

University of Arizona Swimming and Diving
Ben Loorz
MULTI-YEAR COACHING CONTRACT SUMMARY OF TERMS

I. PROPOSED TERM

From: June 1, 2024 To: May 31, 2029
of years 5

II. SALARY PROVISIONS

Base Salary 2024-25: \$165,000.00
2025-26: \$165,000.00
2026-27: \$170,000.00
2027-28: \$170,000.00
2028-29: \$175,000.00

III. SPECIAL PROVISIONS

BUYOUT: The University of Arizona agrees to pay, as a reimbursable employee business expense, \$15,000.00 to the University of Nevada, Las Vegas to satisfy Coach's obligations as set forth in Section 6.2.a.2 of Coach's current employment contract with University of Nevada, Las Vegas.

MOVING: University shall pay or reimburse Coach for reasonable moving expenses, up to 10% of base salary, subject to applicable University policy and guidelines.

IV. ACADEMICS PERFORMANCE BONUS STRUCTURE

MULTI-YEAR APR.	AMOUNT PER TEAM	CUM-GPA (fall, spring, summer)	AMOUNT PER TEAM
965-975	OR \$ 1,500	3.00-3.20	OR \$ 1,500
976-985	OR \$ 2,500	3.21-3.40	OR \$ 2,500
986-999	OR \$ 5,000	3.41-3.90	OR \$ 5,000
1000	\$ 7,500	3.91-4.00	\$ 7,500

NOTE: Max academic performance bonus cannot exceed \$15,000 in any given year.

V. ATHLETICS PERFORMANCE BONUS STRUCTURE

Men's Team wins the Big 12 Conference Championship	\$ 5,000
Women's Team wins the Big 12 Conference Championship	\$ 5,000
Men's Team Achieves a Top 10 Finish	OR \$ 5,000
Men's Team Achieves a Top 4 Finish	OR \$ 7,500
Men's Team Wins the NCAA National Championship	\$ 15,000
Women's Team Achieves a Top 10 Finish	OR \$ 5,000
Women's Team Achieves a Top 4 Finish	OR \$ 7,500
Women's Team Wins the NCAA National Championship	\$ 15,000

NOTE: Max athletics performance bonus cannot exceed \$30,000 in any given year

VI. NON-MONETARY COMPENSATION

- Use of 1 motor vehicle or \$600/monthly stipend if car not available (taxable income)
- Athletic Tickets/Events tickets for personal use as follows (may be considered taxable income):
 - 6 Admission tickets for regular season away team meets (may be considered taxable income)
 - 2 Football Season Tickets (home games)
 - 2 Men's Basketball Season Tickets (home games)
 - 2 Wildcard Sports Passes (home games)
- NCAA TOURNAMENT

Spouse or guest and legal dependents (23 years of age or younger) may travel as part of Official Travel Party (OTP) if TEAM is selected for NCAA Tournament. Trip includes event admission ticket(s), University designated hotel and air travel on University chartered or commercial flights departing from and returning to Tucson. Head coach will receive 1 hotel room as part of the OTP and up to 1 total additional room for use by spouse/guest/dependents (not 1 room per guest). Additional room may be classified as taxable income. Any additional rooms above and beyond will be based on availability and will be at the expense of the coach. Cost for spouse/guest travel will be considered taxable income.
- One country club or health club membership chosen at the sole discretion of University at a club with which the University has a relationship, and subject to availability.

VII. TERMINATION PROVISIONS

- A. Termination by University for Cause Payment by Coach to University for damages resulting from violations of NCAA or Big 12 regulations \$ 100,000

University of Arizona Swimming and Diving
Ben Loorz
MULTI-YEAR COACHING CONTRACT SUMMARY OF TERMS

B. Termination by University Without Cause Liquidated damages payable to Coach

\$

A termination by the University without cause provision that will require payment limited to earned but unpaid salary and incentive payments (if any) to the date of termination, plus base salary paid in equal monthly installments for the remainder of the contract term and subject to your duty to mitigate where the University will only be required to pay the difference, if any, between the total compensation for Coach's new position and your base salary from the University.

C. Termination by Coach and Coach accepts employment or is otherwise compensated for swimming/diving coaching services at another institution of higher education or in a professional or Olympic coaching capacity within 12 months after termination - Liquidated damages payable

\$

Year 1: \$ 82,500
Year 2: \$82,500
Year 3: \$41,200
Year 4: \$41,200
Year 5: \$25,600


Ben Loorz (May 14, 2024 14:25 PDT) May 14, 2024

Ben Loorz, Swimming and Diving Head Coach Date


Desiree Reed-Francois, Director of Athletics Date 5/24/24