

University of Virginia Athletics Offer Sheet

Name: Ryan Odom

Current Title: Head Coach, Men's Basketball

Effective Date of Extension: 4/1/2026 (contract year continues to be defined by April 1st)

Expiration Date of Contract: 3/31/2032

Base Salary: \$500,000 (annualized)

Supplemental Compensation: \$2,250,000 (annualized)

Licensing Pay: \$1,400,000 to be paid through licensing/LLC (annualized)

Total Compensation: \$4,150,000 (annualized)

Annual Increases: \$100,000 (\$50k through supplemental and \$50k through licensing)

Bonuses:

Remains the same with the following addition: Win Round of 64: \$25,000

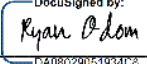
Buyout by University: Last year adjusted to 80% of all compensation

Buyout by Coach:

Year 1 (through 4/30/27): \$15m; \$12m if Carla is no longer AD
Year 2 (through 4/30/28): \$10m; \$7.5m if Carla is no longer AD
Year 3 (through 4/30/29): \$7.5m; \$5m if Carla is no longer AD
Year 4 (through 4/30/30): \$5m; \$3m if Carla is no longer AD
Year 5 (through 4/30/31): \$5m; \$3m if Carla is no longer AD
Year 6 (through 4/30/32): \$2m; \$1m if Carla is no longer AD

All other terms remain the same.

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.

DocuSigned by:

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Name

5/1/2026

Date