

Confidential
Proposed Employment Agreement
Assistant Baseball Coach - William Thomas Cilento
June 19, 2026

The following is a summary of the terms of the proposed Employment Agreement of Assistant Baseball Coach William Thomas Cilento.

1. Contract Term.

June 12, 2026 – June 30, 2029

2. Annualized Base Salary.

\$425,000

3. Incentive Compensation.

Each Contract Year, Coach will receive Incentive Compensation from the highest (only one) of the following:

- (a) \$25,000 if the baseball team participates in a NCAA Tournament Regional; or
- (b) \$50,000 if the baseball team participates in a NCAA Tournament Super Regional;
or
- (c) \$75,000 if the baseball team participates in a NCAA College World Series (final 8 teams); or
- (d) \$100,000 if the baseball team wins the NCAA College World Series (National Champion).

4. Automobile or Automobile Stipend.

Coach will receive, as determined by USC in its sole discretion, either (i) use of 1 automobile provided by USC on a loan basis ("Courtesy Car"), or (ii) a monthly automobile stipend in an amount determined by USC, but in no event less than the sum of Four Hundred Dollars (\$400.00) per month.

5. Relocation Allowance.

USC will reimburse Coach for actual relocation expenses, up to a total of Twenty-Four Thousand Five Hundred Dollars (\$24,500.00), incurred in relocating to Columbia, South

Carolina, in accordance with the terms and conditions of USC Administration and Finance Policy FINA 2.51, "Relocation Allowance."

6. Termination.

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

(b) Termination by USC Without Cause: If USC terminates the contract without cause, USC will pay Coach as follows:

<u>Effective Date of Termination:</u>	<u>Amount to be Paid by USC:</u>
June 12, 2026 – June 30, 2027:	85% of base salary for remaining term of Employment Agreement (June 30, 2029)
July 1, 2027 – June 30, 2029:	75% of base salary for remaining term of Employment Agreement (June 30, 2029)

(c) Termination By Coach: If Coach terminates the contract, Coach will pay USC as follows:

<u>Effective Date of Termination:</u>	<u>Amount to be Paid by Coach:</u>
June 12, 2026 – December 11, 2026:	\$1,275,000
December 12, 2026 – June 30, 2027:	\$ 318,750
July 1, 2027 – June 30, 2028:	\$ 212,500
July 1, 2028 – June 30, 2029:	\$ 106,250