

TERM SHEET – Todd Bates

Football Assistant Coach

TERMS ARE SUBJECT TO THE APPROVAL OF THE CLEMSON UNIVERSITY BOARD OF TRUSTEES
COMPENSATION COMMITTEE

Term	Starts: February 1, 2018 Ends: January 31, 2020		
Compensation	<u>Base Salary</u> \$245,000	<u>Supplemental</u> \$55,000	<u>Total Compensation</u> \$300,000
Standard Fringe Benefits	Standard University unclassified employee package including state retirement benefits; Additional Clemson Athletics employee benefits including health insurance premium provided, life insurance policy provided		
Automobiles	One (1) vehicle under dealer program plus insurance and taxes or Clemson Athletics car stipend.		
Outside Income	Activities which earn outside income subject to approval by the Director of Athletics and must be consistent with NCAA regulations including annual disclosure requirements.		
Duties and Responsibilities	Defensive Line Coach (Specifics delineated in contract)		
Performance Incentives	<p>ACC Championship Game Appearance: \$10,000 ----- AND ----- Bowl Game w/ 8 or more regular season wins: \$20,000 or College Football Playoff non-Semifinal Appearance: \$40,000 or College Football Playoff Semifinal Appearance: \$50,000 or College Football Playoff Championship Appearance: \$60,000 AND College Football Playoff Champion: \$25,000</p>		

Other contracts	Employee represents and warrants that he has no other obligations or commitments that would interfere or hinder full performance as Assistant Coach. Employee is responsible for any buyouts or other penalties associated with his/her current employment arrangements, if any.
Termination for Cause	For Cause provisions to be delineated in contract. No buyout, all future payments and benefits forfeited except for vested deferred compensation and vested state retirement, if any.
University Buyout (early termination by University w/o cause)	Upon termination without cause, the University shall provide 100% of Total Compensation over the remaining contract with mitigation. <i>*Mitigation: Buyout amount due shall be reduced on a dollar-for-dollar basis by the amount earned by the Coach in full-time employment obtained elsewhere during the Total Term remaining</i>
Employee Buyout (early termination by Employee)	Should Employee terminate early to accept another position, Employee shall provide 25% of Total Compensation over the remaining contract. Employee Buyout is waivable in sole discretion of the Director of Athletics.

I agree to the above terms and understand they will become binding if approved by the Clemson University Board of Trustees Compensation Committee.

Accepted: Todd Bates Date: 2-7-18
 Todd Bates

TERM SHEET – Robbie Caldwell

Football Assistant Coach

TERMS ARE SUBJECT TO THE APPROVAL OF THE CLEMSON UNIVERSITY BOARD OF TRUSTEES
COMPENSATION COMMITTEE

Term	Starts: February 1, 2018 Ends: January 31, 2020		
Compensation	<u>Base Salary</u> \$245,000	<u>Supplemental</u> \$295,000	<u>Total Compensation</u> \$540,000
Standard Fringe Benefits	Standard University unclassified employee package including state retirement benefits; Additional Clemson Athletics employee benefits including health insurance premium provided, life insurance policy provided.		
Automobiles	One (1) vehicle under dealer program plus insurance and taxes or Clemson Athletics car stipend.		
Outside Income	Activities which earn outside income subject to approval by the Director of Athletics and must be consistent with NCAA regulations including annual disclosure requirements.		
Duties and Responsibilities	Offensive Line Coach (Specifics delineated in contract)		
Performance Incentives	ACC Championship Game Appearance: \$10,000 ---- AND ---- Bowl Game w/ 8 or more regular season wins: \$20,000 or College Football Playoff non-Semifinal Appearance: \$40,000 or College Football Playoff Semifinal Appearance: \$50,000 or College Football Playoff Championship Appearance: \$60,000 AND College Football Playoff Champion: \$25,000		
Other contracts	Employee represents and warrants that he has no other obligations or commitments that would interfere or hinder full performance as Assistant Coach. Employee is responsible for any buyouts or other penalties associated with his/her current employment arrangements, if any.		

Termination for Cause	For Cause provisions to be delineated in contract. No buyout, all future payments and benefits forfeited except for vested deferred compensation and vested state retirement, if any.
University Buyout (early termination by University w/o cause)	Upon termination without cause, the University shall provide 100% of Total Compensation over the remaining contract with mitigation. <i>*Mitigation: Buyout amount due shall be reduced on a dollar-for-dollar basis by the amount earned by the Coach in full-time employment obtained elsewhere during the Total Term remaining</i>
Employee Buyout (early termination by Employee)	Should Employee terminate early to accept another position, Employee shall provide 25% of Total Compensation over the remaining contract. Employee Buyout is waivable in sole discretion of the Director of Athletics.

I agree to the above terms and understand they will become binding if approved by the Clemson University Board of Trustees Compensation Committee.

Accepted: Robbie Caldwell Date: 2/7/18
Robbie Caldwell

TERM SHEET – Mickey Conn

Football Assistant Coach

TERMS ARE SUBJECT TO THE APPROVAL OF THE CLEMSON UNIVERSITY BOARD OF TRUSTEES
COMPENSATION COMMITTEE

Term	Starts: February 1, 2018 Ends: January 31, 2020		
Compensation	<u>Base Salary</u> \$245,000	<u>Supplemental</u> \$125,000	<u>Total Compensation</u> \$370,000
Standard Fringe Benefits	Standard University unclassified employee package including state retirement benefits; Additional Clemson Athletics employee benefits including health insurance premium provided, life insurance policy provided.		
Automobiles	One (1) vehicle under dealer program plus insurance and taxes or Clemson Athletics car stipend.		
Outside Income	Activities which earn outside income subject to approval by the Director of Athletics and must be consistent with NCAA regulations including annual disclosure requirements.		
Duties and Responsibilities	Assistant Coach/Safeties (Specifics delineated in contract)		
Performance Incentives	ACC Championship Game Appearance: \$10,000 ----- AND ----- Bowl Game w/ 8 or more regular season wins: \$20,000 or College Football Playoff non-Semifinal Appearance: \$40,000 or College Football Playoff Semifinal Appearance: \$50,000 or College Football Playoff Championship Appearance: \$60,000 AND College Football Playoff Champion: \$25,000		
Other contracts	Employee represents and warrants that he has no other obligations or commitments that would interfere or hinder full performance as Assistant Coach. Employee is responsible for any buyouts or other penalties associated with his/her current employment arrangements, if any.		

Termination for Cause	For Cause provisions to be delineated in contract. No buyout, all future payments and benefits forfeited except for vested deferred compensation and vested state retirement, if any.
University Buyout (early termination by University w/o cause)	Upon termination without cause, the University shall provide 100% of Total Compensation over the remaining contract with mitigation. <i>*Mitigation: Buyout amount due shall be reduced on a dollar-for-dollar basis by the amount earned by the Coach in full-time employment obtained elsewhere during the Total Term remaining</i>
Employee Buyout (early termination by Employee)	Should Employee terminate early to accept another position, Employee shall provide 25% of Total Compensation over the remaining contract. Employee Buyout is waivable in sole discretion of the Director of Athletics.

I agree to the above terms and understand they will become binding if approved by the Clemson University Board of Trustees Compensation Committee.

