

DIRECTOR OF INTERCOLLEGIATE ATHLETICS

APPOINTMENT TERMS AS AMENDED

FEBRUARY 23, 2017

Term	August 18, 2014 through August 31, 2019. Extension to be mutually discussed prior to end of term.
Base Salary	\$700,000, reviewed annually by the President and the Committee on Compensation of the Board of Trustees.
Retention Bonus	\$100,000 per contract year if AD remains employed as athletic director on the last day of such contract year.
Incentive Compensation	A maximum of \$100,000 annually for meeting performance goals based on student-athlete graduation rates, NCAA post-season appearances by the University's varsity athletic teams and national championships won by the University's varsity athletic teams.
Automobile	University will provide a recent model automobile (mid-size, American made) for conduct of University business.
Spousal Travel	University will reimburse for reasonable and valid travel expenses incurred by AD's spouse when necessary and appropriate in connection with AD's business duties.
Moving Expenses	Reimbursement of reasonable, tax-deductible moving costs.
Benefits	Eligibility for all retirement, health, and other fringe benefits afforded to senior executives in accordance with the University's executive compensation strategy.
Vacation	In accordance with University policies.
Severance	If dismissed without Cause prior to end of the term, severance equal to the current base salary for remainder of term plus prorated annual retention bonus, payable in monthly installments, upon receipt of a general release.
Termination Payment	If AD terminates the Agreement prior to the end of the term, AD would pay to the University, as liquidated damages, an amount equal to 12 months' then current base salary.

Above terms are an expression of the parties' nonbinding mutual intentions and are subject to execution of a definitive agreement and necessary approvals.