

# BOBINSKI – 2019 AMENDMENTS

Category		Original Agreement	Amended Agreement
<b>Initial Term</b> (proposed to be extended three years)		9/1/2016 to 6/30/2021	9/1/2016 to 6/30/2024
<b>Base Salary</b> (proposed to be increased as shown)*	<b>FY</b>		
	2020	\$650,000 (plus merit increase TBD)	\$750,000
	2021	\$650,000 (plus merit increase TBD)	\$775,000
	2022	N/A	\$800,000
	2023	N/A	\$825,000
[*Base Salary to date: FY17= \$600k; FY18=\$625k; FY19= \$650k]	2024	N/A	\$850,000
<b>Performance Bonus Base</b> (remains same w/ updated goals & metrics – next pg*)		\$200,000	\$200,000
<b>Deferred Compensation</b> (remains same)		\$150,000	\$150,000
<b>Termination by Purdue w/o cause</b> (terms extended from 2021 to 2024)	<b>FY</b>		
	2019	2x Base plus Deferred	2x Base plus Deferred
	2020	Base plus Deferred for balance of term	2x Base plus Deferred
	2021	Base plus Deferred for balance of term	2x Base plus Deferred
	2022	N/A	2x Base plus Deferred
	2023	N/A	Base plus Deferred for remaining term
	2024	N/A	Base plus Deferred for remaining term
<b>Buyout</b> (extended from 6/30/2019 to 6/30/2022 per proposed amendment)		2x Base plus Deferred	2x Base plus Deferred

# BOBINSKI – INCENTIVE PLAN METRICS

## Original Metrics

Incentive Pay Metrics FY16-19				
Mike Bobinski, V.P. and Director of Intercollegiate Athletics				
Incentive Goal	Wt.	T'hold	Target	Stretch
Potential Amount		\$100K	\$150K	\$200K
<b>Academics</b>				
Graduation Success Rate	20%	80%	82%	85%
Cumulative GPA	15%	3.05	3.1	3.18
<b>Athletic Success</b>				
Big 10 Placement	25%	12	14	17
Big 10 Champ.	20%	2	3	4
NCAA Appearances	20%	10	12	15

## Updated Goal Categories and Opportunity Levels

Incentive Pay Metrics Effective FY20				
Mike Bobinski, V.P. and Director of Intercollegiate Athletics				
Incentive Goal	Wt.	T'hold	Target	Stretch
Potential Amount		\$100K	\$150K	\$200K
<b>Academics</b>				
Graduation Success Rate				
Cumulative GPA				
<b>Financial</b>				
Increase Athletic Reserves by:				
<b>Broad-Based Athletic Success</b>				
Director's Cup Finish				
<b>Football</b>				
# of Wins				
<b>NCAA Compliance performance as a qualifier:</b>				
One or more Level 2 violations -- \$ amount reduced by 50% in all categories				
One or more Level 1 violations -- Ineligible for any incentive payments				