreement

Name: Payton Shafer

Working Title: Quality Control Assistant--Defense

ISU Job Profile: Contract Associate

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Shafer ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. Term.** The term of this appointment is effective on December 23, 2025 (Effective Date) and ending on January 31, 2027. Employee has approval to start employment while the background check is in progress, with the understanding that continued employment is contingent upon a successful background check report.
- B. Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$40,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- C. Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL		
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):		
Win the Big 12 Championship:	\$	5,000
College Football Playoff (bonus is the furthest round reached, not cumulative):		
Round of 12	\$	5,000
Round of 8	\$	7,500
Round of 4	\$	10,000
Championship game	\$	12,500
Win	\$	15,000
Bowl game:	\$	2,500

- D. Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- E. FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee.

The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this

Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome

of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

C. Termination by the University without Cause. The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

E. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

F. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the

Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

G. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

A. Effectiveness and Amendments. The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.

B. Agreement Supersedes P&S Policies in the Policy Library. In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.

C. Governing Law. This Agreement will be interpreted in accordance with the laws of the State of Iowa.

D. Entire Agreement. This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.

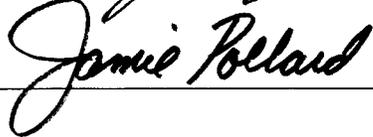
E. Severability. If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature  _____

Date 12/30/25

Supervisor/Head Coach  _____

Date 12/18/25

Director of Athletics  _____

Date 12/18/25

Iowa State University Employment Agreement

Name: Derrick Sherman

Working Title: Assistant Football Coach

ISU Job Profile: Assistant Coach

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Sherman ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

A. Term. The term of this appointment is effective on December 29, 2025 (Effective Date) and ending on January 31, 2028. Employee has approval to start employment while the background check is in progress, with the understanding that continued employment is contingent upon a successful background check report.

B. Annual Compensation. The annual compensation to be paid by the University to employee for services performed hereunder shall be \$385,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.

Base salary shall be increased as follows when employee has satisfactory performance and remains in active working status:

- \$400,000 effective February 1, 2027

C. Courtesy Vehicle. In addition to the annual compensation, Employee shall be provided with the use of one (1) vehicle, or an annual stipend of \$5,000 paid monthly when a courtesy vehicle is not available, as part of the Department's vehicle program, which is provided to facilitate carrying out job duties when in active working status.

D. Incentive Payments. Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL	
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):	
Win the Big 12 Championship:	\$ 7,500
College Football Playoff (bonus is the furthest round reached, not cumulative):	
Round of 12	\$ 7,500
Round of 8	\$ 12,500
Round of 4	\$ 25,000

Championship game	\$	37,500
Win	\$	50,000
Bowl game:	\$	5,000

- E. **Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- F. **FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee. The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.
- G. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.
- H. **Buyout.** The University agrees to pay the buyout fee to Employee's former employer upon receipt of the contract outlining said buyout, not to exceed \$35,000. The University has authorized this payment to be made to you or your current employer as a reimbursable employee business expense in accordance with Treas. Reg. Sec. 1.62-2. The University does not consider this payment to be compensation to you. The University acknowledges that the payment of this expense is necessary to obtain your services and therefore substantially benefits the University.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to

conduct university business in compliance with all applicable Athletics Department policies.

- C. Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.
- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

A. Disciplinary or Corrective Action. Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.

B. Termination by the University with Cause. The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

C. Termination by the University without Cause. The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period. At the conclusion of the Termination Notice Period, the University is obligated to pay the Employee all Annual Compensation amounts remaining due per this Agreement. If the Employee begin new employment during the period in which the University remains obligated to pay Employee at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

- D. Termination by Employee (Buyout):** Should Employee terminate this Agreement by resignation for a position other than Offensive Coordinator, Defensive Coordinator or Head Coach at another Division I or NFL football program at any time prior to December 31, 2027, Employee is obligated to repay Iowa State University Athletics \$50,000. Repayment of the full \$50,000 shall be due within thirty (30) days of the effective date of the resignation. The buyout for Employee is waived if Jimmy Rogers is no longer employed by the University for any reason.
- E. Other Full-Time Employment.** Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.
- F. Individual Associate with a Prospective Student-Athlete.** Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.
- G. Waiver of Applicability of Policy Library and APA.** The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).
- H. Warranty Regarding Prior Conduct.** Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

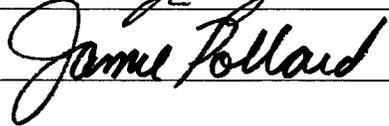
IV. MISCELLANEOUS PROVISIONS

- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.

