

Confidential
Summary – Employment Agreement
Head Baseball Coach

1. **Term:** June 10, 2026 – June 30, 2031

Contract Term will be extended by 1 year if the baseball team participates in a NCAA Super Regional or College World Series (not to exceed three such extensions during the Contract Term, including extensions).

2. **Annual Base Compensation:** \$1,300,000

Coach's Annual Base Compensation will increase \$50,000 on July 1, 2027, and each July 1 thereafter, during the Contact Term.

Coach's Annual Base Compensation will increase as follows (not to exceed three such increases during the Contract Term, including extensions):

- \$50,000 if the baseball team participates in a NCAA Super Regional; or
- \$75,000 if the baseball team participates in a College World Series; or
- \$150,000 if the baseball team wins a College World Series.

3. **Incentive Compensation:** Coach will be eligible to receive Incentive Compensation, not to exceed \$280,000.00 in any Contract Year, as follows:

- \$25,000 for winning the SEC Regular Season Championship; and
- \$15,000 for winning the SEC Tournament Championship; and
- \$15,000 if Coach is named SEC Coach of the Year (as selected by SEC Head Baseball Coaches); and
- \$25,000 if Coach is named National Coach of the Year (as selected by the American Baseball Coaches Association, D1 Baseball or Baseball America).

The highest (only one) of the following:

- \$ 25,000 for an appearance in a NCAA Tournament Regional; or
- \$ 35,000 for an appearance and host a NCAA Tournament Regional; or
- \$ 50,000 for an appearance in a NCAA Tournament Super Regional; or
- \$ 65,000 for an appearance and host a NCAA Tournament Super Regional
- \$ 100,000 for an appearance in the College World Series; or
- \$ 200,000 for winning the College World Series (NCAA National Championship).

4. **Automobile or Automobile Stipend:** Coach will receive either the use of 1 automobile or a monthly automobile stipend in an amount determined by USC, but in no event less than \$400.00 per month.

5. **Bonus:** USC will pay Coach a one-time bonus of \$50,000.
6. **Buyout Obligation:** USC will pay Coach’s “buy-out” to Coastal Carolina University, not to exceed \$600,000.
7. **Termination of Employment:**
 - (a) USC may terminate the Employment Agreement for cause. In such event, all Annual Base Compensation payments will end.
 - (b) USC may terminate the Employment Agreement without cause. In such event, USC will pay Coach 65% of his Annual Base Compensation for the remaining Contract Term.
 - (c) Coach may terminate the Employment Agreement. In such event, Coach will pay USC as follows:

<u>Effective Date of Termination:</u>	<u>Amount Owed to USC:</u>
June 10, 2026 - June 30, 2027:	\$3,000,000
July 1, 2027 – June 30, 2028:	\$2,000,000
July 1, 2028 – June 30, 2029:	\$1,500,000
July 1, 2029 – June 30, 2030:	\$ 850,000
July 1, 2030 – June 30, 2031:	\$ 450,000