Accepted: Mickey C. Conn Date: 2/7/18
Mickey Conn

TERM SHEET – Jeff Davis

Football Administration

TERMS ARE SUBJECT TO THE APPROVAL OF THE CLEMSON UNIVERSITY BOARD OF TRUSTEES
COMPENSATION COMMITTEE

Term	Starts: February 1, 2018 Ends: January 31, 2019		
Compensation	<u>Base Salary</u> \$192,000	<u>Supplemental</u> -	<u>Total Compensation</u> \$192,000
Standard Fringe Benefits	Standard University unclassified employee package including state retirement benefits; Additional Clemson Athletics employee benefits including health insurance premium provided, life insurance policy provided.		
Automobiles	One (1) vehicle under dealer program plus insurance and taxes or Clemson Athletics car stipend.		
Outside Income	Activities which earn outside income subject to approval by the Director of Athletics and must be consistent with NCAA regulations including annual disclosure requirements.		
Duties and Responsibilities	Director of Player Relations and External Affairs (Specifics delineated in contract)		
Performance Incentives	ACC Championship Game Appearance: 4.1% of Base Salary ----- AND ----- Bowl Game w/ 8 or more regular season wins: 8.3% of Base Salary or College Football Playoff non-Semifinal Appearance: 16.6% of Base Salary or College Football Playoff Semifinal Appearance: 20.8% of Base Salary or College Football Playoff Championship Appearance: 25% of Base Salary AND College Football Playoff Champion: \$25,000		

Other contracts	Employee represents and warrants that he has no other obligations or commitments that would interfere or hinder full performance as Assistant Coach. Employee is responsible for any buyouts or other penalties associated with his/her current employment arrangements, if any.
Termination for Cause	For Cause provisions to be delineated in contract. No buyout, all future payments and benefits forfeited except for vested deferred compensation and vested state retirement, if any.
University Buyout (early termination by University w/o cause)	Upon termination without cause, the University shall provide 100% of Total Compensation over the remaining contract.

I agree to the above terms and understand they will become binding if approved by the Clemson University Board of Trustees Compensation Committee.

Accepted: Jeff Davis Date: 2/17/18
 Jeff Davis

TERM SHEET – Mike Dooley

Football Administration

TERMS ARE SUBJECT TO THE APPROVAL OF THE CLEMSON UNIVERSITY BOARD OF TRUSTEES
COMPENSATION COMMITTEE

Term	Starts: February 1, 2018 Ends: January 31, 2019		
Compensation	<u>Base Salary</u> \$197,500	<u>Supplemental</u> -	<u>Total Compensation</u> \$197,500
Standard Fringe Benefits	Standard University unclassified employee package including state retirement benefits; Additional Clemson Athletics employee benefits including health insurance premium provided, life insurance policy provided.		
Automobiles	One (1) vehicle under dealer program plus insurance and taxes or Clemson Athletics car stipend.		
Outside Income	Activities which earn outside income subject to approval by the Director of Athletics and must be consistent with NCAA regulations including annual disclosure requirements.		
Duties and Responsibilities	Director of Football Operations/Player Personnel (Specifics delineated in contract)		
Performance Incentives	ACC Championship Game Appearance: 4.1% of Base Salary ----- AND ----- Bowl Game w/ 8 or more regular season wins: 8.3% of Base Salary or College Football Playoff non-Semifinal Appearance: 16.6% of Base Salary or College Football Playoff Semifinal Appearance: 20.8% of Base Salary or College Football Playoff Championship Appearance: 25% of Base Salary AND College Football Playoff Champion: \$25,000		

Other contracts	Employee represents and warrants that he has no other obligations or commitments that would interfere or hinder full performance as <u>Assistant Coach</u> . Employee is responsible for any buyouts or other penalties associated with his/her current employment arrangements, if any.
Termination for Cause	For Cause provisions to be delineated in contract. No buyout, all future payments and benefits forfeited except for vested deferred compensation and vested state retirement, if any.
University Buyout (early termination by University w/o cause)	Upon termination without cause, the University shall provide 100% of Total Compensation over the remaining contract.

I agree to the above terms and understand they will become binding if approved by the Clemson University Board of Trustees Compensation Committee.

Accepted: Michael Dooley Date: 2/7/18
Mike Dooley

TERM SHEET – Tony Elliott

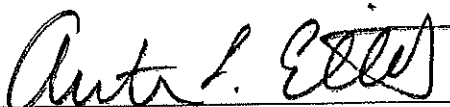
Football Assistant Coach

TERMS ARE SUBJECT TO THE APPROVAL OF THE CLEMSON UNIVERSITY BOARD OF TRUSTEES
COMPENSATION COMMITTEE

Term	Starts: February 1, 2018 Ends: January 31, 2021		
Compensation	<u>Base Salary</u> \$245,000	<u>Supplemental</u> \$605,000	<u>Total Compensation</u> \$850,000
Signing Bonus	\$25,000 to be paid within 60 days of executed amendment <i>Note: Coach Elliott was the recipient of the 2017 Frank Broyles Award for the top Assistant Coach in the country</i>		
Standard Fringe Benefits	Standard University unclassified employee package including state retirement benefits; Additional Clemson Athletics employee benefits including health insurance premium provided, life insurance policy provided.		
Automobiles	One (1) vehicle under dealer program plus insurance and taxes or Clemson Athletics car stipend.		
Outside Income	Activities which earn outside income subject to approval by the Director of Athletics and must be consistent with NCAA regulations including annual disclosure requirements.		
Duties and Responsibilities	Co-Offensive Coordinator/Running Backs Coach (Specifics delineated in contract)		
Performance Incentives	ACC Championship Game Appearance: \$10,000 ----- AND ----- Bowl Game w/ 8 or more regular season wins: \$20,000 or College Football Playoff non-Semifinal Appearance: \$40,000 or College Football Playoff Semifinal Appearance: \$50,000 or College Football Playoff Championship Appearance: \$60,000 AND College Football Playoff Champion: \$25,000		

Other contracts	Employee represents and warrants that he has no other obligations or commitments that would interfere or hinder full performance as Assistant Coach. Employee is responsible for any buyouts or other penalties associated with his/her current employment arrangements, if any.
Termination for Cause	For Cause provisions to be delineated in contract. No buyout, all future payments and benefits forfeited except for vested deferred compensation and vested state retirement, if any.
University Buyout (early termination by University w/o cause)	Upon termination without cause, the University shall provide 100% of Total Compensation over the remaining contract with mitigation. <i>*Mitigation: Buyout amount due shall be reduced on a dollar-for-dollar basis by the amount earned by the Coach in full-time employment obtained elsewhere during the Total Term remaining</i>
Employee Buyout (early termination by Employee)	Should Employee terminate early to accept another position, Employee shall provide 25% of Total Compensation over the remaining contract. Contract note: Section 13. (e) (ii) "this obligation shall not apply if (A) Coach terminates this Agreement prior to its Expiration Date for the purpose of accepting employment as the Head Coach of another football program, including but not limited to a collegiate or professional team, or (B) such obligation is otherwise expressly waived by the Athletics Director in a writing that refers to this Section 13(e)."

I agree to the above terms and understand they will become binding if approved by the Clemson University Board of Trustees Compensation Committee.

