

Confidential
Terms of Proposed Employment Agreement
Assistant Football Coach James Coley
January 12, 2024

The following is a summary of the terms of the proposed Employment Agreement of Assistant Football Coach James Coley.

1. Contract Term.

2 years beginning January 12, 2024 and ending December 31, 2025.

2. Annualized Base Salary.

(a) 01/12/24 – 12/31/24: \$650,000

(b) 01/01/25 – 12/31/25: \$850,000

3. Incentive Compensation.

(a) SEC Championships:

Coach may earn the greater of the following:

- SEC Championship Game Appearance: \$25,000, or
- SEC Championship Game Win: \$50,000

(b) Post-Season Bowl/College Football Playoff Games:

Coach may earn the greater of the following:

- Non-CFP Bowl Appearance (except Citrus Bowl): \$20,000, or
- Citrus Bowl Appearance: \$25,000, or
- CFP Game Appearance: \$30,000, or
- CFP Quarterfinal Game Appearance: \$35,000, or
- CFP Semifinal Game Appearance: \$40,000, or
- CFP National Championship Game Appearance: \$50,000, or
- CFP National Championship Game Win: \$65,000

4. **Automobile.**

Coach will be provided the use of 1 automobile or a monthly automobile stipend of \$400.00, as determined by the University.

5. **Termination.**

(a) **Termination by University for Cause:** If the University terminates the contract for cause, Coach's compensation ends on the effective date of termination.

(b) **Termination by University Without Cause:** If the University terminates the contract without cause, Coach shall be paid an amount equal to his base salary for the remaining term of the contract. If Coach accepts other employment, the amount owed to him by the University shall be reduced by the amount Coach earns in such new employment during the remaining term of the contract.

(c) **Termination by Coach:**

If Coach terminates the contract effective 01/12/24 – 12/31/24, Coach shall pay the University \$450,000.

If Coach terminates the contract effective 01/01/25 – 12/31/25, Coach shall pay the University \$350,000.