

**TERM SHEET BETWEEN
LOUISIANA STATE UNIVERSITY AND HEATH SCHROYER**

Position: Senior Deputy Athletics Director/Executive Director for External Relations for the LSU System

Reporting: Position reports directly to the Director of Athletics and Sr. Vice President for External Relations for the LSU System

Term: From April 1, 2026 ("Effective Date") to June 30, 2029 ("Term")

Total Annual Compensation:

- Base Salary (annualized): \$400,000

The Base Salary will be paid monthly, with partial months paid on a prorated basis.

Termination Without Cause by University: If LSU terminates the employment of Employee without cause, LSU will pay liquidated damages equal to the remaining Base Salary which would have been payable to Employee over the otherwise unexpired Term, in equal monthly installments over the remaining Term. Employee shall have a duty to mitigate the liquidated damages by seeking comparable athletics-related employment, whether intercollegiate or professional, and LSU shall have the right to offset the amount due to Employee on a dollar-for-dollar basis by any compensation Employee receives during the otherwise unexpired Term.

Termination for Cause by University: If LSU terminates the employment of Employee for cause, LSU shall have no obligation to pay any further amounts beyond the date on which Employee is terminated. Guidelines applicable to a for cause termination in the formal employment agreement shall be reasonably commensurate with generally accepted industry standards and existing LSU employment agreements. LSU agrees that prior to invoking its right to terminate Employee for cause, Employee will be afforded seven days to cure any default or breach in a timely manner, provided such default is of a nature that is capable of being cured (as determined in LSU's reasonable discretion) and can reasonably be accomplished without significantly discrediting or damaging LSU's or Employee's reputation or standing in the community, or creating an unreasonable risk of harm to any student-athlete or staff-member.

Termination by Employee: Employee may terminate employment at any time without further obligation by LSU, so long as (1) Employee provides the Director of Athletics with notice prior to engaging in any discussions or negotiations, whether direct or indirect, for prospective employment at any place other than LSU prior to the expiration of this Agreement; and (2) Employee provides LSU with written notice of termination. Under this Section, the termination date, unless otherwise agreed to in writing by LSU and Employee, shall be the earlier of: (1) the date on which Employee provides notice of termination to LSU; (2) the date on which Employee accepts employment from another employer; or (3) the date on which Employee performs any work or services of any kind or nature whatsoever on behalf of or for the benefit of another employer.

Incentive Compensation:

- **Post-Season Incentive Compensation.** Incentive Compensation shall be payable to Employee within 30 days of such achievement(s) and shall be deemed to be earned on the date upon which any incentive is achieved so long as Employee is employed in the position on such date. The maximum amount of Post-Season Incentive Compensation payable in a Contract Year is \$40,000.
 - Men's Basketball Post-Season Incentive Compensation
 - Participation in NCAA Tournament \$15,000 OR
 - Football Post-Season Incentive Compensation
 - Non-CFP Bowl Appearance \$5,000 OR
 - CFP First-Round Game Appearance \$10,000 OR
 - CFP Quarterfinal Game Appearance \$12,500 OR
 - CFP Semifinal Game Appearance \$15,000 OR

- CFP National Championship Game Appearance \$25,000

Fringe Benefits:

- Employee will be entitled to standard benefits available for unclassified, professional employees, except for annual leave
- Courtesy vehicle and related insurance, if available, or a vehicle allowance in the amount of \$800 per month
- Relocation incentive of \$25,000
- Temporary housing for up to 60 days, if needed

Electronic Signature: Both parties agree that an electronic signature of a party, whether digital or encrypted, included in this Term Sheet is intended to authenticate this writing and to have the same force and effect as a manual signature. Delivery of a copy of this Term Sheet bearing an original or electronic signature by electronic mail in “portable document format” (“.pdf”) form, or by any other electronic means intended to preserve the original graphic and pictorial appearance of a document, will have the same effect as physical delivery of the paper document bearing an original or electronic signature.

Miscellaneous: This Term Sheet sets out the negotiated terms of employment. Financial obligations herein are not general obligations of either the University or the State of Louisiana and are payable from self-generated funds of LSU Athletics and affiliated foundation funds. **THESE TERMS ARE CONTINGENT UPON A SATISFACTORY BACKGROUND CHECK AND APPROVAL BY THE LSU BOARD OF SUPERVISORS.** The parties agree to work expeditiously and in good faith towards the execution of a comprehensive, formal Employment Agreement, which shall be subject to approval by the LSU Board of Supervisors. Once approved by the LSU Board of Supervisors, in the absence of a formal Employment Agreement, the terms and conditions of this Term Sheet shall be legally binding on the parties. This 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 court having jurisdiction and domiciled in East Baton Rouge Parish, Louisiana.


 Heath Schroyer
 Date 3/24/26

RECOMMENDED:


 Verge Ausberry, Director of Athletics