Accepted:  Date: 2/7/18
Tony Elliott

TERM SHEET – Lemanski Hall

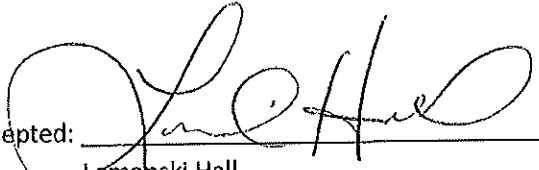
Football Assistant Coach

TERMS ARE SUBJECT TO THE APPROVAL OF THE CLEMSON UNIVERSITY BOARD OF TRUSTEES
COMPENSATION COMMITTEE

Term	Starts: January 9, 2018 Ends: January 31, 2020		
Compensation	<u>Base Salary</u> \$245,000	<u>Supplemental</u> \$55,000	<u>Total Compensation</u> \$300,000
Standard Fringe Benefits	Standard University unclassified employee package including state retirement benefits; Additional Clemson Athletics employee benefits including premiums paid for the state provided health insurance and life insurance policies.		
Automobiles	Clemson Athletics car stipend of \$600/month.		
Outside Income	Activities which earn outside income subject to approval by the Director of Athletics and must be consistent with NCAA regulations including annual disclosure requirements.		
Duties and Responsibilities	Defensive End Coach (Specifics delineated in contract)		
Performance Incentives	<p>ACC Championship Game Appearance: \$10,000 ----- AND ----- Bowl Game w/ 8 or more regular season wins: \$20,000 or College Football Playoff non-Semifinal Appearance: \$40,000 or College Football Playoff Semifinal Appearance: \$50,000 or College Football Playoff Championship Appearance: \$60,000 AND College Football Playoff Champion: \$25,000</p> <p>Contract note: All bonuses "shall be paid to Coach on or before the University's second scheduled payroll date of February after fulfillment of the condition triggering the University's obligation to pay it."</p>		

Other contracts	Employee represents and warrants that he has no other obligations or commitments that would interfere or hinder full performance as Assistant Coach. Employee is responsible for any buyouts or other penalties associated with his/her current employment arrangements, if any.
Termination for Cause	For Cause provisions to be delineated in contract (see Standard Contract Language attached). No buyout, all future payments and benefits forfeited except for vested deferred compensation and vested state retirement, if any.
University Buyout (early termination by University w/o cause)	Upon termination without cause, the University shall provide 100% of Total Compensation over the remaining contract with mitigation. <i>*Mitigation: Buyout amount due shall be reduced on a dollar-for-dollar basis by the amount earned by the Coach in full-time employment obtained elsewhere during the Total Term remaining</i>
Employee Buyout (early termination by Employee)	Should Employee terminate early to accept another position, Employee shall provide 25% of Total Compensation over the remaining contract.

I agree to the above terms and understand they will become binding if approved by the Clemson University Board of Trustees Compensation Committee.

Accepted:  Date: 1/5/18
Lemanski Hall

STANDARD CONTRACT LANGUAGE

Termination For Cause. In addition to any other remedy permitted by this Agreement or applicable law, the University may, by written notice, terminate Coach's employment for Cause at any time. For purposes of this Section 13(c), "Cause" shall be defined to include:

(i) any material breach of this Agreement by Coach;

(ii) (1) any act or omission, whether occurring prior to or during the Term, that the University determines constitutes a violation by or permitted by him, or

(2) any act or omission, whether occurring prior to or during the Term, that the University determines constitutes a violation by personnel he is responsible for supervising (directly or indirectly) which he knows or should have known about and does not immediately report as required by this Agreement, or

(3) any act or omission, whether occurring prior to or during the Term, that the University determines constitutes a violation by any other person which he knows about and does not immediately report as required by this Agreement,

In any of the foregoing (1)-(3) of any Governing Body Requirement, which is regarded as a major or serious violation (*e.g.*, repeated violations or violations that the University determines could reasonably be expected to result in sanctions such as probation, forfeiture of athletic contests, loss of scholarships, prohibition against conference or championship or telecast appearances, restrictions on a coach's right to recruit, etc.). For purposes of this Section 13(c)(ii), the decision as to whether a violation of a Governing Body Requirement has been committed rests solely with the University. However, if Coach is terminated for Cause under this Section 13(c)(ii) and the applicable Governing Body renders a final determination establishing facts indicating that Cause as defined in this Section 13(c)(ii) does not exist, provided there are no other facts or circumstances justifying a termination for Cause, the termination shall be treated as a Termination Without Cause (as defined in Section 13(d));

(iii) conviction of (or entry into pre-trial intervention as a result of) any criminal statute that constitutes a felony or constitutes a misdemeanor involving moral turpitude, whether occurring prior to or during the Term;

(iv) fraud, dishonesty, or gross misfeasance, whether occurring prior to or during the Term;

(v) commission of any act, whether occurring prior to or during the Term, that in the University's determination: brings disgrace or embarrassment to the University or Coach; tends to shock, insult, or offend the greater Clemson, South Carolina and/or University alumni communities; manifests contempt or disregard for diversity, public morals or decency; or violates applicable University Requirements with respect to personal conduct;

(vi) any other act, whether occurring prior to or during the Term, which brings serious discredit to the University's intercollegiate football program or would be likely to cause prospective student-athletes to elect not to attend the University; or

(vii) any other cause adequate to sustain the termination of any other unclassified non-faculty employee pursuant to the University's Progressive Discipline Policy.

In the event of Coach's termination for Cause, this Agreement shall terminate without further obligation by the University, except for the payment of any Accrued Obligations (as defined in Section 13(f) below).

TERM SHEET – Woody McCorvey

Football Administration

TERMS ARE SUBJECT TO THE APPROVAL OF THE CLEMSON UNIVERSITY BOARD OF TRUSTEES
COMPENSATION COMMITTEE

Term	Starts: February 1, 2018 Ends: January 31, 2020		
Compensation	<u>Base Salary</u> \$245,000	<u>Supplemental</u> \$70,000	<u>Total Compensation</u> \$315,000
Standard Fringe Benefits	Standard University unclassified employee package including state retirement benefits; Additional Clemson Athletics employee benefits including health insurance premium provided, life insurance policy provided.		
Automobiles	One (1) vehicle under dealer program plus insurance and taxes or Clemson Athletics car stipend.		
Outside Income	Activities which earn outside income subject to approval by the Director of Athletics and must be consistent with NCAA regulations including annual disclosure requirements.		
Duties and Responsibilities	Associate Athletic Director of Football Administration (Specifics delineated in contract)		
Performance Incentives	ACC Championship Game Appearance: \$10,000 ----- AND ----- Bowl Game w/ 8 or more regular season wins: \$20,000 or College Football Playoff non-Semifinal Appearance: \$40,000 or College Football Playoff Semifinal Appearance: \$50,000 or College Football Playoff Championship Appearance: \$60,000 AND College Football Playoff Champion: \$25,000		

Other contracts	Employee represents and warrants that he has no other obligations or commitments that would interfere or hinder full performance as Assistant Coach. Employee is responsible for any buyouts or other penalties associated with his/her current employment arrangements, if any.
Termination for Cause	For Cause provisions to be delineated in contract. No buyout, all future payments and benefits forfeited except for vested deferred compensation and vested state retirement, if any.
University Buyout (early termination by University w/o cause)	Upon termination without cause, the University shall provide 100% of Total Compensation over the remaining contract with mitigation. <i>*Mitigation: Buyout amount due shall be reduced on a dollar-for-dollar basis by the amount earned by the Coach in full-time employment obtained elsewhere during the Total Term remaining</i>
Employee Buyout (early termination by Employee)	Should Employee terminate early to accept another position, Employee shall provide 25% of Total Compensation over the remaining contract. Employee Buyout is waivable in sole discretion of the Director of Athletics.

I agree to the above terms and understand they will become binding if approved by the Clemson University Board of Trustees Compensation Committee.

