

CONFIDENTIAL PERSONNEL MATERIAL
PLEASE HOLD IN STRICT CONFIDENCE

**TERMS OF EMPLOYMENT AGREEMENT
HEAD MEN'S BASKETBALL COACH**

April 5, 2021

The Department of Athletics proposes to enter into an Employment Agreement with Hubert Davis to become its Head Men's Basketball Coach beginning April 17, 2021. The terms of the proposed Agreement are as follows:

Term Five years (through June 30, 2026)

Duties Emphasis on academics, ethics, compliance with rules and policies, fiscal responsibility, supervision of coaching personnel, promotion of the University and its values. Reports to and is under immediate supervision of the Director of Athletics.

Compensation Annual compensation based on a 12-month employment period and pro-rated for any partial contract year as follows:

<u>Period</u>	<u>Base Salary</u>	<u>Supplemental</u>	<u>Total</u>
April 17, 2021 – June 30, 2022	\$400,000	\$600,000	\$1,000,000
July 1, 2022 – June 30, 2023	\$400,000	\$700,000	\$1,100,000
July 1, 2023 – June 30, 2024	\$400,000	\$800,000	\$1,200,000
July 1, 2024 – June 30, 2025	\$400,000	\$900,000	\$1,300,000
July 1, 2025 – June 30, 2026	\$400,000	\$1,000,000	\$1,400,000

Eligibility for Performance-Based Supplemental Compensation up to \$1,075,000 as follows:

Awards & Academic Performance:

ACC Coach of the Year	\$25,000
National Coach of the Year	\$50,000
APR \geq 975	\$75,000

Competitive Performance:

ACC Regular Season Champion	\$50,000
ACC Tournament Champion	\$50,000
NCAA Tournament Participation	\$25,000
NCAA Round of 32	\$75,000
NCAA Tournament Sweet 16	\$75,000
NCAA Tournament Elite Eight	\$200,000
NCAA Tournament Final Four	\$200,000
NCAA Tournament Championship	\$250,000

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Payments to Coach in accordance with the University's multimedia and manufacturer agreements as follows:

<u>Period</u>	<u>Nike</u>	<u>Learfield</u>
April 17, 2021 – June 30, 2022	\$250,000	\$500,000
July 1, 2022 – June 30, 2023	\$250,000	\$500,000
July 1, 2023 – June 30, 2024	\$250,000	\$500,000
July 1, 2024 – June 30, 2025	\$250,000	\$500,000
July 1, 2025 – June 30, 2026	\$250,000	\$500,000

Annual expense allowance of \$50,000

Outside Compensation Arrangements will be in accordance with University policies and NCAA rules, including prior approval from the Athletic Director. Coach must report to Athletic Director and Chancellor annually all athletically related income from sources outside the University.

Coach may operate athletic camps with prior approval of the Athletic Director and pursuant to University policies, including payment of fees for use of University facilities.

Benefits All standard University benefits for an EHRA Non-Faculty employee.

Termination for Cause If the University terminates Coach for "Cause," Coach receives compensation earned through the effective date of termination. University is not responsible for Coach's outside business opportunity income.

Coach may terminate for "Cause" if University fails to pay Coach's compensation on a timely basis.

Termination Without Cause If the University terminates Coach without "Cause," the University will pay Coach liquidated damages equal to the sum of Base Salary Coach would have earned but for Coach's termination without cause. University's payment of liquidated damages will be reduced by the amount of compensation Coach receives for services rendered elsewhere through June 30, 2026.

If Coach terminates the Agreement without "Cause" and accepts a position as coach or administrator for a college or professional sports organization, Coach will pay University liquidated damages equal to the sum of Base Salary Coach would have earned but for his termination without cause.

Taxes Coach to be responsible for all taxes due on compensation and other benefits incident to Coach's University relationship, including taxes due with respect to payments received from third parties.

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Program Support Attendance at Educational Foundation Chapter meetings, as determined by Athletic Director. Maintenance of effective relationships with students, faculty, staff, and friends of the University. University may use Coach's name, image, and likeness in promoting the University.

Public Record The Employment Agreement is a public record.