- C. **Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. **Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. **Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature  Date 12/29/25

Supervisor/Head Coach  Date 12/18/25

Director of Athletics  Date 12/18/25

Iowa State University Employment Agreement

Name: Jacob Studdard

Working Title: Quality Control Assistant

ISU Job Profile: Contract Associate

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Studdard ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. Term.** The term of this appointment is effective on January 2, 2026 (Effective Date) and ending on January 31, 2027.
- B. Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$55,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- C. Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL		
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):		
Win the Big 12 Championship:	\$	5,000
College Football Playoff (bonus is the furthest round reached, not cumulative):		
Round of 12	\$	5,000
Round of 8	\$	7,500
Round of 4	\$	10,000
Championship game	\$	12,500
Win	\$	15,000
Bowl game:	\$	2,500

- D. Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- E. FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee. The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented,

hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities

as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

C. Termination by the University without Cause. The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

E. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

F. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

G. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

A. Effectiveness and Amendments. The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.

B. Agreement Supersedes P&S Policies in the Policy Library. In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.

C. Governing Law. This Agreement will be interpreted in accordance with the laws of the State of Iowa.

D. Entire Agreement. This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.

E. Severability. If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature Jacob Studdard Date 1/5/2026

Supervisor/Head Coach [Signature] Date 12/30/25

Director of Athletics Jamie Pollard Date 1/21/26

Iowa State University Employment Agreement

Name: Jake Thornton

Working Title: Assistant Football Coach

ISU Job Profile: Assistant Coach

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Thornton ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. **Term.** The term of this appointment is effective on December 15, 2025 (Effective Date) and ending on January 31, 2028 ("Term").
- B. **Annual Compensation.** The annualized compensation to be paid by the University to employee for services performed hereunder shall be \$400,000, paid monthly in equal installments, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- C. **Courtesy Vehicle and Moving Stipend.** In addition to the annual compensation, Employee shall be provided with the use of one (1) vehicle, or an annual stipend of \$5,000 paid monthly when a courtesy vehicle is not available, as part of the Department's vehicle program, which is provided to facilitate carrying out job duties when in active working status. University shall cover Employee's reasonable moving expenses subject to departmental policy.
- D. **Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL		
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):		
Win the Big 12 Championship:	\$	7,500
College Football Playoff (bonus is the furthest round reached, not cumulative):		
Round of 12	\$	7,500
Round of 8	\$	12,500
Round of 4	\$	25,000
Championship game	\$	37,500
Win	\$	50,000
Bowl game:	\$	5,000

- E. **Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- F. **FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee. The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.
- G. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department. Employee shall not be reassigned to any other position during the Term without his prior written consent.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics

Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.

- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.
- F. **Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. **Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. **Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. **Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. **Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. **Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which shall be defined as Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, major NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the

position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

C. Termination by the University without Cause. The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee advance written notice of the effective date of termination ("Termination Notice Period"). Should Employee be terminated without cause at the discretion of the University, Annual Compensation and benefits, excluding vehicle/stipend, shall continue through the date of Employee's termination. In addition, Employee shall be entitled to any earned but unpaid Annual Compensation and/or incentive payments through the date of termination. Following the date of termination, Employee shall be entitled to receive as liquidated damages an amount equal to 100% of total remaining Annual Compensation (including scheduled increases) through the end of the otherwise unexpired Term, payable in equal monthly installments. Should Employee begin new employment following termination but before the end of the otherwise unexpired Term earning a lower salary, the University shall pay to Employee the difference, on a dollar-for-dollar basis, in Annual Compensation through the end of the otherwise unexpired Term of the Employment Agreement.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will exclude any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

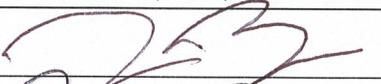
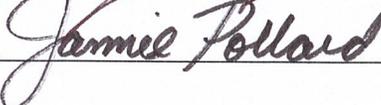
D. Termination by Employee (Buyout): Should Employee terminate this Agreement by resignation for a position other than Offensive Coordinator, Defensive Coordinator or Head Coach at another Division I or NFL football program at any time prior to the football team's final regular season game (including the conference championship game, if the University is a participant) of the final contract year of the Term, Employee is obligated to repay Iowa State University Athletics \$50,000. Repayment of the full \$50,000 shall be due within thirty (30) days of the effective date of the resignation. The buyout for Employee is waived if Jimmy Rogers is no longer employed by the University for any reason.

E. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

- F. **Individual Associate with a Prospective Student-Athlete.** Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.
- G. **Waiver of Applicability of Policy Library and APA.** The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).
- H. **Warranty Regarding Prior Conduct.** Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

- A. **Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. **Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. **Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. **Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. **Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature	 Jake Thornton (Dec 23, 2025 10:46:19 CST)	Date	Dec 23, 2025
Supervisor/Head Coach		Date	12/23/25
Director of Athletics		Date	12/30/25

Iowa State University Employment Agreement

Name: Nicole Vuncanon

Working Title: Director of On-Campus Recruiting

ISU Job Profile: Contract Associate

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Vuncanon ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. Term.** The term of this appointment is effective on December 23, 2025 (Effective Date) and ending on January 31, 2028.
- B. Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$70,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- C. Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL	
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):	
Win the Big 12 Championship:	\$ 5,000
College Football Playoff (bonus is the furthest round reached, not cumulative):	
Round of 12	\$ 5,000
Round of 8	\$ 7,500
Round of 4	\$ 10,000
Championship game	\$ 12,500
Win	\$ 15,000
Bowl game:	\$ 2,500

- D. Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- E. FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee. The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented,

hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities

as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

C. Termination by the University without Cause. The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

E. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

F. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the

Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

G. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

A. Effectiveness and Amendments. The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.

B. Agreement Supersedes P&S Policies in the Policy Library. In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.

C. Governing Law. This Agreement will be interpreted in accordance with the laws of the State of Iowa.

D. Entire Agreement. This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.

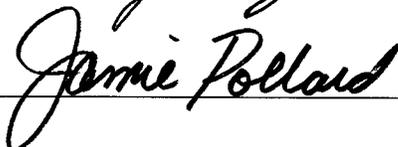
E. Severability. If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature  _____

Date 12/28/2025

Supervisor/Head Coach  _____

Date 12/18/25

Director of Athletics  _____

Date 12/18/25

Iowa State University Employment Agreement

Name: Ross Watson

Working Title: Assistant Football Coach

ISU Job Profile: Assistant Coach

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Watson ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. **Term.** The term of this appointment is effective on December 15, 2025 (Effective Date) and ending on January 31, 2028.
- B. **Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$450,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- C. **Courtesy Vehicle.** In addition to the annual compensation, Employee shall be provided with the use of one (1) vehicle, or an annual stipend of \$5,000 paid monthly when a courtesy vehicle is not available, as part of the Department's vehicle program, which is provided to facilitate carrying out job duties when in active working status.
- D. **Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL	
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):	
Win the Big 12 Championship:	\$ 7,500
College Football Playoff (bonus is the furthest round reached, not cumulative):	
Round of 12	\$ 7,500
Round of 8	\$ 12,500
Round of 4	\$ 25,000
Championship game	\$ 37,500
Win	\$ 50,000
Bowl game:	\$ 5,000

- E. **Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.

- F. **FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee. The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.
- G. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of

Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.
- C. Termination by the University without Cause.** The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other

employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will exclude any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

- D. Termination by Employee (Buyout):** Should Employee terminate this Agreement by resignation for a position other than Offensive Coordinator, Defensive Coordinator or Head Coach at another Division I or NFL football program at any time prior to December 31, 2027, Employee is obligated to repay Iowa State University Athletics \$50,000. Repayment of the full \$50,000 shall be due within thirty (30) days of the effective date of the resignation. The buyout for Employee is waived if Jimmy Rogers is no longer employed by the University for any reason.
- E. Other Full-Time Employment.** Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.
- F. Individual Associate with a Prospective Student-Athlete.** Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.
- G. Waiver of Applicability of Policy Library and APA.** The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).
- H. Warranty Regarding Prior Conduct.** Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants

that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature	<u></u>	Date	<u>12-18-2025</u>
Supervisor/Head Coach	<u></u>	Date	<u>12/18/25</u>
Director of Athletics	<u></u>	Date	<u>12/18/25</u>

Iowa State University Employment Agreement

Name: William Bailey Wright

Working Title: Director of Creative

ISU Job Profile: Contract Associate

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Wright ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. Term. The term of this appointment is effective on December 23, 2025 (Effective Date) and ending on January 31, 2028. Employee has approval to start employment while the background check is in progress, with the understanding that continued employment is contingent upon a successful background check report.
B. Annual Compensation. The annual compensation to be paid by the University to employee for services performed hereunder shall be \$80,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
C. Incentive Payments. Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

Table with 2 columns: Incentive Event, Amount. Includes categories like Football (Win the Big 12 Championship, College Football Playoff) and Bowl game.