Accepted: Woody McCorvey Date: 2/6/18
Woody McCorvey

TERM SHEET – Danny Pearman

Football Assistant Coach

TERMS ARE SUBJECT TO THE APPROVAL OF THE CLEMSON UNIVERSITY BOARD OF TRUSTEES
COMPENSATION COMMITTEE

Term	Starts: February 1, 2018 Ends: January 31, 2020		
Compensation	<u>Base Salary</u> \$245,000	<u>Supplemental</u> \$235,000	<u>Total Compensation</u> \$480,000
Standard Fringe Benefits	Standard University unclassified employee package including state retirement benefits; Additional Clemson Athletics employee benefits including health insurance premium provided, life insurance policy provided.		
Automobiles	One (1) vehicle under dealer program plus insurance and taxes or Clemson Athletics car stipend.		
Outside Income	Activities which earn outside income subject to approval by the Director of Athletics and must be consistent with NCAA regulations including annual disclosure requirements.		
Duties and Responsibilities	Assistant Head Coach of Football/Tight Ends/Special Teams (Specifics delineated in contract)		
Performance Incentives	<p>ACC Championship Game Appearance: \$10,000 ----- AND ----- Bowl Game w/ 8 or more regular season wins: \$20,000 or College Football Playoff non-Semifinal Appearance: \$40,000 or College Football Playoff Semifinal Appearance: \$50,000 or College Football Playoff Championship Appearance: \$60,000 AND College Football Playoff Champion: \$25,000</p>		

Other contracts	Employee represents and warrants that he has no other obligations or commitments that would interfere or hinder full performance as Assistant Coach. Employee is responsible for any buyouts or other penalties associated with his/her current employment arrangements, if any.
Termination for Cause	For Cause provisions to be delineated in contract. No buyout, all future payments and benefits forfeited except for vested deferred compensation and vested state retirement, if any.
University Buyout (early termination by University w/o cause)	Upon termination without cause, the University shall provide 100% of Total Compensation over the remaining contract with mitigation. <i>*Mitigation: Buyout amount due shall be reduced on a dollar-for-dollar basis by the amount earned by the Coach in full-time employment obtained elsewhere during the Total Term remaining</i>
Employee Buyout (early termination by Employee)	Should Employee terminate early to accept another position, Employee shall provide 25% of Total Compensation over the remaining contract. Employee Buyout is waivable in sole discretion of the Director of Athletics.

I agree to the above terms and understand they will become binding if approved by the Clemson University Board of Trustees Compensation Committee.

Accepted:  Date: 2/7/18
 Danny Pearman

TERM SHEET – Mike Reed

Football Assistant Coach

TERMS ARE SUBJECT TO THE APPROVAL OF THE CLEMSON UNIVERSITY BOARD OF TRUSTEES
COMPENSATION COMMITTEE

Term	Starts: February 1, 2018 Ends: January 31, 2020		
Compensation	<u>Base Salary</u> \$245,000	<u>Supplemental</u> \$195,000	<u>Total Compensation</u> \$440,000
Standard Fringe Benefits	Standard University unclassified employee package including state retirement benefits; Additional Clemson Athletics employee benefits including health insurance premium provided, life insurance policy provided.		
Automobiles	One (1) vehicle under dealer program plus insurance and taxes or Clemson Athletics car stipend.		
Outside Income	Activities which earn outside income subject to approval by the Director of Athletics and must be consistent with NCAA regulations including annual disclosure requirements.		
Duties and Responsibilities	Assistant Coach/Cornerbacks (Specifics delineated in contract)		
Performance Incentives	ACC Championship Game Appearance: \$10,000 ----- AND ----- Bowl Game w/ 8 or more regular season wins: \$20,000 or College Football Playoff non-Semifinal Appearance: \$40,000 or College Football Playoff Semifinal Appearance: \$50,000 or College Football Playoff Championship Appearance: \$60,000 AND College Football Playoff Champion: \$25,000		

Other contracts	Employee represents and warrants that he has no other obligations or commitments that would interfere or hinder full performance as Assistant Coach. Employee is responsible for any buyouts or other penalties associated with his/her current employment arrangements, if any.
Termination for Cause	For Cause provisions to be delineated in contract. No buyout, all future payments and benefits forfeited except for vested deferred compensation and vested state retirement, if any.
University Buyout (early termination by University w/o cause)	Upon termination without cause, the University shall provide 100% of Total Compensation over the remaining contract with mitigation. <i>*Mitigation: Buyout amount due shall be reduced on a dollar-for-dollar basis by the amount earned by the Coach in full-time employment obtained elsewhere during the Total Term remaining</i>
Employee Buyout (early termination by Employee)	Should Employee terminate early to accept another position, Employee shall provide 25% of Total Compensation over the remaining contract. Employee Buyout is waivable in sole discretion of the Director of Athletics.

I agree to the above terms and understand they will become binding if approved by the Clemson University Board of Trustees Compensation Committee.

Accepted: Mike Reed Date: 2/7/2013

TERM SHEET – Brad Scott

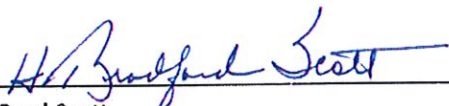
Football Administration

TERMS ARE SUBJECT TO THE APPROVAL OF THE CLEMSON UNIVERSITY BOARD OF TRUSTEES
COMPENSATION COMMITTEE

Term	Starts: February 1, 2018 Ends: January 31, 2019		
Compensation	<u>Base Salary</u> \$242,500	<u>Supplemental</u> -	<u>Total Compensation</u> \$242,500
Standard Fringe Benefits	Standard University unclassified employee package including state retirement benefits; Additional Clemson Athletics employee benefits including health insurance premium provided, life insurance policy provided.		
Automobiles	One (1) vehicle under dealer program plus insurance and taxes or Clemson Athletics car stipend.		
Outside Income	Activities which earn outside income subject to approval by the Director of Athletics and must be consistent with NCAA regulations including annual disclosure requirements.		
Duties and Responsibilities	Director of Player Development (Specifics delineated in contract)		
Performance Incentives	<p>ACC Championship Game Appearance: 4.1% of Base Salary ----- AND ----- Bowl Game w/ 8 or more regular season wins: 8.3% of Base Salary or College Football Playoff non-Semifinal Appearance: 16.6% of Base Salary or College Football Playoff Semifinal Appearance: 20.8% of Base Salary or College Football Playoff Championship Appearance: 25% of Base Salary AND College Football Playoff Champion: \$25,000</p>		

Other contracts	Employee represents and warrants that he has no other obligations or commitments that would interfere or hinder full performance as Assistant Coach. Employee is responsible for any buyouts or other penalties associated with his/her current employment arrangements, if any.
Termination for Cause	For Cause provisions to be delineated in contract. No buyout, all future payments and benefits forfeited except for vested deferred compensation and vested state retirement, if any.
University Buyout (early termination by University w/o cause)	Upon termination without cause, the University shall provide 100% of Total Compensation over the remaining contract.

I agree to the above terms and understand they will become binding if approved by the Clemson University Board of Trustees Compensation Committee.

Accepted:  Date: 2/6/18
Brad Scott

TERM SHEET – Jeff Scott

Football Assistant Coach

TERMS ARE SUBJECT TO THE APPROVAL OF THE CLEMSON UNIVERSITY BOARD OF TRUSTEES
COMPENSATION COMMITTEE

Term	Starts: February 1, 2018 Ends: January 31, 2021		
Compensation	<u>Base Salary</u> \$245,000	<u>Supplemental</u> \$605,000	<u>Total Compensation</u> \$850,000
Standard Fringe Benefits	Standard University unclassified employee package including state retirement benefits; Additional Clemson Athletics employee benefits including health insurance premium provided, life insurance policy provided.		
Automobiles	One (1) vehicle under dealer program plus insurance and taxes or Clemson Athletics car stipend.		
Outside Income	Activities which earn outside income subject to approval by the Director of Athletics and must be consistent with NCAA regulations including annual disclosure requirements.		
Duties and Responsibilities	Co-Offensive Coordinator/Wide Receivers Coach (Specifics delineated in contract)		
Performance Incentives	<p>ACC Championship Game Appearance: \$10,000 ----- AND ----- Bowl Game w/ 8 or more regular season wins: \$20,000 or College Football Playoff non-Semifinal Appearance: \$40,000 or College Football Playoff Semifinal Appearance: \$50,000 or College Football Playoff Championship Appearance: \$60,000 AND College Football Playoff Champion: \$25,000</p>		

Other contracts	Employee represents and warrants that he has no other obligations or commitments that would interfere or hinder full performance as Assistant Coach. Employee is responsible for any buyouts or other penalties associated with his/her current employment arrangements, if any.
Termination for Cause	For Cause provisions to be delineated in contract. No buyout, all future payments and benefits forfeited except for vested deferred compensation and vested state retirement, if any.
University Buyout (early termination by University w/o cause)	Upon termination without cause, the University shall provide 100% of Total Compensation over the remaining contract with mitigation. <i>*Mitigation: Buyout amount due shall be reduced on a dollar-for-dollar basis by the amount earned by the Coach in full-time employment obtained elsewhere during the Total Term remaining</i>
Employee Buyout (early termination by Employee)	Should Employee terminate early to accept another position, Employee shall provide 25% of Total Compensation over the remaining contract. Contract note: Section 13. (e) (ii) "this obligation shall not apply if (A) Coach terminates this Agreement prior to its Expiration Date for the purpose of accepting employment as the Head Coach of another football program, including but not limited to a collegiate or professional team, or (B) such obligation is otherwise expressly waived by the Athletics Director in a writing that refers to this Section 13(e)."

