

MEMORANDUM

To: Members of the Compensation Committee and Board of Trustees
c/o Malcolm DeKryger, Compensation Committee Chair

From: Steve Schultz

Cc: Mung Chiang, President
Mike Bobinski, Director of Intercollegiate Athletics

Re: Proposed Amendments to Employment Agreement – Coach Katie Gearlds

Date: June 1, 2024

Under general guidance from the Compensation Committee, Director Bobinski has once again advanced discussions with Coach Gearlds agent and reached agreement on amended contract terms for her. A brief summary of the key terms is attached, and it will be used to create an official First Amendment to the Employment Agreement as promptly as practicable.

Highlights of the proposed changes include:

- Extension of current term of agreement by two years, to June 30, 2029.
- Increase in base salary to \$700,000 (from current \$550,000).
- Continuation of scheduled \$20,000 annual increases, but with a good faith commitment by Purdue to consider additional increases based on program performance and athletic department financial capacity and circumstances.
- Adjust schedules of buyout payments for both a termination by Purdue without cause scenario and a termination by Coach Gearlds if she elects to leave early.

Consistent with past practice, we will request Compensation Committee and full Board approval of these proposed amendments at the upcoming stated meeting, together with a grant of delegated authority to the President, the Athletic Director and the Chair of the Compensation Committee to approve, execute and deliver the definitive form and final terms of the contract amendment (consistent with the attached summary).

Your approval of the proposed terms is respectfully requested.

Summary of Proposed Contract Amendments (Coach Katie Gearlds) – First Amendment, 2024

	Current Agreement	Proposed Amendment
Term	Original 5-year agreement runs through June 30, 2027	Extend two years through June 30, 2029
Base Salary	\$550,000 (after scheduled \$15k increase in 2023-34)	Increase to \$700,000 effective July 1, 2024
Scheduled Increases	2024-25: \$20,000 2025-26: \$20,000 2026-27: \$20,000	\$20k scheduled annual increases effective July 1 in each of 2024, 2025, 2026, 2027, and 2028. In addition, Purdue to consider additional salary increases in good faith periodically during term, based on program performance and athletic department financial capacity and circumstances.
Buyout on Termination without Cause by Purdue	2022-23: \$1,500,000 2023-24: \$1,000,000 2024-25: \$750,000 2025-26: \$500,000 2026-27: Remaining months @ \$25k per month	7/1/24 to 6/30/25: \$2,000,000 7/1/25 to 6/30/26: \$1,600,000 7/1/26 to 6/30/27: \$1,200,000 7/1/27 to 6/30/28: \$1,000,000 2028-2029: Remaining months @ \$50k per month
Coach's buyout if leaves early	2022-23: \$375,000 2023-24: \$375,000 2024-25: \$275,000 2025-26: \$137,500 2026-27: \$100,000	7/1/24 to 6/30/25: \$750,000 7/1/25 to 6/30/26: \$500,000 7/1/26 to 6/30/27: \$375,000 7/1/27 to 6/30/28: \$250,000 7/1/28 to end of 2028-29 season: \$125,000