- D. Benefits. Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
E. FTE Status. The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee.

The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this

Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome

of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

C. Termination by the University without Cause. The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will exclude any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

E. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

F. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the

Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

G. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature  Date 12/27/25

Supervisor/Head Coach  Date 12/18/25

Director of Athletics  Date 12/18/25

Iowa State University Employment Agreement

Name: Christopher Campbell

Working Title: Director of Football S&C

ISU Job Profile: Strength Coach

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Campbell ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. **Term.** The term of this appointment is effective on December 23, 2025 (Effective Date) and ending on January 31, 2028. Employee has approval to start employment while the background check is in progress, with the understanding that continued employment is contingent upon a successful background check report.
- B. **Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$300,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- C. **Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL	
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):	
Win the Big 12 Championship:	\$ 7,500
College Football Playoff (bonus is the furthest round reached, not cumulative):	
Round of 12	\$ 7,500
Round of 8	\$ 12,500
Round of 4	\$ 25,000
Championship game	\$ 37,500
Win	\$ 50,000
Bowl game:	\$ 5,000

- D. **Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- E. **FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee.

The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this

Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome

of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

C. Termination by the University without Cause. The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will exclude any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Termination by Employee (Buyout): Should Employee terminate this Agreement by resignation for a position other than at a NFL football program at any time prior to December 31, 2027, Employee is obligated to repay Iowa State University Athletics \$50,000. Repayment of the full \$50,000 shall be due within thirty (30) days of the effective date of the resignation. The buyout for Employee is waived if Jimmy Rogers is no longer employed by the University for any reason.

E. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

F. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with

a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

- G. Waiver of Applicability of Policy Library and APA.** The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).
- H. Warranty Regarding Prior Conduct.** Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature		Date	<u>12/29/25</u>
Supervisor/Head Coach		Date	<u>12/18/25</u>
Director of Athletics		Date	<u>12/28/25</u>

Iowa State University Employment Agreement

Name: Thomas Farniok

Working Title: Deputy Director of Football S&C

ISU Job Profile: Assistant Strength Coach

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Farniok ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. Term.** The term of this appointment is effective on December 29, 2025 (Effective Date) and ending on January 31, 2028.
- B. Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$150,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- C. Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL	
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):	
Win the Big 12 Championship:	\$ 5,000
College Football Playoff (bonus is the furthest round reached, not cumulative):	
Round of 12	\$ 5,000
Round of 8	\$ 7,500
Round of 4	\$ 10,000
Championship game	\$ 12,500
Win	\$ 15,000
Bowl game:	\$ 2,500

- D. Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- E. FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee. The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented,

hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities

as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

C. Termination by the University without Cause. The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

E. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

F. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

G. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature  Date 12/29

Supervisor/Head Coach  Date 12/18/25

Director of Athletics  Date 12/28/25

Iowa State University Employment Agreement

Name: Ramble Johnson

Working Title: Assistant S&C Coach for Football

ISU Job Profile: Assistant Strength Coach

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Johnson ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. **Term.** The term of this appointment is effective on January 15, 2026 (Effective Date) and ending on January 31, 2027. Employee has approval to start employment while the background check is in progress, with the understanding that continued employment is contingent upon a successful background check report.
- B.
- C. **Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$65,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- D. **Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL	
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):	
Win the Big 12 Championship:	\$ 5,000
College Football Playoff (bonus is the furthest round reached, not cumulative):	
Round of 12	\$ 5,000
Round of 8	\$ 7,500
Round of 4	\$ 10,000
Championship game	\$ 12,500
Win	\$ 15,000
Bowl game:	\$ 2,500

- E. **Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- F. **FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee.