I agree to the above terms and understand they will become binding if approved by the Clemson University Board of Trustees Compensation Committee.

Accepted: Jeff Scott Date: 2/7/18

TERM SHEET – Brandon Streeter

Football Assistant Coach

TERMS ARE SUBJECT TO THE APPROVAL OF THE CLEMSON UNIVERSITY BOARD OF TRUSTEES
COMPENSATION COMMITTEE

Term	Starts: February 1, 2018 Ends: January 31, 2020		
Compensation	<u>Base Salary</u> \$245,000	<u>Supplemental</u> \$210,000	<u>Total Compensation</u> \$455,000
Standard Fringe Benefits	Standard University unclassified employee package including state retirement benefits; Additional Clemson Athletics employee benefits including health insurance premium provided, life insurance policy provided.		
Automobiles	One (1) vehicle under dealer program plus insurance and taxes or Clemson Athletics car stipend.		
Outside Income	Activities which earn outside income subject to approval by the Director of Athletics and must be consistent with NCAA regulations including annual disclosure requirements.		
Duties and Responsibilities	Quarterbacks Coach/Recruiting Coordinator (Specifics delineated in contract)		
Performance Incentives	ACC Championship Game Appearance: \$10,000 ----- AND ----- Bowl Game w/ 8 or more regular season wins: \$20,000 or College Football Playoff non-Semifinal Appearance: \$40,000 or College Football Playoff Semifinal Appearance: \$50,000 or College Football Playoff Championship Appearance: \$60,000 AND College Football Playoff Champion: \$25,000		

Other contracts	Employee represents and warrants that he has no other obligations or commitments that would interfere or hinder full performance as Assistant Coach. Employee is responsible for any buyouts or other penalties associated with his/her current employment arrangements, if any.
Termination for Cause	For Cause provisions to be delineated in contract. No buyout, all future payments and benefits forfeited except for vested deferred compensation and vested state retirement, if any.
University Buyout (early termination by University w/o cause)	Upon termination without cause, the University shall provide 100% of Total Compensation over the remaining contract with mitigation. <i>*Mitigation: Buyout amount due shall be reduced on a dollar-for-dollar basis by the amount earned by the Coach in full-time employment obtained elsewhere during the Total Term remaining</i>
Employee Buyout (early termination by Employee)	Should Employee terminate early to accept another position, Employee shall provide 25% of Total Compensation over the remaining contract. Employee Buyout is waivable in sole discretion of the Director of Athletics.

I agree to the above terms and understand they will become binding if approved by the Clemson University Board of Trustees Compensation Committee.

Accepted:  Date: 2/7/18
 Brandon Streeter

TERM SHEET – Thad Turnipseed

Football Administration

TERMS ARE SUBJECT TO THE APPROVAL OF THE CLEMSON UNIVERSITY BOARD OF TRUSTEES
COMPENSATION COMMITTEE

Term	Starts: February 1, 2018 Ends: January 31, 2019		
Compensation	<u>Base Salary</u> \$202,500	<u>Supplemental</u> -	<u>Total Compensation</u> \$202,500
Standard Fringe Benefits	Standard University unclassified employee package including state retirement benefits; Additional Clemson Athletics employee benefits including health insurance premium provided, life insurance policy provided.		
Automobiles	One (1) vehicle under dealer program plus insurance and taxes or Clemson Athletics car stipend.		
Outside Income	Activities which earn outside income subject to approval by the Director of Athletics and must be consistent with NCAA regulations including annual disclosure requirements.		
Duties and Responsibilities	Director of Recruiting Operations and External Affairs (Specifics delineated in contract)		
Performance Incentives	ACC Championship Game Appearance: 4.1% of Base Salary ----- AND ----- Bowl Game w/ 8 or more regular season wins: 8.3% of Base Salary or College Football Playoff non-Semifinal Appearance: 16.6% of Base Salary or College Football Playoff Semifinal Appearance: 20.8% of Base Salary or College Football Playoff Championship Appearance: 25% of Base Salary AND College Football Playoff Champion: \$25,000		

Other contracts	Employee represents and warrants that he has no other obligations or commitments that would interfere or hinder full performance as Assistant Coach. Employee is responsible for any buyouts or other penalties associated with his/her current employment arrangements, if any.
Termination for Cause	For Cause provisions to be delineated in contract. No buyout, all future payments and benefits forfeited except for vested deferred compensation and vested state retirement, if any.
University Buyout (early termination by University w/o cause)	Upon termination without cause, the University shall provide 100% of Total Compensation over the remaining contract.

I agree to the above terms and understand they will become binding if approved by the Clemson University Board of Trustees Compensation Committee.

Accepted: Thad Turnipseed Date: 2-7-18
 Thad Turnipseed

TERM SHEET – Brent Venables

Football Assistant Coach

TERMS ARE SUBJECT TO THE APPROVAL OF THE CLEMSON UNIVERSITY BOARD OF TRUSTEES
COMPENSATION COMMITTEE

Term	Starts: February 1, 2018 Ends: January 31, 2021		
Compensation	<u>Base Salary</u> \$245,000	<u>Supplemental</u> \$1,755,000	<u>Total Compensation</u> \$2,000,000
Standard Fringe Benefits	Standard University unclassified employee package including state retirement benefits; Additional Clemson Athletics employee benefits including health insurance premium provided, life insurance policy provided.		
Automobiles	One (1) vehicle under dealer program plus insurance and taxes or Clemson Athletics car stipend.		
Outside Income	Activities which earn outside income subject to approval by the Director of Athletics and must be consistent with NCAA regulations including annual disclosure requirements.		
Duties and Responsibilities	Defensive Coordinator/Linebackers Coach (Specifics delineated in contract)		
Performance Incentives	ACC Championship Game Appearance: \$10,000 ---- AND ---- Bowl Game w/ 8 or more regular season wins: \$20,000 or College Football Playoff non-Semifinal Appearance: \$40,000 or College Football Playoff Semifinal Appearance: \$50,000 or College Football Playoff Championship Appearance: \$60,000 AND College Football Playoff Champion: \$25,000 ---- AND ---- *Top 10 Relative Defense: \$50,000 or *Top 5 Relative Defense: \$100,000 AND		

	<p>*Top 10 Total Defense: \$50,000 or *Top 5 Total Defense: \$100,000</p> <p><i>*According to Sports Source Analytics on the Monday following the Atlantic Coast Conference Championship game.</i></p>
Other contracts	Employee represents and warrants that he has no other obligations or commitments that would interfere or hinder full performance as Assistant Coach. Employee is responsible for any buyouts or other penalties associated with his/her current employment arrangements, if any.
Termination for Cause	For Cause provisions to be delineated in contract. No buyout, all future payments and benefits forfeited except for vested deferred compensation and vested state retirement, if any.
University Buyout (early termination by University w/o cause)	Upon termination without cause, the University shall provide 100% of Total Compensation over the remaining contract with mitigation. <i>*Mitigation: Buyout amount due shall be reduced on a dollar-for-dollar basis by the amount earned by the Coach in full-time employment obtained elsewhere during the Total Term remaining</i>
Employee Buyout (early termination by Employee)	Should Employee terminate early to accept another position, Employee shall provide 25% of Total Compensation over the remaining contract. Contract note: Section 13. (e) (ii) "this obligation shall not apply if (A) Coach provides notice of termination pursuant to Section 13(e)(i) within thirty (30) days after the date on which it is publicly announced (or, if earlier, the date on which the University notifies Coach) that the Team's Head Coach has resigned or is otherwise no longer employed by the University, (B) Coach terminates this Agreement prior to its Expiration Date for the purpose of accepting employment as the Head Coach of another football program, including but not limited to a collegiate or professional team, or (C) such obligation is otherwise expressly waived by the Athletics Director in a writing that refers to this Section 13(e)."

