



University of Virginia
Athletics Administration
P.O. Box 400846
Charlottesville, Virginia 22904-4846

June 22, 2023

Mr. Jason Williford
C/O Men's Basketball Office
P.O. Box 400823
Charlottesville, VA 22904-4823

Dear Jason:

I am pleased to present to you this letter of reappointment to the University of Virginia, extending your current term of appointment through April 30, 2026. Your reappointment carries the administrative title of Associate Head Men's Basketball Coach, with an annual base salary of \$341,116 payable on regular University payroll dates, effective July 1, 2023. You will also receive an annualized supplemental compensation of \$92,212 payable on University payroll dates, effective July 1, 2023. You will continue to be entitled to one courtesy vehicle, or in lieu of that, if one is not available, a \$9,000 annual car allowance to be paid on a bi-weekly basis. In addition, you will be eligible for consideration for salary increases authorized and funded by the Commonwealth of Virginia, subject to the Head Men's Basketball Coach and Director of University Athletic Programs' determination and consistent with University and Athletics Department policy.

You will be entitled to receive an annual bonus contingent on the following team performance achievements, with bonus payment to be paid by the University as soon as administratively practicable after the occurrence of the achievement triggering the bonus. The payment of any such bonus will not affect or adjust your base salary or benefits.

NCAA Tournament (Round of 68):	1 months' salary*
NCAA Round of 16:	1.5 months' salary*
NCAA Final Four:	2 months' salary*
NCAA Championship:	3 months' salary*

(*One bonus paid only for the highest level achieved)

As a member of the University Executive/Senior Administrative Staff, you are subject to all policies and procedures applicable to this employment category to the extent that the terms of this employment letter do not conflict with such policies and procedures. In the event of a conflict between this employment letter and the policies and procedures applicable to University Executive/Senior Administrative Staff or any other University policy or procedure, the terms of this employment letter will control. One way in which your employment differs from otherwise applicable University policies is in the area of termination. Your employment is based on a limited term agreement which may be terminated at any time and for any reason. Under this agreement, you have no right to employment with the University after the term of employment noted in the first paragraph of this letter ends; and you have no right to expect that your employment will be continued after that term ends.

However, you will be given notification, in writing, regarding the renewal status of your employment prior to the expiration of this agreement. In the event of your termination without cause due to Tony Bennett voluntarily leaving the position of head coach, neither your employment nor compensation will be guaranteed beyond a period of three months. In the event the University terminates your employment for cause or you resign or otherwise do not perform the duties required under this agreement before the end of the term of this agreement, all rights and benefits under this agreement will terminate and the University will have no further obligation to you whatsoever.

In the event of your termination without cause (for any reason other than Tony Bennett voluntarily leaving the position of head coach), the University will be obligated to pay you a severance benefit in the amount of your base salary existing at the time of termination for the remaining term of this agreement, subject to required withholding, and provided that you actively seek, in good faith and with due diligence, gainful employment elsewhere during the period of continued payments of base salary unless this requirement is waived in writing by the Director of Athletics. The base salary will be payable to you on the same schedule as would have been applied without the termination, and it will be reduced by any amounts earned or received by you, in any form, from any other gainful employment (including as an independent contractor or consultant) for the period you receive your base salary. You will report monthly to the Director of Athletics, or designee, on any gainful employment or consulting agreement, and on employment applications and progress in actively seeking other employment. In the alternative, the University may at its sole discretion pay you a lump sum of the base salary remaining for the obligation or duty to the University with respect to seeking employment elsewhere. In the event of termination without cause, you will not be entitled to any payment other than continuation or lump sum payment of base salary as provided above. In addition, no leave or other benefits will accrue after the termination date. You will be entitled to continuation of health insurance benefits at your sole cost and expense in accordance with the law (COBRA).

All other terms and conditions regarding your employment may be found on the University Human Resources' homepage at the following address: <http://www.hrs.virginia.edu/policies.html>. It is your responsibility to be aware of these policies and procedures as well as others that may apply to you. You should further be aware that these policies may be changed from time to time by the governing board or administration.

