

**TERM SHEET BETWEEN**  
**LOUISIANA STATE UNIVERSITY AND EDWARD ORGERON**

**Position:** Special Assistant to Defense and Recruiting  
**Reporting:** Coach shall report directly to the General Manager for Football  
**Term:** From May 21, 2026 to January 31, 2027 (“Term”)

**Total Annual Compensation:**

- Base Salary (for the entire Term, not annualized): \$100,000

The Base Salary will be paid monthly, with partial months paid on a prorated basis.

**Termination Without Cause by University:** If LSU terminates the employment of Coach without cause, LSU will pay liquidated damages equal to the remaining Base Salary which would have been payable to Coach over the otherwise unexpired Term, in equal monthly installments over the remaining Term. Coach shall have a duty to mitigate the liquidated damages by seeking comparable football-related employment, whether intercollegiate or professional, including coaching, administration or media, and LSU shall have the right to offset the amount due to Coach on a dollar-for-dollar basis by any compensation Coach receives during the otherwise unexpired Term.

**Termination for Cause by University:** If LSU terminates the employment of Coach for cause, LSU shall have no obligation to Coach to pay any further amounts beyond the end of the month in which Coach is terminated. Guidelines applicable to a for cause termination in the formal employment agreement shall be reasonably commensurate with generally accepted industry standards and existing LSU employment agreements. LSU agrees that prior to invoking its right to terminate Coach for cause, Coach will be afforded seven days to cure any default or breach in a timely manner, provided such default is of a nature that is capable of being cured (as determined in LSU’s reasonable discretion) and can reasonably be accomplished without significantly discrediting or damaging LSU’s or Coach’s reputation or standing in the community, or creating an unreasonable risk of harm to any student-athlete or staff-member.

**Termination by Coach:** If Coach terminates Coach’s employment agreement without cause, Coach will pay LSU liquidated damages in the amount of the remaining amount of Base Salary which would have otherwise been due Coach for the remainder of the Term. However, Coach will not be liable for liquidated damages if Coach (1) terminates employment to accept a position as a head coach (college or National Football League) or play-calling coordinator, (2) terminates employment after the final regular season game of the final year of the Term (the conference championship game if LSU is a participant), or (3) terminates without cause within 30 days of the date that Lane Kiffin no longer serves as Head Coach. Coach shall have the option to pay liquidated damages in a lump sum or in equal monthly installments over the otherwise unexpired Term.

**Fringe Benefits:**

- Coach will be entitled to standard benefits available for unclassified, professional employees, except for annual leave
- Coach will receive a courtesy vehicle or vehicle allowance

**Electronic Signature:** Both parties agree that an electronic signature of a party, whether digital or encrypted, included in this Term Sheet is intended to authenticate this writing and to have the same force and effect as a manual signature. Delivery of a copy of this Term Sheet bearing an original or electronic signature by electronic mail in “portable document format” (“.pdf”) form, or by any other electronic means intended to preserve the original graphic and pictorial appearance of a document, will have the same effect as physical delivery of the paper document bearing an original or electronic signature.


**Miscellaneous:** This Term Sheet sets out the negotiated terms of employment. Financial obligations herein are not general obligations of either the University or the State of Louisiana and are payable from self-generated funds of LSU Athletics and affiliated foundation funds. **IF REQUIRED BY POLICY, THESE TERMS ARE CONTINGENT UPON A SATISFACTORY BACKGROUND CHECK AND APPROVAL BY THE LSU BOARD OF SUPERVISORS.** The parties agree to work expeditiously and in good faith towards the execution of a comprehensive, formal Employment Agreement.

RECOMMENDED:

  
Verge Ausberry, VP/Director of Athletics

5-21-2026  
Date

ACCEPTED:

  
Edward Orgeron

5-20-2026  
Date