

University of Virginia Athletics Offer Sheet

Name: Aaron Roussell

Current Title: Head Coach, Women's Basketball

Effective Dates of Proposed Contract: 4/6/2026 – 4/30/2032 (6 years)

Base Salary: \$ 225,000 (bi-weekly)

Supplemental: \$ 400,000 (bi-weekly)

Licensing Compensation: \$ 200,000 (quarterly)

Car: Stipend included in pay

Total Compensation: \$825,000 – 3% Guaranteed Increase (by category)

Membership Dues: University will pay for Boar's Head Membership for Employee/Family (+ one-time family initiation fee @ Boars Head)

Relocation Expenses: Up to \$25,000 plus 45 days temporary housing

Performance Bonuses:

ACC Regular Season Championship (Solo or Shared): \$25,000

ACC Championship (tournament): \$50,000

NCAA Tournament Qualification (whether first four or round of 64): \$25,000

- Year 1: additional \$10,000 for winning first four or round of 64

NCAA Round of 32: \$10,000

NCAA Round of 16: \$25,000

NCAA Round of 8: \$50,000

NCAA Final Four: \$50,000

NCAA Championship: \$75,000

*Cumulative

Top 25 Finish in National Poll: \$25,000

Top 10 Finish in National Poll: \$50,000

*Whichever is higher

ACC Coach of the Year – solo or shared (Awarded by ACSMA or coaches): \$25,000 *only one to be earned

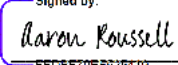
Nat'l Coach of the Year – solo or shared (Awarded by WBCA, Naismith, AP, or Wooden): \$50,000 *only one to be earned

Buyout to Coach: Full guaranteed for Years 1-3; 75% of total comp in year 4 and 5; 60% in year 6; Full offset.

Buyout to University: If the employee resigns or leaves the employment of the University, the employee would owe the Athletics Department:

Before 4/30/2027: \$2,000,000
Before 4/30/2028: \$1,800,000
Before 4/30/2029: \$1,600,000
Before 4/30/2030: \$1,400,000
Before 4/30/2031: \$1,200,000
Before 4/30/2032: \$1,000,000

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. The University of Virginia agrees to negotiate details of long form contract in good faith as allowed by University policies.

<small>Signed by:</small>  <small>FEDBF70E-F025419...</small>	<u>4/7/2026</u>	<u>SP</u>	<u>Carla Williams</u>	<u>4/7/2026</u>
Aaron Roussell	Date		Carla Williams	Date