

Confidential
Proposed Amendments to Employment Agreement
Assistant Football Coach Sterling Lucas
January 12, 2024

The following is a summary of the proposed amendments to the Employment Agreement of Assistant Football Coach Sterling Lucas.

1. Contract Term:

Current: Contract expires December 31, 2024

Proposed: 1 year extension. Contract will expire December 31, 2025.

2. Base Salary:

Current: \$475,000

Proposed: \$575,000

3. Incentive Compensation for Post-Season Bowl/College Football Playoff ("CFP") Games:

Current: 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 "New Years 6" Bowl Game Appearance: \$30,000, or
- CFP Semifinal Game Appearance: \$40,000, or
- CFP National Championship Game Appearance: \$50,000, or
- CFP National Championship Game Win: \$65,000

Proposed: 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. **Termination by Coach:**

<u>Current:</u>	<u>Effective Date of Termination:</u>	<u>Liquidated Damages Amount to be Paid by Coach:</u>
	01/01/24 – 12/31/24:	\$200,000
<u>Proposed:</u>	<u>Effective Date of Termination:</u>	<u>Liquidated Damages Amount to be Paid by Coach:</u>
	01/01/24 – 12/31/24:	\$400,000
	01/01/25 – 12/31/25:	\$300,000