The University has an honor system of which its students and alumni are proud. The student body administers the system through the annually elected Honor Committee. In accepting this appointment, you are indicating a willingness to cooperate with the student body in maintaining the honor system. Your duties and responsibilities will be as assigned by your supervisor Tony Bennett, Head Men's Basketball Coach. By your acceptance in addition to the policies and procedures as stated above, you agree to abide by all NCAA, ACC, University and departmental policies and regulations related to the conduct and administration of the Men's Basketball Program. You shall also endeavor to ensure that any other employees under your administrative responsibility comply with the foregoing policies, rules and regulations as related to the NCAA, ACC, University and Athletics Department. In addition, by accepting this offer of appointment, you acknowledge that you are (i) a "Responsible Employee" under the University's reporting policy and its policy prohibiting Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence; (ii) a "Campus Security Authority" (CSA) responsible for reporting certain criminal activity and other misconduct in accordance with the University's obligations under the Clery Act and its policy on Clery Act Compliance; and (iii)

responsible for reporting certain misconduct under State law. You will seek assistance and guidance from appropriate University and Department resources to understand these obligations and make any reports as may be necessary.

Please indicate your acceptance of the terms of this appointment by signing below. Assuming approval by University Human Resources and verification that this offer complies with University policies, your acceptance will be confirmed.

I look forward to our continued work in the Department and association in the University community.

Sincerely,

SP *Carla Williams*

Carla Williams
Vice President, Intercollegiate Athletics

By my signature below, I accept the offer contained in this letter with the terms and conditions as set forth above.

Jason Williford

Signature

7/11/2023

Date



University of Virginia
Athletics Administration
P.O. Box 400846
Charlottesville, Virginia 22904-4846

June 6, 2023

Ron Sanchez
Via DocuSign

Dear Ron:

I am pleased to present to you this letter of appointment. Subject to approval by University Human Resources, you are invited to join the University Executive Staff of the University of Virginia in the Department of Athletics for an initial term, effective June 16, 2023, through April 30, 2027. You will hold the administrative title of Associate Head Coach, Men's Basketball. This is an exempt position with an initial annualized base salary of \$200,000. You will also receive annualized supplemental compensation in the amount of \$250,000 to be paid on a bi-weekly basis. In addition, you will receive one courtesy vehicle, or in lieu of that, if one is not available, an annualized \$9,000 car allowance. The University also agrees to pay you a one-time signing bonus of \$100,000 payable on or around June 23, 2023. Your annual base salary, annualized supplemental compensation, car allowance, and signing bonus are subject to federal and state tax withholding and to all deductions required by law. You are also eligible to receive a benefits package available to University Staff governed by University Staff HR policies. In addition, you are eligible for consideration for salary increases authorized and funded by the Commonwealth of Virginia, subject to the Head Men's Basketball Coach and Director of University Athletic Programs' determination and consistent with University and Athletics Department policy.

It is agreed that your employment as an Associate Head Coach, Men's Basketball is also subject to our criminal background and professional check of you and approval thereof, and you agree to cooperate with us as we may need in conducting that review. This position carries with it no expectation of continued employment beyond the term noted in this offer.

You will be entitled to receive an annual bonus contingent on the following team performance achievements, with bonus payment to be paid by the University as soon as administratively practicable after the occurrence of the achievement triggering the bonus. The payment of any such bonus will not affect or adjust your base salary or benefits.

NCAA Tournament (Round of 68):	1 months' salary*
NCAA Round of 16:	1.5 months' salary*
NCAA Final Four:	2 months' salary*
NCAA Championship:	3 months' salary*

(*One bonus paid only for the highest level achieved)

As a member of the University Executive Staff, you are subject to all policies and procedures applicable to this employment status to the extent that the terms of this letter of appointment do not conflict with such policies and procedures. In the event of a conflict between this letter and the policies and procedures applicable to University Executive Staff or any other University policy or procedure, the terms of this letter of appointment will control. One way in which your appointment differs from otherwise applicable University policies is in the area of termination and non-renewal. Your employment is based on a limited term agreement which may

be terminated at any time and for any reason. Under this agreement, you have no right to employment with the University or compensation after the term of appointment noted in the first paragraph of this letter ends; and you have no right to expect that your employment will be continued after that term ends. However, you will be given notification, in writing, regarding the renewal status of your employment prior to the expiration of this agreement. In the event of your termination without cause or non-renewal, including if Tony Bennett leaves the position of head coach for any reason whatsoever, neither your employment nor compensation will be guaranteed beyond the term of this appointment. In the event the University terminates your employment for cause or you resign or otherwise do not perform the duties required under this agreement before the end of the term of this agreement, all rights and benefits under this agreement will terminate and the University will have no further obligation to you whatsoever.

