

Financial Term Sheet - Head Football Coach
Pennsylvania State Univeristy
James Franklin

Term

1/1/2022 - 12/31/2031

Base Salary

CY2022	\$ 500,000
CY2023	\$ 500,000
CY2024	\$ 500,000
CY2025	\$ 500,000
CY2026	\$ 500,000
CY2027	\$ 500,000
CY2028	\$ 500,000
CY2029	\$ 500,000
CY2030	\$ 500,000
CY2031	\$ 500,000

Supplemental Pay

CY2022	\$ 6,500,000
CY2023	\$ 6,500,000
CY2024	\$ 6,500,000
CY2025	\$ 6,500,000
CY2026	\$ 6,500,000
CY2027	\$ 6,500,000
CY2028	\$ 6,500,000
CY2029	\$ 6,500,000
CY2030	\$ 6,500,000
CY2031	\$ 6,500,000

Total Guranteed Annual Compensation (plus automobile allowance, if applicable)

CY2022	\$ 7,000,000
CY2023	\$ 7,000,000
CY2024	\$ 7,000,000
CY2025	\$ 7,000,000
CY2026	\$ 7,000,000
CY2027	\$ 7,000,000
CY2028	\$ 7,000,000
CY2029	\$ 7,000,000
CY2030	\$ 7,000,000
CY2031	\$ 7,000,000

Retention Bonus

CY2022	\$	500,000	payable 12/31/2022
CY2023	\$	500,000	payable 12/31/2023
CY2024	\$	500,000	payable 12/31/2024
CY2025	\$	500,000	payable 12/31/2025
CY2026	\$	500,000	payable 12/31/2026
CY2027	\$	500,000	payable 12/31/2027
CY2028	\$	500,000	payable 12/31/2028
CY2029	\$	500,000	payable 12/31/2029
CY2030	\$	500,000	payable 12/31/2030
CY2031	\$	500,000	payable 12/31/2031

Annual Loan For Life Insurance

CY2022	\$	1,000,000
CY2023	\$	1,000,000
CY2024	\$	1,000,000
CY2025	\$	1,000,000
CY2026	\$	1,000,000
CY2027	\$	1,000,000
CY2028	\$	1,000,000
CY2029	\$	1,000,000
CY2030	\$	1,000,000
CY2031	\$	1,000,000

Incentives (maximum of \$1 million per year cumulatively)

Big Ten (highest applies)

Win/Ties for respective Division Title but through tiebreakers, does not participate in Big Ten Championship Game	\$	150,000
Appearance in Big Ten Championship Game	\$	250,000
Win Big Ten Championship Game	\$	350,000

Bowls (highest applies)

Win College Football Playoff National Championship Game	\$	800,000
Runner-up College Football Playoff National Championship Game	\$	500,000
College Football Playoff - Final Four	\$	400,000
Appearance in one of the four bowl games that are a part of the annual College Football Playoff rotation, but not one of the two National Semifinal bowl games played that year	\$	300,000
Appearance in any other bowl game	\$	200,000

Coach of the Year (cumulative)

B1G Coach of the Year	\$	100,000
National Coach of the Year	\$	150,000

National Championship Compensation Adjustment

In all years remaining in contract term following a National Championship, Supplemental Pay shall be increased per the contract by \$800,000 (one time during term of the contract)

Automobile

Per year allowance or vehicle through Dealer Car program \$ 10,000

Other Benefits

All other normal and typical University benefits will accrue, including health and welfare insurances

Perquisites

Up to 55 hours per calendar year use of private aircraft for personal use - taxable

Termination

By Coach (Voluntary, to assume NFL/Collegiate Coaching position)	Buyout
CY2022	\$12 M (prior to 4/1/22) \$8 M (through 12/31/22)
CY2023	\$ 6,000,000
CY2024	\$ 2,000,000
CY2025	\$ 2,000,000
CY2026	\$ 1,000,000
CY2027	\$ 1,000,000
CY2028	\$ 1,000,000
CY2029	\$ 1,000,000
CY2030	\$ 1,000,000
CY2031	\$ -
By University (without cause)	Current Yr. (Base + Supplemental + Loan) X number of remaining contract yrs