

University of Virginia Athletics Offer Sheet

Name: Brian O'Connor

Current Title: Head Coach, Men's Baseball

Effective Date of Proposed Extension: 7/1/2024

Proposed Expiration Date of Contract: 6/30/31 (3 year extension)

Base Salary: \$366,736 (no change as of July 25th 2024) – 5% annual increase

Supplemental & Licensing Compensation: \$833,264 – 5% annual increase

Annual Payment(s): \$200,000 to be paid annually on January 31st of each contract year, beginning 1/31/24 (no change) – 5% increase

Total Compensation: \$1,400,000 (5% annual increase)

Performance Bonuses: No change to current contract, except for the following:

Regional appearance: \$10,000

Super Regional appearance: \$20,000

CWS Participation: \$50,000

NCAA Championship: \$100,000

Longevity Bonuses: \$250,000 due 6/30/26; \$250,000 due 6/30/29

Buyout: Based on schedule below

If the employee resigns or leaves the employment of the University, prior to the following date, the corresponding amount would be due to the Athletics Department:

Prior to 6/1/2031; \$500,000 buyout due to the Athletics Department if the employee departs for a head coach/manager position.

If the employee retires from the University and does not accept a coaching position, a \$0 buyout will be due to the Athletics Department.

My signature below indicates my acceptance of these terms and conditions. Further, I understand that a revised appointment letter will be forthcoming which will include all other required terms and conditions set forth by the University of Virginia and the University of Virginia Department of Athletics with which I agree to abide.

Brian O'Connor

6/13/2024

Name

Date