I agree to the above terms and understand they will become binding if approved by the Clemson University Board of Trustees Compensation Committee.

Accepted: _____ Date: _____
Brent Venables

TERM SHEET – Monte Lee

Baseball Head Coach

TERMS ARE SUBJECT TO THE APPROVAL OF THE CLEMSON UNIVERSITY BOARD OF TRUSTEES
COMPENSATION COMMITTEE

Term	Starts: October 15, 2017 Ends: June 30, 2023 Upon approval by the Director of Athletics the term will be extended 1-year following an appearance by Clemson Baseball in the College World Series.			
Compensation	<u>Year</u>	<u>Base Salary</u>	<u>Supplemental</u>	<u>Total Compensation</u>
	2017-2018	\$225,000	\$225,000	\$450,000
	2018-2019	\$225,000	\$235,000	\$460,000
	2019-2020	\$225,000	\$235,000	\$460,000
	2020-2021	\$225,000	\$255,000	\$480,000
	2021-2022	\$225,000	\$275,000	\$500,000
	2022-2023	\$225,000	\$275,000	\$500,000
Standard Fringe Benefits	Standard University unclassified employee package including state retirement benefits; Additional Clemson Athletics employee benefits including health insurance premium provided, life insurance policy provided			
Outside Income	Activities which earn outside income subject to approval by the Director of Athletics and must be consistent with NCAA regulations including annual disclosure requirements.			
Other contracts	Employee represents and warrants that he has no other obligations or commitments that would interfere or hinder full performance as Assistant Coach. Employee is responsible for any buyouts or other penalties associated with his/her current employment arrangements, if any.			
Country Club Membership	Sports Membership at The Reserve (initiation fee and annual dues)			
Automobiles	One (1) vehicle under dealer program plus insurance and taxes or Clemson Athletics car stipend.			

Performance Incentives	<p><u>Ticket Sales</u></p> <ul style="list-style-type: none"> • *Baseball Season Ticket Sales \geq 2,500: \$15,000 • *Top 10 National Ranking in Season Tick Sales: \$15,000 <p><u>Conference Performance</u></p> <ul style="list-style-type: none"> • ACC Tournament win (max. 4): \$2,500 per win • ACC Tournament Champion: \$10,000 <p><u>NCAA Tournament or National Ranking Performance</u></p> <ul style="list-style-type: none"> • NCAA Regional Host: \$10,000 • NCAA Regional win (max. 3): \$5,000 per win <u>and</u> • NCAA Super Regional Appearance: \$5,000 <u>and</u> • NCAA Super Regional win (max. 2): \$10,000 per win <u>and</u> • NCAA World Series Appearance: \$5,000 <u>and</u> • NCAA World Series win (max. 5): \$10,000 <u>and</u> • NCAA World Series Champion: \$80,000 <p><u>Academic Performance</u> APR \geq 965: \$5,000</p> <p>*Effective beginning with the 2018 baseball season. Based on sales reported by the Clemson Athletic Ticket Office and rankings compiled by the NCAA.</p>														
Termination for Cause	<p>For Cause provisions to be delineated in contract.</p> <p>No buyout, all future payments and benefits forfeited except for vested deferred compensation and vested state retirement, if any.</p>														
University Buyout (early termination by University w/o cause)	<p>Should University terminate Coach early without cause then University will pay the Buyout amount listed below based on the Year the termination occurs. The Buyout amount will be prorated should the termination occur after the first day of the contract year and will be paid <i>without</i> a requirement to mitigate. Payment can be lump sum or over the term of the contract at the election of the University.</p> <p><i>Amount listed below reflects amount owed Coach should termination occur on the first day of the contract year.</i></p> <table border="0"> <thead> <tr> <th><u>Year</u></th> <th><u>Buyout</u></th> </tr> </thead> <tbody> <tr> <td>1</td> <td>\$1,350,000</td> </tr> <tr> <td>2</td> <td>\$1,125,000</td> </tr> <tr> <td>3</td> <td>\$900,000</td> </tr> <tr> <td>4</td> <td>\$675,000</td> </tr> <tr> <td>5</td> <td>\$500,000</td> </tr> <tr> <td>6</td> <td>\$250,000</td> </tr> </tbody> </table>	<u>Year</u>	<u>Buyout</u>	1	\$1,350,000	2	\$1,125,000	3	\$900,000	4	\$675,000	5	\$500,000	6	\$250,000
<u>Year</u>	<u>Buyout</u>														
1	\$1,350,000														
2	\$1,125,000														
3	\$900,000														
4	\$675,000														
5	\$500,000														
6	\$250,000														

<p>Employee Buyout (early termination by Employee)</p>	<p>Coach will provide written notice to the Director of Athletics 14 days prior to termination.</p> <p>Should Coach terminate this agreement early without cause to take another coaching position, then Coach will pay to the University within thirty (30) days of termination the Buyout amount listed below based on the Year the termination occurs. The Buyout amount will be prorated should the termination occur after the first day of the contract year.</p> <p><i>Amount listed below reflects amount owed Coach should termination occur on the first day of the contract year.</i></p> <table border="1"> <thead> <tr> <th>Year</th> <th>Buyout</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>\$675,000</td> </tr> <tr> <td>2</td> <td>\$562,500</td> </tr> <tr> <td>3</td> <td>\$450,000</td> </tr> <tr> <td>4</td> <td>\$337,500</td> </tr> <tr> <td>5</td> <td>\$250,000</td> </tr> <tr> <td>6</td> <td>\$125,000</td> </tr> </tbody> </table>	Year	Buyout	1	\$675,000	2	\$562,500	3	\$450,000	4	\$337,500	5	\$250,000	6	\$125,000
Year	Buyout														
1	\$675,000														
2	\$562,500														
3	\$450,000														
4	\$337,500														
5	\$250,000														
6	\$125,000														
<p>Duties and Responsibilities</p>	<p>Head Baseball Coach (Specifics delineated in contract)</p>														

I agree to the above terms and understand they will become binding if approved by the Clemson University Board of Trustees Compensation Committee.

