

Executive Summary
Proposed Amendments to Employment Agreement
Head Football Coach Shane Beamer

The following is a summary of the proposed amendments to the Employment Agreement of Head Football Coach Shane Beamer.

1. Contract Term:

January 1, 2025 – December 31, 2030

2. Financial Terms:

<u>Contract Year</u>	<u>Guaranteed Annual Compensation</u>
01/01/25 – 12/31/25	\$8,150,000
01/01/26 – 12/31/26	\$8,250,000
01/01/27 – 12/31/27	\$8,350,000
01/01/28 – 12/31/28	\$8,450,000
01/01/29 – 12/31/29	\$8,550,000
01/01/30 – 12/31/30	\$8,650,000

3. Termination of Employment by Coach:

Employment Agreement may be terminated by Coach upon 3 days written notice. Coach shall pay USC liquidated damages as follows:

<u>Effective Date of Termination:</u>	<u>Liquidated Damages Amount to be Paid by Coach:</u>
01/01/25 – 12/31/25	\$5,000,000
01/01/26 – 12/31/26	\$4,000,000
01/01/27 – 12/31/27	\$3,000,000
01/01/28 – 12/31/28	\$2,000,000
01/01/29 – 12/31/29	\$1,000,000
01/01/30 – 12/31/30	\$ 0