The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented, hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- G. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this

Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome

of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

C. Termination by the University without Cause. The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will exclude any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

E. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

F. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the

Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

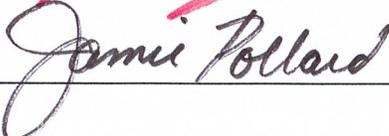
- G. Warranty Regarding Prior Conduct.** Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

- A. Effectiveness and Amendments.** The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.
- B. Agreement Supersedes P&S Policies in the Policy Library.** In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.
- C. Governing Law.** This Agreement will be interpreted in accordance with the laws of the State of Iowa.
- D. Entire Agreement.** This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.
- E. Severability.** If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature  Date 1/13/2026

Supervisor/Head Coach  Date 1/13/26

Director of Athletics  Date 1/21/26

Iowa State University Employment Agreement

Name: Nathan Peoples

Working Title: Assistant S&C Coach for Football

ISU Job Profile: Assistant Strength Coach

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Peoples ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. Term.** The term of this appointment is effective on December 29, 2025 (Effective Date) and ending on January 31, 2027.
- B. Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$120,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- C. Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL	
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):	
Win the Big 12 Championship:	\$ 5,000
College Football Playoff (bonus is the furthest round reached, not cumulative):	
Round of 12	\$ 5,000
Round of 8	\$ 7,500
Round of 4	\$ 10,000
Championship game	\$ 12,500
Win	\$ 15,000
Bowl game:	\$ 2,500

- D. Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- E. FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee. The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented,

hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

- F. **Vacation and Sick Time Off.** Employee agrees that vacation and sick time off will be accrued and used in accordance with the policies and procedures applicable to Professional and Scientific (P&S) employees of the University, except that Employee: (a) shall not be entitled to sick time off payout upon termination of services; and (b) agrees that all accrued vacation time off must be used during the term of the employment, and no payout of vacation time off accruals shall be made.

II. EMPLOYMENT DUTIES

- A. **Due Diligence.** Employee agrees to devote their best efforts to the performance of their professional duties for the University, and to give proper time and attention to further their responsibilities to the University.
- B. **Compliance.** Employee acknowledges, understands, and agrees to comply with rules, regulations, policies, and decisions established or issued by the University and/or the State of Iowa Board of Regents (Board), together with all applicable local, state, and federal laws, including the constitution, bylaws, rules, regulations and policies, and the official interpretations thereof, of the Big 12 Conference and the National Collegiate Athletic Association (NCAA), as now constituted or as the same may be amended during the term hereof. Employee agrees to adhere to standards of conduct expected of University staff and as provided in the Policy Library. Employee further agrees to conduct university business in compliance with all applicable Athletics Department policies.
- C. **Supervision.** While the duties of this position shall be assigned by the head coach/supervisor or designee, Employee understands and acknowledges that the head coach/supervisor and staff are directly responsible, separately and collectively, to the Director of Athletics, as are all other employees of the University's Athletics Department.
- D. **Additional Duties.** Employee specifically acknowledges that they: (1) are required to annually provide a detailed written account for all athletically-related income and benefits from sources outside the University including, but not limited to, income from annuities; sports camps; housing benefits (including preferential housing arrangements); country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletics shoe, apparel, or equipment manufacturers in accordance with the University's Athletics Department policy; and (2) have an affirmative obligation to cooperate fully in the NCAA infractions process and the process of the designated enforcement entity (if applicable), including the investigation and adjudication of a case.
- E. **Duty of Loyalty.** Employee agrees to perform loyally and conscientiously their duties under this Agreement. Employee agrees not to engage, directly or indirectly, in any other business that would detract from their ability to apply best efforts to the performance of their duties and responsibilities

as a contract employee. Consulting and other outside activities are subject to the University's "Conflict of Interest and Commitment" policy.