Accepted: Monte Lee Date: 10/4/17
Monte Lee

TERM SHEET – Phil Jones

Men’s Soccer Assistant Coach

TERMS ARE SUBJECT TO THE APPROVAL OF THE CLEMSON UNIVERSITY BOARD OF TRUSTEES
COMPENSATION COMMITTEE

Term	Start: February 1, 2018 End: January 31, 2019		
Compensation	<u>Base Salary</u> \$82,431	<u>Supplemental</u> -	<u>Total Compensation</u> \$82,431
Standard Fringe Benefits	Standard University unclassified employee package including state retirement benefits; Additional Clemson Athletics employee benefits including health insurance premium provided, life insurance policy provided.		
Outside Income	Activities which earn outside income subject to approval by the Director of Athletics and must be consistent with NCAA regulations including annual disclosure requirements.		
Other contracts	Employee represents and warrants that he has no other obligations or commitments that would interfere or hinder full performance as Assistant Coach. Employee is responsible for any buyouts or other penalties associated with his/her current employment arrangements, if any.		
Duties and Responsibilities	Associate Head Coach of Men’s Soccer (Specifics delineated in contract)		
Performance Incentives	<p><u>Conference Performance</u></p> <ul style="list-style-type: none"> • ACC Tournament Champion: \$2,000 • ACC Divisional Champion: \$2,000 <p><u>NCAA Tournament Performance</u></p> <ul style="list-style-type: none"> • NCAA Tournament Appearance: \$2,000 <u>and</u> • Each win (max. 6 including 1st Round bye) in NCAA Tournament: \$1,000 <u>and</u> • College Cup Appearance: \$2,000 <u>and</u> • NCAA Tournament Champion: \$8,000 		
Automobiles	One (1) vehicle under dealer program plus insurance and taxes or Clemson Athletics car stipend.		

Termination for Cause	For Cause provisions to be delineated in contract. No buyout, all future payments and benefits forfeited except for vested deferred compensation and vested state retirement, if any.
University Buyout (early termination by University w/o cause)	Should University terminate employment without demonstrating cause, then University should pay 50% of the remaining total compensation due to Coach.
Employee Buyout (early termination by Employee)	Not applicable.

I agree to the above terms and understand they will become binding if approved by the Clemson University Board of Trustees Compensation Committee.

Accepted: Philip Jones Date: 2/5/2018
 Phil Jones

TERM SHEET – Camilo Rodriguez

Men’s Soccer Assistant Coach

TERMS ARE SUBJECT TO THE APPROVAL OF THE CLEMSON UNIVERSITY BOARD OF TRUSTEES
COMPENSATION COMMITTEE

Term	Start: February 1, 2018 End: January 31, 2019		
Compensation	Base Salary \$63,324	Supplemental -	Total Compensation \$63,324
Standard Fringe Benefits	Standard University unclassified employee package including state retirement benefits; Additional Clemson Athletics employee benefits including health insurance premium provided, life insurance policy provided.		
Outside Income	Activities which earn outside income subject to approval by the Director of Athletics and must be consistent with NCAA regulations including annual disclosure requirements.		
Other contracts	Employee represents and warrants that he has no other obligations or commitments that would interfere or hinder full performance as Assistant Coach. Employee is responsible for any buyouts or other penalties associated with his/her current employment arrangements, if any.		
Duties and Responsibilities	Assistant Coach of Men’s Soccer (Specifics delineated in contract)		
Performance Incentives	<p>Conference Performance</p> <ul style="list-style-type: none"> • ACC Tournament Champion: \$2,000 • ACC Divisional Champion: \$2,000 <p>NCAA Tournament Performance</p> <ul style="list-style-type: none"> • NCAA Tournament Appearance: \$2,000 <u>and</u> • Each win (max. 6 including 1st Round bye) in NCAA Tournament: \$1,000 <u>and</u> • College Cup Appearance: \$2,000 <u>and</u> • NCAA Tournament Champion: \$8,000 		
Automobiles	One (1) vehicle under dealer program plus insurance and taxes or Clemson Athletics car stipend.		

Termination for Cause	For Cause provisions to be delineated in contract. No buyout, all future payments and benefits forfeited except for vested deferred compensation and vested state retirement, if any.
University Buyout (early termination by University w/o cause)	Should University terminate employment without demonstrating cause, then University should pay 50% of the remaining total compensation due to Coach.
Employee Buyout (early termination by Employee)	Not applicable.

I agree to the above terms and understand they will become binding if approved by the Clemson University Board of Trustees Compensation Committee.

Accepted: _____ Date: _____

Camilo Rodriguez

TERM SHEET – Rick Franzblau

Director of Olympic Sports Strength & Conditioning

TERMS ARE SUBJECT TO THE APPROVAL OF THE CLEMSON UNIVERSITY BOARD OF TRUSTEES
COMPENSATION COMMITTEE

Term	Start: Effective date to be established following all requisite approvals End: July 31, 2018
Compensation	Base Salary: \$96,000
Standard Fringe Benefits	Standard University unclassified employee package including state retirement benefits; Additional Clemson Athletics employee benefits including health insurance premium provided, life insurance policy provided
Outside Income	Activities which earn outside income subject to approval by the Director of Athletics and must be consistent with NCAA regulations including annual disclosure requirements.
Other contracts	Employee represents and warrants that he has no other obligations or commitments that would interfere or hinder full performance as Director of Olympic Sports Strength & Conditioning. Employee is responsible for any buyouts or other penalties associated with his/her current employment arrangements, if any.
Performance Incentives	<p><u>Conference Champion</u></p> <ul style="list-style-type: none"> • Won by Primary Olympic Sport: \$5,000 • Won by Other Olympic Sport: \$500 <p><u>NCAA Performance by Primary Olympic Sport</u></p> <ul style="list-style-type: none"> • Participant: \$1,000 <u>and</u> • Final 16: \$1,000 <u>and</u> • Final 8: \$1,000 <u>and</u> • Champion: \$5,000 <p><u>NCAA Performance by Other Olympic Sport</u></p> <ul style="list-style-type: none"> • Participant: \$250 • Champion: \$500

Staff Budget	The University shall budget for staff salaries and expenses during each year of this Agreement an amount determined by the University's Athletics Director. In addition to staff salaries, if team's participate in the NCAA tournament, win the ACC championship, or win the NCAA championship, the University will create a bonus pool of up to \$25,000 for staff bonuses to be awarded in a manner consistent with University guidelines, Governing Body Requirements, and state and federal law. Director shall recommend individual staff and amounts to be paid as part of this bonus, subject to the approval of the Athletics Director and such other University approvals as are required.
Termination for Cause	For Cause provisions to be delineated in contract. No buyout, all future payments and benefits forfeited except for vested deferred compensation and vested state retirement, if any.
University Buyout (early termination by University w/o cause)	Should University terminate employment without demonstrating cause, then University should pay 50% of the remaining total compensation due to Coach.
Employee Buyout (early termination by Employee)	Not applicable.
Duties and Responsibilities	Director of Olympic Sports Strength & Conditioning Serves as the Primary Director of the strength and conditioning programs for Men's Soccer and Baseball. General Oversight of the strength and conditioning programs for Women's Soccer, Softball, Rowing, Men's Golf, Women's Golf, Men's Tennis, Women's Tennis, Men's Track, Women's Track, and Volleyball. Specifics delineated in contract.

I agree to the above terms and understand they will become binding if approved by the Clemson University Board of Trustees Compensation Committee.

Accepted: *Rick Franzblau* Date: 2/5/18
Rick Franzblau

TERM SHEET – Siri Mullinix

Women’s Soccer Assistant Coach

TERMS ARE SUBJECT TO THE APPROVAL OF THE CLEMSON UNIVERSITY BOARD OF TRUSTEES
COMPENSATION COMMITTEE

Term	Start: February 1, 2018 End: January 31, 2019		
Compensation	<u>Base Salary</u> \$63,342	<u>Supplemental</u> -	<u>Total Compensation</u> \$63,342
Standard Fringe Benefits	Standard University unclassified employee package including state retirement benefits; Additional Clemson Athletics employee benefits including health insurance premium provided, life insurance policy provided.		
Outside Income	Activities which earn outside income subject to approval by the Director of Athletics and must be consistent with NCAA regulations including annual disclosure requirements.		
Other contracts	Employee represents and warrants that he has no other obligations or commitments that would interfere or hinder full performance as Assistant Coach. Employee is responsible for any buyouts or other penalties associated with his/her current employment arrangements, if any.		
Duties and Responsibilities	Assistant Coach of Women’s Soccer (Specifics delineated in contract)		
Performance Incentives	<u>Conference Performance</u> <ul style="list-style-type: none"> • ACC Tournament Champion: \$2,000 • ACC Regular Season Champion: \$2,000 • ACC Tournament Top 4 Seed: \$1,000 <u>NCAA Tournament Performance</u> <ul style="list-style-type: none"> • NCAA Tournament Appearance: \$2,000 <u>and</u> • Each win (max. 6) in NCAA Tournament: \$1,000 <u>and</u> • College Cup Appearance: \$2,000 <u>and</u> • NCAA Tournament Champion: \$8,000 		
Automobiles	One (1) vehicle under dealer program plus insurance and taxes or Clemson Athletics car stipend.		

