

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></p> <p>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
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Employee Buyout (early termination by Employee)	<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="0"> <thead> <tr> <th>Year</th> <th>Buyout</th> <th>_____</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>\$675,000</td> <td></td> </tr> <tr> <td>2</td> <td>\$562,500</td> <td></td> </tr> <tr> <td>3</td> <td>\$450,000</td> <td></td> </tr> <tr> <td>4</td> <td>\$337,500</td> <td></td> </tr> <tr> <td>5</td> <td>\$250,000</td> <td></td> </tr> <tr> <td>6</td> <td>\$125,000</td> <td></td> </tr> </tbody> </table>	Year	Buyout	_____	1	\$675,000		2	\$562,500		3	\$450,000		4	\$337,500		5	\$250,000		6	\$125,000	
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Duties and Responsibilities	Head Baseball Coach (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: _____ Date: _____
Monte Lee