

University of Virginia Athletics Offer Sheet

Name: Ryan Odom

Current Title: Head Coach, Men's Basketball

Effective Date of Contract: On or about 3/21/2025 (to be mutually agreed upon)

Proposed Expiration Date of Contract: 3/31/2031

Base Salary: \$500,000

Supplemental Compensation: \$1,750,000

Licensing Pay: \$1,000,000 to be paid through licensing/LLC

Total Compensation: \$3,250,000

Annual Increase: \$100,000 to supplemental

Car: Included in compensation

Moving Expenses: Full goods move (plus move of 1 car) up to \$25,000

Tickets: Up to 8 tickets for all home events as well as postseason

Country Club: 1 Family membership at a local country club (includes annual fee only)

Bonuses:

ACC Tournament Championship: \$50,000

NCAA Qualification: \$50,000

NCAA Round of 16: \$75,000

NCAA Round of 8: \$100,000

NCAA Final 4: \$250,000

NCAA Championship: \$250,000

Top 20 AP/USA Today Poll: \$25,000

Top 10 AP/USA Today Poll: \$50,000

- Poll to be paid at higher of two levels

ACC COTY: \$50,000

Nat'l COTY: \$75,000

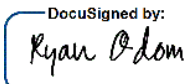
Buyout paid to coach if terminated without cause: Years 1-5: 100% of remaining (base/supplemental/licensing); Year 6: 60% remaining (base/supplemental/licensing),

Buyout paid to UVA if coach leaves: \$15m for first 2 years; Years 3-4: \$10m; Year 5: \$7.5m; Year 6: \$5m

University of Virginia will pay buyout of \$1,000,000 directly to VCU upon coach’s signature of long form contract.

Parties hereby agree that, notwithstanding anything contained herein, additional terms and negotiation relating to perquisites or additional matters relating to bonus structure shall be finalized within the final agreement between the Parties.

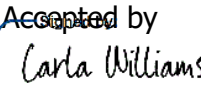
My signature below indicates my acceptance of these terms and conditions. Further, I understand that a revised appointment letter will be forthcoming which will include all other required terms and conditions set forth by the University of Virginia and the University of Virginia Department of Athletics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

DocuSigned by:

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3/24/2025

Date

Ryan Odom

Accepted by

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3/24/2025

Date

Dr. Carla Williams, UVA