

University of Virginia Athletics Offer Sheet

Name: Jo Hardin

Current Title: Head Coach, Softball

Effective Date of Extension: 6/15/26

Expiration Date of Contract: 6/14/2029 (3-year extension)

Base Salary: \$120,000

Supplemental Compensation: \$40,000

One-Time Payment: \$30,000 within 30 days of signature (subject to buyback at \$10k/year if leaves prior to end of contract)

Total Annualized Compensation (including prorated signing bonus): \$170,000

Vehicles: No change

Annual Increases: Increases tied to the following:

Super Regional: \$5,000 (based on 2027, 2028, 2029 performance)

College World Series Participant: \$10,000 (based on 2027, 2028, 2029 performance)

Bonus Adjustments: (Based on '26, '27, '28, '29)

ACC Regular Season Champion: increased from \$3k to \$5k (can qualify for either/both)

ACC Tournament Champion: increased from \$3k to \$5k (can qualify either/both)

Regional Participant: \$10,000

Super Regional Participant: \$12,500

College World Series Participant: \$15,000

NCAA Champion: \$17,500

ACC COTY: \$5,000

Nat'l COTY: \$7,500

Total Annual Bonus Potential increases from \$56,181 to \$73,500

Buyouts: if coach leaves collegiate coaching during the following dates:

Prior to 6/14/27: \$100,000

6/15/27 – 6/14/28: \$75,000

6/15/28 – 6/14/29: \$50,000

My signature below indicates my acceptance of these terms and conditions. Further, I understand that a revised contract/extension/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.

Name

Date

3/5/26