

Confidential
Proposed Employment Agreement
Assistant Men's Basketball Coach - Steven Smith
June 19, 2026

The following is a summary of the terms of the proposed Employment Agreement of Assistant Men's Basketball Coach Steven Smith:

1. Contract Term.

June 1, 2026 - March 31, 2028.

2. Annualized Base Salary.

\$400,000

3. Performance Compensation.

- (a) If the men's basketball team participates in the NCAA post-season tournament: \$35,000; and
- (b) If the men's basketball team advances to the Final Four at the NCAA post-season tournament: \$35,000

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 1, 2026 – May 31, 2027	85% of base salary for remaining term of Employment Agreement (March 31, 2028)
June 1, 2027 – March 31, 2028	100% of base salary for remaining term of Employment Agreement (March 31, 2028)

- (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 1, 2026 – November 30, 2026:	\$800,000
December 1, 2026 – May 31, 2027:	\$300,000
June 1, 2027 – March 31, 2028:	\$200,000