

**ADDENDUM TO CONTRACT
JAMES MADISON UNIVERSITY - EMPLOYMENT AGREEMENT
ADMINISTRATIVE AND PROFESSIONAL FACULTY MEMBER
(FULL-TIME HEAD COACH)**

This Employment Agreement, effective November 30, 2017 is hereby made by and between **James Madison University** (hereinafter referred to as the "University") and **Michael Houston** (hereinafter referred to as "Coach") and supersedes any and all previous agreements as it relates to the contract changes listed below.

ARTICLE I - Contract Term

The term of this contract is amended to indicate that the Employment Agreement shall conclude on January 31, 2028. This constitutes a ten (10) year Employment Agreement.

ARTICLE II - Compensation

In consideration for the employee's performance as Head Coach as stated herein, the University agrees to compensate Coach in the following manner:

- A. Compensation – The University will pay Coach a base salary of three hundred ninety thousand one hundred thirteen dollars (\$390,113.00) per year, less all required deductions, payable in equal semi-monthly installments. Coach may receive annual merit increases on the same basis as Administrative and Professional Faculty, based on performance. Nothing herein shall constitute a guarantee of any salary increase in any given year.
- D. Retention Bonus – page 2 of the contract dated January 17, 2017 will be amended to read: In the event that Coach is employed as the Head Football Coach at James Madison University on February 1, 2018 he will receive a payment in the amount of fifty thousand dollars (\$50,000.00) on or before March 31, 2018.
- E. Supplemental Compensation – In consideration for services provided by the Coach to enhance the University's media and fundraising operations (e.g. media appearances, regional and national travel to support University and Athletic Department fundraising initiatives) an annual supplement in the amount of one hundred twenty five thousand dollars (\$125,000.00) donated through private sources to the James Madison University Foundation will be paid to Coach. Such amount will be paid in semi-monthly installments in accordance with university payroll procedures.

Article VII – Resignation


Resignation prior to January 31, 2020	Payment to the University of \$500,000, for a
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	Conference USA, MW, MAC or SunBelt institution; \$750,000 for an AAC institution and \$1,000,000 for a Power Five conference member
Resignation between February 1, 2020 and January 31, 2023	Payment to the University of \$350,000, for a Conference USA, MW, MAC or SunBelt institution; \$500,000 for an AAC institution and \$750,000 for a Power Five conference member
Resignation between February 1, 2023 and January 31, 2026	Payment to the University of \$250,000, for a Conference USA, MW, MAC or SunBelt institution; \$350,000 for an AAC institution and \$500,000 for a Power Five conference member
Resignation after February 1, 2026	Payment to the University of \$150,000, for a Conference USA, MW, MAC or SunBelt institution; \$250,000 for an AAC institution and \$500,000 for a Power Five conference member

In addition, University will make best efforts to evaluate and ensure the assistant coaching staff receives salary structures at or near the top of other CAA Football programs based on individual contribution and performance.

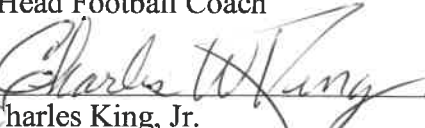
It is the intent of the University, prior to the 2018 playing season, to provide a suitable, in-door practice facility which will allow for individual and team instruction in times of inclement weather.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals.

 12-1-17
Jonathan Alger DATE
President

 12/1/17
Michael Houston DATE
Head Football Coach

 31 Nov 17
Jeffrey I. Bourne DATE
Director of Athletics

 11-31-17
Charles King, Jr. DATE
VP Administration & Finance

Initialed by Sport Sprvr: 

Initialed by Asst. Dir. of
Business and Finance 