

**TERM SHEET BETWEEN**  
**LOUISIANA STATE UNIVERSITY AND JAY JOHNSON**

**Position:** Head Baseball Coach at LSU

**Reporting:** Coach shall report directly to Daniel Gaston, Baseball Sport Administrator

**Term:** Effective no later than July 1, 2021 and ending June 30, 2026.

**Compensation:**

- Base Salary (annual rate; pro-rated for partial years): \$400,000
- Supplemental Compensation (annual rate, pro-rated for partial years):
  - No later than July 1, 2021 through June 30, 2022: \$800,000
  - July 1, 2022 through June 30, 2023 \$850,000
  - July 1, 2023 through June 30, 2024 \$900,000
  - July 1, 2024 through June 30, 2025 \$950,000
  - July 1, 2025 through June 30, 2026 \$1,000,000

**Incentives:**

- Southeastern Conference
  - SEC West Champions \$15,000
  - SEC Regular Season Champion \$20,000
  - SEC Tournament Champion \$20,000
- NCAA Tournament Appearance (Amounts are cumulative and the maximum amount is \$260,000):
  - Regional Appearance \$20,000 AND
  - Super Regional Host (Reduction of \$15,000 if on the road) \$40,000 AND
  - Appearance in College World Series \$50,000 AND
  - Appearance in College World Series Championship Series \$50,000 AND
  - National Champion \$100,000
- Coach of the Year:
  - Southeastern Conference Coach of the Year \$20,000
  - National Coach of the Year \$40,000
- Academic Incentive Compensation:
  - Academic Progress Rate above 930 \$15,000
- Other Special Incentives (paid by LSU):
  - Coach shall receive a courtesy vehicle, if available, or vehicle allowance in the amount of \$1,000 per month.
  - A relocation incentive of \$35,000 to be used for your relocation expenses. Per university policy, the Relocation Incentive stipulates that part or all of the advance payment will be returned if you do not continue employment with the University for at least two (2) full years. In accordance with Internal Revenue Service regulations, all relocation benefits are taxable compensation subject to withholding and other appropriate deductions.
  - LSU shall either directly pay or reimburse Coach for \$750,000 payable as the result of the voluntary termination of Coach's current employment agreement.


**Termination without Cause by University:** If LSU terminates the employment of Coach without cause, LSU will pay to Coach the Base Salary and Supplemental Compensation for the unexpired term of the contract with partial years and months pro-rated. Coach shall have duty to mitigate, and University shall have the right to offset against the liquidated damages amount any post-termination income that Coach receives. Any payments due to Coach will be paid in equal monthly installments over the course of the remaining 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.


**Termination by Coach:** If Coach terminates the employment at any time, Coach will pay to LSU as liquidated damages 50% of all remaining guaranteed Base Salary and Supplemental Compensation which would have been payable to Coach under the Agreement for the remaining Term.

**Miscellaneous:** **THIS AGREEMENT IS CONTINGENT UPON A SATISFACTORY BACKGROUND CHECK AND APPROVAL BY THE LSU BOARD OF SUPERVISORS.** The Agreement shall be enforced and construed in accordance with the laws of Louisiana. Any civil action to enforce this Agreement shall be brought in a state or federal court having subject matter and personal jurisdiction over the parties that is domiciled in East Baton Rouge Parish, Louisiana. The parties intend to negotiate diligently and in good faith and to prepare and execute a formal long-form contract that more fully states the terms of their agreement, which, once executed, will supersede the terms of this Term Sheet, but unless and until that occurs, this Term Sheet remains in full force and effect.

**ACCEPTED AND AGREED:**

DocuSigned by:  
  
A49857DE9901427...  
Scott Woodward  
On behalf of Louisiana State University

6/24/2021  
\_\_\_\_\_  
Date

DocuSigned by:  
  
C54D1FF89D7C440...  
Jay Johnson

6/24/2021  
\_\_\_\_\_  
Date