

**Proposed Financial Term Sheet - Head Football Coach**  
**Pennsylvania State University**  
**James Franklin**

**Term**

1/11/2014 - 12/31/2022

**Base Salary**

CY2017 \$	1,600,000
CY2018 \$	1,800,000
CY2019 \$	2,650,000
CY2020 \$	2,950,000
CY2021 \$	3,250,000
CY2022 \$	3,550,000

**Addtl. Comp.: Radio/TV**

CY2017 \$	2,200,000
CY2018 \$	2,200,000
CY2019 \$	2,200,000
CY2020 \$	2,200,000
CY2021 \$	2,200,000
CY2022 \$	2,200,000

**Nike**

CY2017 \$	500,000
CY2018 \$	500,000
CY2019 \$	500,000
CY2020 \$	500,000
CY2021 \$	500,000
CY2022 \$	500,000

**Total Gtd. Annual Comp** (plus automobile allowance, if applicable)

CY2017 \$	4,300,000
CY2018 \$	4,500,000
CY2019 \$	5,350,000
CY2020 \$	5,650,000
CY2021 \$	5,950,000
CY2022 \$	6,250,000

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

**Big Ten (highest applies)**

Wins/ties for respective Division title, but through tiebreakers, does not participate in B1G Championship Game	\$	150,000
Appearance in B1G Championship Game	\$	250,000
Win B1G Championship Game	\$	350,000

**Bowls (highest applies)**

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

**Coach of the Year (cumulative)**

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

**Automobile**

\$ 10,000 (per year allowance or vehicle through Dealer Car Program)

**Retention Bonus**

\$ 300,000	Payable on 12/31/17
\$ 300,000	Payable on 12/31/18
\$ 300,000	Payable on 12/31/19
\$ 300,000	Payable on 12/31/20
\$ 500,000	Payable on 12/31/21
\$ 1,000,000	Payable on 12/31/22

**Other Benefits**

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

**Perquisites**

Up to 50 hours per calendar year use of private aircraft for personal use - taxable

## Termination

By Coach (voluntary, to assume NFL or collegiate coaching position)		Buyout*
	CY2017	\$ 2,000,000
	CY2018	\$ 1,000,000
	CY2019	\$ 1,000,000
	CY2020	\$ 1,000,000
	CY2021	\$ 1,000,000
	CY2022	\$ 1,000,000
By University (without cause)	Current Year (Base + Addtl. Comp Radio & TV + Nike) X number of remaining contract years	

*\* Coach's responsibility to the University. Total would not be less than the University's aggregate financial obligation to the assistant coaches who are not retained by the next head coach.*