Termination for Cause	For Cause provisions to be delineated in contract. No buyout, all future payments and benefits forfeited except for vested deferred compensation and vested state retirement, if any.
University Buyout (early termination by University w/o cause)	Should University terminate employment without demonstrating cause, then University should pay 50% of the remaining total compensation due to Coach.
Employee Buyout (early termination by Employee)	Not applicable.

I agree to the above terms and understand they will become binding if approved by the Clemson University Board of Trustees Compensation Committee.

Accepted: _____

Siri Mullinix

Date: _____

8/7/18

TERM SHEET – Eddie Radwanski

Women’s Soccer Head Coach

TERMS ARE SUBJECT TO THE APPROVAL OF THE CLEMSON UNIVERSITY BOARD OF TRUSTEES
COMPENSATION COMMITTEE

Term	Start: February 1, 2018 End: December 31, 2021			
Compensation	Year	Base Salary	Supplemental	Guaranteed
	2018	\$130,000	\$0	\$130,000
	2019	\$135,000	\$0	\$135,000
	2020	\$140,000	\$0	\$140,000
	2021	\$145,000	\$0	\$145,000
Retention Bonus	If employed by the University on February 15 th of the corresponding contract year, Coach will earn a bonus in the amount identified below:			
	Year	Bonus Amount		
	2018	\$35,000		
	2019	\$32,500		
	2020	\$30,000		
	2021	\$30,000		
Standard Fringe Benefits	Standard University unclassified employee package including state retirement benefits; Additional Clemson Athletics employee benefits including health insurance premium provided, life insurance policy provided			
Automobiles	One (1) vehicle under dealer program plus insurance and taxes or Clemson Athletics car stipend.			
Outside Income	Activities which earn outside income subject to approval by the Director of Athletics and require annual disclosure.			
Other contracts	Employee represents and warrants that he has no other obligations or commitments that would interfere or hinder full performance as Head Coach. Employee is responsible for any buyouts or other penalties associated with his/her current employment arrangements, if any.			
Duties and Responsibilities	Women’s Soccer Head Coach (Specifics delineated in contract)			
Performance Incentives	<u>Conference Performance</u>			
	• ACC Tournament Champion: \$15,000			
	• ACC Regular Season Champion: \$10,000			
	• ACC Tournament Top 4 Seed: \$2,500			
	<u>NCAA Tournament Performance</u>			
• NCAA Tournament Appearance: \$5,000 <u>and</u>				
• Each win (max. 6) in NCAA Tournament: \$2,500 <u>and</u>				
• College Cup Appearance: \$5,000 <u>and</u>				

	<ul style="list-style-type: none"> NCAA Tournament Champion: \$25,000 <p>Coaching Awards</p> <ul style="list-style-type: none"> ACC or NSCAA Regional Coach of the Year: \$5,000 <u>and</u> National Coach of the Year: \$10,000 <p>Academic Achievement</p> <p>Single-year APR \geq 970: \$5,000</p>
University Buyout (early termination by University w/o cause)	<p>Should University terminate Coach early without cause then University will pay a severance benefit equal to 75% of the then base compensation throughout the remainder of the term.</p> <p>Contract note: <i>Section 14. (d) (i)</i> "...Coach shall not be required to seek other employment in order to receive the Severance Benefit, and the University shall pay the severance benefit regardless of whether Coach seeks or obtains other employment after the termination of his employment with the University."</p>
Employee Buyout (early termination by Employee)	<p>Employee should notify Director of Athletics prior to discussions for other employment.</p> <p>Should Employee terminate early to accept another head coaching position or a similar collegiate athletics position, Coach will pay liquidated damages equal to 37.5% (one-half the University's buyout obligation) of the then base compensation throughout the remainder of the term.</p>
Termination for Cause	<p>For Cause provisions to be delineated in contract.</p> <p>No buyout, all future payments and benefits forfeited except for vested deferred compensation and vested state retirement, if any.</p>

I agree to the above terms and understand they will become binding if approved by the Clemson University Board of Trustees Compensation Committee.

Accepted: Eddie Radwanski Date: 1/11/18
Eddie Radwanski

TERM SHEET – Jeff Robbins

Women’s Soccer Assistant Coach

TERMS ARE SUBJECT TO THE APPROVAL OF THE CLEMSON UNIVERSITY BOARD OF TRUSTEES
COMPENSATION COMMITTEE

Term	Start: February 1, 2018 End: January 31, 2019		
Compensation	<u>Base Salary</u> \$72,027	<u>Supplemental</u> \$0	<u>Total Compensation</u> \$72,027
Standard Fringe Benefits	Standard University unclassified employee package including state retirement benefits; Additional Clemson Athletics employee benefits including health insurance premium provided, life insurance policy provided.		
Outside Income	Activities which earn outside income subject to approval by the Director of Athletics and must be consistent with NCAA regulations including annual disclosure requirements.		
Other contracts	Employee represents and warrants that he has no other obligations or commitments that would interfere or hinder full performance as Assistant Coach. Employee is responsible for any buyouts or other penalties associated with his/her current employment arrangements, if any.		
Duties and Responsibilities	Associate Head Coach of Women's Soccer (Specifics delineated in contract)		
Performance Incentives	<u>Conference Performance</u> <ul style="list-style-type: none"> • ACC Tournament Champion: \$2,000 • ACC Regular Season Champion: \$2,000 • ACC Tournament Top 4 Seed: \$1,000 <u>NCAA Tournament Performance</u> <ul style="list-style-type: none"> • NCAA Tournament Appearance: \$2,000 <u>and</u> • Each win (max. 6) in NCAA Tournament: \$1,000 <u>and</u> • College Cup Appearance: \$2,000 <u>and</u> • NCAA Tournament Champion: \$8,000 		
Automobiles	One (1) vehicle under dealer program plus insurance and taxes or Clemson Athletics car stipend.		

Fall Sport Bonuses

ID	NAME	Total
043541	Aiken, Cameron R	14,050.00
000182	Bourret, Timothy Francis	14,637.35
071215	Chavis, Alvin Miguel	13,710.00
072255	Crothers, Scott Andrew	11,623.27
053305	Dedecker, Abby Taylor	11,624.27
041670	Gordon Jr, Paul D	14,050.00
061085	Green, Todd McKinley	20,000.00
004079	Greenlee, Larry S	21,700.00
066996	Grisham, William	15,920.00
005942	Guess Jr, Henry E	13,625.00
063436	Hall, Lemanski Shuntae	20,170.00
068316	Harrington III, Paul Dillon	17,280.00
031754	Hogan, Paul Adrian	20,680.00
072223	McCain, Donna	7,875.00
043746	McCombs, Brandon	14,050.00
018031	Munson III, William Donald	5,000.00
001915	Poole Jr, Danny G	22,263.55
012102	Reed, Abraham Wahler	16,600.00
067326	Richardson, Jeremy	19,279.71
072511	Smick, Joshua	4,560.00
056927	Smotherman, Adam L	17,790.00
062682	Sorrells, Jordan J	14,050.00
061142	Warwick, Andrew David	18,300.00
068628	Waymyers, Allison	16,090.00
050730	Yarid III, Nicholas Robert	4,544.19