In the event of your termination without cause, the University will be obligated to pay you a severance benefit in the amount of your base salary existing at the time of termination for the remaining term of this agreement, subject to required withholding, and provided that you actively seek, in good faith and with due diligence, gainful employment elsewhere during the period of continued payments of base salary unless this requirement is waived in writing by the Director of Athletics. The base salary will be payable to you on the same schedule as would have been applied without the termination, and it will be reduced by any amounts earned or received by you, in any form, from any other gainful employment (including as an independent contractor or consultant) for the period you receive your base salary. You will report monthly to the Director of Athletics, or designee, on any gainful employment or consulting agreement, and on employment applications and progress in actively seeking other employment. In the alternative, the University may at its sole discretion pay you a lump sum of the base salary remaining for the obligation or duty to the University with respect to seeking employment elsewhere. In the event of termination without cause, you will not be entitled to any payment other than continuation or lump sum payment of base salary as provided above. In addition, no leave or other benefits will accrue after the termination date. You will be entitled to continuation of health insurance benefits at your sole cost and expense in accordance with the law (COBRA).

All other terms and conditions regarding your employment may be found on the University Human Resources' homepage at the following address: <https://hr.virginia.edu/>. It is your responsibility to be aware of these policies and procedures as well as others that may apply to you. You should further be aware that these policies may be changed from time to time by the governing board or administration.

The University has an honor system of which its students and alumni are proud. The student body administers the system through the annually elected Honor Committee. In accepting this appointment, you are indicating a willingness to cooperate with the student body in maintaining the honor system. Your duties and responsibilities will be as assigned by your supervisor Tony Bennett, Head Men's Basketball Coach. By accepting this offer of employment, you agree to abide by all NCAA, ACC, University and Athletics Department regulations and policies related to the operation, conduct, and administration of the Men's Basketball Program, including recruiting rules. You shall be responsible for being knowledgeable of all NCAA and ACC rules, and all University and Department policies applicable to your role and the Men's Basketball office, including any changes in the rules and policies that may occur from time to time. You shall also endeavor to ensure that any other employees under your administrative responsibility comply with the foregoing policies, rules and regulations as related to the NCAA, ACC, University and Athletics Department. You shall also cooperate fully in any infractions process and be subject to investigation, adjudication and penalties in accordance with NCAA rules.

You may engage in outside activities that are appropriate to the promotions of the athletic programs, provided that such activities do not conflict or interfere with the discharge of your duties, including your commitment of time and effort, and that they comply with the Commonwealth's ethics and conflicts of interest laws and University policy. You agree that you must receive prior written approval from the Director of Athletics, or designee, for all such outside activities and compensation (income or benefits), and that you must report such activities and compensation to the University as required by NCAA rules and regulations. This requirement includes, but is not limited to any athletically-related income or benefits from any source outside the University that you must report in accordance with NCAA rules.

In addition, by accepting this offer of employment, you acknowledge that you will become (i) a "Responsible Employee" under the University's reporting policy and its policy prohibiting Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence; (ii) a "Campus Security Authority" (CSA) responsible for reporting certain criminal activity and other misconduct in accordance with the University's obligations under the Clery Act and its policy on Clery Act Compliance; and (iii) responsible for reporting certain misconduct under State law. You will seek assistance and guidance from appropriate University and Department resources to understand these obligations and make any reports as may be necessary.

Please indicate your acceptance of the terms of this offer by signing below. Assuming approval by University Human Resources and verification that this offer complies with University policies, your acceptance will be confirmed.

I look forward to our future association in the University community.

Sincerely,

SP

Carla Williams

Carla Williams

Vice President, Intercollegiate Athletics

I certify that all the credentials reflected in my curriculum vitae submitted with my application are correct, and I accept the offer contained in this letter by signing below.

Paul Seal

6/8/2023

Signature

Date