

TERM SHEET BETWEEN
LOUISIANA STATE UNIVERSITY AND BLAKE BAKER

Position: Defensive Coordinator for LSU Football

Reporting: Coach shall report directly to the Head Football Coach

Term: From December 6, 2025 (“Effective Date”) to December 31, 2028 (“Term”)

Contract Year: Each January 1 to December 31, except for the first Contract Year which shall commence on the Effective Date and continue through December 31, 2026.

Total Annual Compensation:

- Base Salary (annualized): \$400,000
- Supplemental Compensation (annualized):
 - Effective Date through December 31, 2026: \$2,600,000
 - January 1, 2027 through December 31, 2027: \$2,700,000
 - January 1, 2028 through December 31, 2028: \$2,800,000

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

Termination Without Cause by University: If LSU terminates the employment of Coach without cause, LSU will pay liquidated damages equal to the remaining Base Salary and Supplemental Compensation which would have been payable to Coach over the otherwise unexpired Term (including the automatic extension of the Term as a result of Coach earning the Defensive Achievement Incentive listed below), in equal monthly installments over the remaining Term. Coach shall have a duty to mitigate the liquidated damages by seeking comparable football-related employment, whether intercollegiate or professional, including coaching, administration or media, and LSU shall have the right to offset the amount due to Coach on a dollar-for-dollar basis by any compensation Coach receives during the otherwise unexpired Term.

Termination for Cause by University: If LSU terminates the employment of Coach for cause, LSU shall have no obligation to Coach to pay any further amounts beyond the end of the month in which Coach 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 Coach for cause, Coach 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 Coach’s reputation or standing in the community, or creating an unreasonable risk of harm to any student-athlete or staff-member.

Termination by Coach: If Coach terminates Coach’s employment agreement without cause, Coach will pay LSU liquidated damages in the amount of 100% of Coach’s then-current Base Salary and Supplemental Compensation (at the time of termination). If Coach terminates employment prior to March 31, 2026, the liquidated damages amount payable by Coach to LSU will be 300% of Coach’s then-current Base Salary and Supplemental Compensation (at the time of termination). However, Coach will not be liable for liquidated damages if Coach (1) terminates employment to accept a position as a head coach (college or National Football League) or any play-calling coordinator position in the National Football League, (2) terminates employment after the final regular season game of the final year of the Term (including the conference championship game, if LSU is a participant), or (3) terminates without cause within 90 days of the date that Lane Kiffin no longer serves as Head Coach. Coach shall have the option to pay liquidated damages in a lump sum or in equal monthly installments over the otherwise unexpired Term.

Incentive Compensation:

- **Post-Season Incentive Compensation.** Incentive Compensation shall be payable to Coach 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 Coach is serving as Coach on such date. The maximum amount of Post-Season Incentive Compensation payable in a Contract Year is \$200,000.

- Southeastern Conference Championship
 - Participation in SEC Championship Game \$25,000 OR
 - Win SEC Championship Game \$50,000
- Post-Season
 - Non-CFP Bowl Appearance \$25,000 OR
 - CFP First-Round Game Appearance \$50,000 OR
 - CFP Quarterfinal Game Appearance \$75,000 OR
 - CFP Semifinal Game Appearance \$100,000 OR
 - CFP National Championship Game Appearance \$125,000 OR
 - Win CFP National Championship Game \$150,000
- **Coaching Recognition Incentive Compensation.** The maximum amount of Coaching Recognition Incentive Compensation payable in a Contract Year is \$15,000.
 - Broyles Award \$15,000
- **Defense Achievement Incentive.** If, at the conclusion of the regular season, the LSU Football Team is ranked as a Top 20 Scoring Defense, Coach shall earn the following. This incentive is only available once during the Term, inclusive of any extended term.
 - Extension of the Term for an additional year, amending the end date from December 31, 2028 to December 31, 2029 (with the Supplemental Compensation for such additional year equal to \$2,800,000), and
 - Incentive compensation of \$300,000 to be paid within thirty (30) days of achievement.

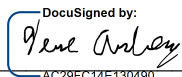
Fringe Benefits:

- Coach will be entitled to standard benefits available for unclassified, professional employees, except for annual leave
- Courtesy vehicle or vehicle allowance

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 supersedes and replaces the Employment Agreement, dated January 5, 2024. 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 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.

RECOMMENDED:

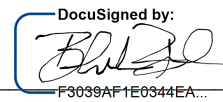
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Verge Ausberry, Director of Athletics

12/9/2025

Date

ACCEPTED:

DocuSigned by:

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Blake Baker

12/9/2025

Date