

**SUMMARY**  
**PROPOSED AMENDMENTS TO EMPLOYMENT AGREEMENT**  
**HEAD FOOTBALL COACH SHANE BEAMER**

**I. TERM.**

Start Date: January 1, 2023

End Date: December 31, 2027

**II. ANNUAL GUARANTEED COMPENSATION.\***

1. Contract Year 01/01/23 – 12/31/23:	\$6,125,000
2. Contract Year 01/01/24 – 12/31/24:	\$6,375,000
3. Contract Year 01/01/25 – 12/31/25:	\$6,625,000
4. Contract Year 01/01/26 – 12/31/26:	\$6,875,000
5. Contract Year 01/01/27 – 12/31/27:	\$7,125,000

\*The University reserves the right, in its sole discretion, to pay or have paid Coach's Annual Guaranteed Compensation from the following sources and to determine the amount to be paid from each such source: (1) a base salary paid by the University, and (2) compensation paid directly by Athletics Department contract rights holders (e.g., multi-media rights holder and/or apparel and equipment rights holder).

**III. PERFORMANCE INCENTIVE COMPENSATION.**

Beginning with the 2024 football season (if the College Football Playoff system expands to 12-teams), Coach will earn the following Performance Incentive Compensation for Post-Season Bowl/College Football Playoff Games:

Coach will earn the greater of the following:

- Non-CFP Bowl Appearance (except Citrus Bowl): \$ 100,000; or
- Citrus Bowl Appearance: \$ 150,000; or
- CFP First Round Game Appearance: \$ 300,000; or

- CFP Quarterfinal Game Appearance: \$ 500,000; or
- CFP Semifinal Game Appearance: \$ 750,000; or
- CFP National Championship Game Appearance: \$1,000,000; or
- CFP National Championship Game Win: \$1,250,000

**IV. TERMINATION BY COACH.**

Coach may terminate the Employment Agreement upon 3 days written notice. In such event, Coach shall pay the University liquidated damages as follows:

<u>If Terminated During</u> <u>Contract Year:</u>	<u>Liquidated Damages</u> <u>Amount to be Paid by Coach:</u>
01/01/23 – 12/31/23:	\$5,000,000
01/01/24 – 12/31/24:	\$4,000,000
01/01/25 – 12/31/25:	\$3,000,000
01/01/26 – 12/31/26:	\$2,000,000
01/01/27 -- 12/31/27:	\$1,000,000