- F. Participation in Camps and Clinics.** The Parties understand and agree that contract Employee's involvement in University-affiliated camps and clinics will not require Employee to use vacation time for involvement in such University camps. Non-exempt staff must receive prior approval to work overtime during camp weeks from the Senior Associate Athletics Director for Operations. The Parties agree that Employee may participate in camps and clinics of other institutions or organizations with the approval of the head coach/supervisor and the Athletics Compliance office. Employee agrees that the University is not responsible for any liabilities arising from such off-campus camps, and Employee agrees not to represent that such services are part of Employee's employment duties with the University. Employee shall use vacation time off or unpaid leave during the time they are participating in such off-campus, non-University camps.
- G. Athletics Funds.** Employee understands and agrees that all funds collected or used in the interest of the intercollegiate athletics program will be administered from source to expenditure in accordance with policies of the University's Athletics Department and of the governing bodies for intercollegiate athletics with which the University is affiliated.
- H. Representation of the University.** Employee agrees to positively represent the University and the University's Athletics Department and its programs both in private and public forums.
- I. Student Well-Being.** Employee agrees to prioritize student well-being, including academic performance, compliance with the Student Code of Conduct, and compliance with the University's policies prohibiting discrimination and harassment.

III. EMPLOYMENT TERMINATION

- A. Disciplinary or Corrective Action.** Employee specifically acknowledges that if they are found in violation of the laws, policies, rules and regulations outlined above in Section II(B), Employee shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA infractions process or the designated enforcement entity. The disciplinary or corrective action can include, but not be limited to, a reprimand, suspension for a period without pay, or termination of employment if Employee is found to be involved in significant or repetitive violations of NCAA and University policies and regulations.
- B. Termination by the University with Cause.** The University expressly reserves the right to terminate this Agreement, at any time, for cause, which includes but is not limited to Employee's conviction of a crime involving moral turpitude, demonstrated incompetence, substantial neglect of duty, insubordination, professional dishonesty, NCAA violations, serious misconduct prohibited by the University or the Board, death, disability rendering Employee unable to perform the essential functions of the position with or without reasonable accommodation, or acceptance of other substantially full-time employment. Employee shall be notified in writing of termination for cause, with a specification of the reasons for termination, to be effective no sooner than seven (7) days after issuance of the notice. Employee may be immediately relieved of duties, with pay, pending outcome of any final determination by the University. Prior to termination, Employee shall have the right to respond to the notice and reasons for termination.

C. Termination by the University without Cause. The University expressly reserves the right to terminate this Agreement, without cause, upon giving Employee at least sixty (60) days' advance written notice of the effective date of termination ("Termination Notice Period"). University will determine whether Employee performs work during the Termination Notice Period or is relieved of work duties. Should Employee be terminated without cause at the discretion of the University, salary and benefits, excluding vehicle/stipend, shall continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, the University shall pay to Employee the difference in base salary through the end of the term of the Employment Agreement. Payment of the difference in salaries shall be made in one lump sum and shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end one business day prior to the start date of the new job. If Employee does not begin new employment during the Termination Notice Period, the University shall pay to Employee their salary through the term of the Employment Agreement in one lump sum, which shall *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend, and University employment will end at the conclusion of the Termination Notice Period.

a. Termination Other: This appointment may be terminated at the discretion of the University with at least 60 day's written notice prior to the effective date of termination ("Termination Notice Period") if Jimmy Rogers is no longer employed by the University for any reason. Salary and benefits will continue through the Termination Notice Period or the date Employee begins other employment, whichever date occurs sooner. Should Employee begin new employment during the Termination Notice Period at a lower salary, University will pay the difference in salary through the end of the Termination Notice Period. Payment of the difference in salaries will be made in one lump sum and will *exclude* any stated pay increases from Section I, benefits, and vehicle/stipend. University employment will end the day prior to the start date of the new job or at the conclusion of the Termination Notice Period.

D. Other Full-Time Employment. Employee agrees that they will not actively negotiate for or accept other full-time employment of any nature during the term of this appointment without first giving prior notice to their supervisor. If, however, Employee violates this section and accepts employment with another employer without providing notice to the University and Employee receives compensation for that employment, this shall be considered a material breach of the Agreement and this Agreement shall terminate as of the date Employee accepts employment with another employer. At that time, University shall have the right to pursue all legal and equitable remedies available to it for the breach of this contract by Employee.

E. Individual Associate with a Prospective Student-Athlete. Employee acknowledges that this Agreement may be immediately voided if Employee is determined to be an individual associated with a prospective student-athlete (IAWP) pursuant to NCAA rules. Employee further acknowledges that they will immediately notify the Athletics Compliance Office if they become an IAWP under NCAA legislation.

