

# Sports Compensation Report

Name: **Bieser, Steve**      Age: **53**      Position: **Head Coach**      Sport: **Baseball**

**Contract Term: 8/1/2019 to 7/31/2024**

**Season:** 2019-2020 Baseball  
**School:** Missouri  
**Division:** I-FBS  
**Conference:** Southeastern Conference  
**Team:** Tigers

<b>University/University Affiliated Compensation</b>	
Base Salary	\$300,000
Other Compensation	\$125,000
<b>Total</b>	<b>\$425,000</b>
<b>Non-University Compensation</b>	
	\$30,000
<b>Total Compensation</b>	<b>\$455,000</b>
<b>Maximum Bonus</b>	\$190,500
<b>Tournament Max</b>	\$137,500

**Contract Buyout (Prior Employer):** \$0      **University Payout(07/01):** \$1,225,000      **Coach Buyout (07/01):** \$600,000      **Bonus Paid(Prior Season):** \$0

## Compensation

### Base Salary

Amount	Category	Category Type	Description
\$300,000			Provided that the multi-year APR score is greater than or equal to 930 or the then current cut score, Coach's Base Salary shall increase by \$15,000 each August 1 starting with August 1, 2020.

### Other University Compensation

Amount	Category	Category Type	Description
\$100,000	Aggregate Payment (includes all activities undertaken on behalf of university)		Provided that the multi-year APR score is greater than or equal to 930 or the then current cut score, Coach's Base Salary shall increase by \$10,000 each August 1 starting with August 1, 2020.
\$25,000	Deferred Compensation		2 \$25,000 deferred compensation payments vesting on 7/31/2020 and 7/31/2021 (Coach receives these payments plus additional accumulation if terminated without cause)

### Bonus

Amount	Category	Category Type	Description
\$30,000	Athletic	Conference Champion: Regular Season	10% of Base Salary; or Conference Tournament champion - 5%
\$75,000	Athletic	NCAA Tournament	Highest applies: National Championship - 25% of Base Salary CWS Appearance - 8% Super Regionals - 4% Team Selected - 2%
\$6,000	Academic	APR	950 or more - 2% of Base Salary  Based on either multi-year or single year APR
\$12,000	Athletic	Coach's Awards	National COY - 4% of Base Salary; or SEC COY - 2%
\$2,500	Athletic	Conference Champion: Regular Season	Per Rawlings Contract
\$2,500	Athletic	Conference Tournament Winner	Per Rawlings Contract
\$62,500	Athletic	NCAA Tournament	Regional Participant \$2,500 + Super Regional Participant \$5,000 + CWS Participant \$10,000 + CWS Champion \$50,000

### Non-University Income

Amount	Category	Category Type	Description
\$30,000	Endorsements		Annual Stipend From Rawlings Contract

## Fringe Benefits

Benefit Type	Benefit Description
Automobile	or a monthly stipend of \$800.

## Sports Compensation Report

Termination Terms		
Termination Reason	Mitigation	Termination Terms
School Terminates (Without Cause)	Partial	University shall pay Coach the balance of Base Salary due through the end of the Term, payable in equal monthly installments. (This provision does not address automatic increases to the Base Salary.)
Employee Resigns (Without Cause)		<p>Unless Coach receives prior written Coach must provide 30 calendar days' written notice of his intent to terminate the Agreement without cause and pay the University per the following schedule:</p> <p>On or before 7/1/2020: \$600,000;            7/2/2020-7/1/2021: \$450,000            7/2/2021-7/1/2022: \$300,000            7/2/2022-7/1/2023 \$150,000            ON or after 7/2/2023 \$0.0</p>

Notes			
User	Date	Summary	Note
Blattinville	10/12/2020	Deferred Compensation	The University shall deposit \$25,000 into a fund for Coach within 15 days of July 1, 2020 and July 1, 2021 provided that Coach is employed as head coach of the team on such dates.
Blattinville	6/19/2018	Rawlings Contract	Mizzou has entered into a contract with Rawlings that provides for potential compensation to the Head Coach
Blattinville	6/19/2018	Reassignment	Coach may be reassigned at which time he shall receive only his Base Salary. In this instance, the buyout no longer applies.
Blattinville	6/19/2018	Base and Supplemental Pay Increases	Mizzou did not reach the NCAA Tournament in 2017, 2018 or 2019 (2020 season cancelled - COVID-19) and thus no Base or Supplemental Pay increases were earned.
Blattinville	6/18/2018	Term (Potential Extension)	<p>Agreement will be extended by 1 year in the event the Team makes the NCAA Tournament or if the Team finishes the season in the RPI Top 35 (assuming the Team meets the then current APR cut score and Coach actively performed his duties as HC during the applicable season); provided further, that the one-year extension is available only one time per season and only two times total during the Term ending on July 31, 2024.</p> <p>For one additional year to be effective August 1, 2020 if (i) the post-season ban imposed by the NCAA in January 2019 is not removed; and (ii) the Term is not otherwise extended following the 2020 season per the above.</p>