

**Confidential**  
**Proposed Employment Agreement**  
**Assistant Baseball Coach - Timothy Matthew Williams**  
**June 19, 2026**

The following is a summary of the terms of the proposed Employment Agreement of Assistant Baseball Coach Timothy Matthew Williams:

**1. Contract Term.**

June 12, 2026 – June 30, 2029

**2. Annualized Base Salary.**

\$450,000

**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. Bonus.**

USC will pay Coach a one-time bonus of \$24,500.

**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:	\$1,350,000
December 12, 2026 – June 30, 2027:	\$ 337,500
July 1, 2027 – June 30, 2028:	\$ 225,000
July 1, 2028 – June 30, 2029:	\$ 112,500