F. Waiver of Applicability of Policy Library and APA. The Parties expressly agree that the possible termination of this Agreement is not subject to any dismissal or appeal provisions set forth in the Policy Library. Because of the specialized nature of this Agreement, the parties both consent to the termination process provided in this Agreement, and the Parties expressly waive their respective rights to the hearing procedures of the Iowa Administrative Procedure Act (APA).

G. Warranty Regarding Prior Conduct. Employee understands that they are important representatives of the University and the Athletics Department and their values. This appointment is made with the understanding that there are no events in their prior conduct (except as known by the Director of Athletics as of the Date of this Agreement) which make them unfit to represent the University. Employee warrants that they are aware of no such conduct within the last seven (7) years. Employee also agrees that in execution of this Agreement, the University does not waive the right to take disciplinary action with respect to previous conduct, which occurred while employed by the University.

IV. MISCELLANEOUS PROVISIONS

A. Effectiveness and Amendments. The Parties understand and agree that this Agreement shall not be effective until signed by all Parties. This Agreement may not be amended or modified, in any respect whatsoever, except by written amendment signed in advance by both Parties.

B. Agreement Supersedes P&S Policies in the Policy Library. In case there is a conflict between this Agreement and any P&S policies set forth in the Policy Library, the provisions of this Agreement shall govern.

C. Governing Law. This Agreement will be interpreted in accordance with the laws of the State of Iowa.

D. Entire Agreement. This Agreement, and any attachments incorporated herein, constitute the entire Agreement between Employee and the University with respect to the subject matter hereof and supersede all prior offers and negotiations, oral and written.

E. Severability. If any Iowa Court shall at any time interpret any portion of this Agreement to be ineffective, unenforceable, illegal, or contrary to public policy, the contract shall remain in full force and effect, except for the portion found to be ineffective, unenforceable, illegal, or contrary to public policy.

Employee Signature  Date 12/30/25

Supervisor/Head Coach  Date 12/30/25

Director of Athletics Jamie Pollard Date 12/30/25

Iowa State University Employment Agreement

Name: Abraham Spencer

Working Title: Assistant S&C Coach for Football

ISU Job Profile: Assistant Strength Coach

This Employment Agreement is made and entered into by and between Iowa State University of Science and Technology ("University") and Spencer ("Employee") (each a Party and collectively the Parties). The Parties agree as follows:

I. TERMS OF EMPLOYMENT; COMPENSATION

- A. **Term.** The term of this appointment is effective on January 7, 2026 (Effective Date) and ending on January 31, 2027.
- B.
- C. **Annual Compensation.** The annual compensation to be paid by the University to employee for services performed hereunder shall be \$85,000, paid monthly, subject to the University's usual and customary payroll deductions, as required by federal and Iowa law and in accordance with the University's regulations and practices.
- D. **Incentive Payments.** Employee shall be eligible for incentive payments per the Assistant Coach/Operations Incentive Structure outlined below:

FOOTBALL	
Employee shall be eligible for the following incentive payments related to the football team's performance, provided the Employee is both still contractually employed by Iowa State and actually participates in coaching/working at the noted game(s):	
Win the Big 12 Championship:	\$ 5,000
College Football Playoff (bonus is the furthest round reached, not cumulative):	
Round of 12	\$ 5,000
Round of 8	\$ 7,500
Round of 4	\$ 10,000
Championship game	\$ 12,500
Win	\$ 15,000
Bowl game:	\$ 2,500

- E. **Benefits.** Except as specifically provided in this Agreement, benefits will be provided based upon applicable law and the University benefit plan eligibility criteria in place at the Effective Date.
- F. **FTE Status.** The University hereby employs Employee full-time as a 1.0 FTE (100%) effort employee. The University expressly retains the unilateral right to reduce the FTE appointment if and to the extent that performance of any party's obligations pursuant to this Agreement is prevented,

hindered or delayed directly or indirectly, by a Force Majeure event such as fire, flood, earthquake, or other natural forces, pandemics, endemics, or other outbreaks of disease, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar cause beyond the reasonable control of the Parties, and such non-performance, hindrance or delay could not have been prevented by reasonable precautions. If a Force Majeure event occurs, the University shall promptly notify Employee of the Force Majeure event, its effect on the FTE appointment, and how long the University expects it to last. The University shall update that information as reasonably necessary.

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Employee Signature  Date 1/8/26

Supervisor/Head Coach  Date 12/30/25

Director of Athletics  Date 12/30/25