

TERM SHEET FOR AMENDMENT OF BARBOUR EMPLOYMENT CONTRACT

The following terms are reflected in a mutually agreed Amendment to existing Employment Contract.

Amended Terms

1. Contract term extended from August 31, 2019 to August 31, 2023.
2. Title to be changed to Vice President for Intercollegiate Athletics.
3. Cash Compensation in each contract year (CY) ending August 31, as follows:

CY 18-19	\$1,169,000
CY 19-20	\$1,219,000
CY 20-21	\$1,269,000
CY 21-22	\$1,319,000
CY 22-23	\$1,369,000
4. Annual \$100,000 retention bonus will be eliminated.
5. University contribution of \$20,000/month into a 401(a)/415(m) defined benefit plan (or other mutually agreed tax-favored plan).
6. Performance bonus opportunities have been modified, with a maximum performance bonus of \$260,000 in any Contract Year.
7. Liquidated damages in the event of a termination by the University without cause are equal to Annual Cash Compensation, plus the retirement contributions for the remainder of the term of the Agreement. (AD has affirmative obligation to mitigate damages by seeking other similar employment.)
8. Financial terms are retroactive to July 1, 2018.

Except as modified to reflect the above terms, all other terms and conditions of the existing Agreement (as previously amended) to remain in full force and effect.