

**SEVENTH  
AMENDMENT TO EMPLOYMENT AGREEMENT**

The Employment Agreement (“Agreement”) entered between Washington State University (“University”) and Michael C. Leach (“Employee”) for the term beginning December 1, 2011, and amended in December 2013, January 2014, December 2015, March 2016, January 2017 and August 2017 is hereby further amended as follows:

Section 3.2.1 of the existing Agreement is stricken and replaced with the following:

3.2.1 Media Compensation. At the discretion of the Athletic Director, Employee may be assigned to appear on television and radio broadcasts of/or related to University football games, including pre and post-game, other University sports, and any other media appearances as identified by the Athletic Director. Employee agrees to make himself available for such media appearances. Employee also grants permission for the University to use his likeness for athletic promotional purposes only, subject to his prior review and written approval, which will not be unreasonably withheld. In addition to his Base Salary, Employee shall receive annual media compensation in the amount of one hundred thousand dollars (\$100,000). Effective January 1, 2014, the annual media compensation amount will increase to six hundred thousand dollars (\$600,000). Effective January 1, 2016, the annual media compensation amount will increase to eight hundred thousand dollars (\$800,000). Effective July 1, 2017 the annual media compensation amount will increase to one million, fifty thousand dollars (\$1,050,000). Effective January 1, 2018 the annual media compensation amount will increase to one million, three hundred fifty thousand. (\$1,350,000). Effective January 1, 2019 the annual media compensation amount will increase to one million, six hundred thousand. (\$1,600,000). Effective January 1, 2020 the annual media compensation amount will increase to one million, eight hundred fifty thousand. (\$1,850,000). Media compensation shall be paid monthly on a pro rata basis in accordance with established University and State of Washington payroll procedures.

Section 3.6.2 is new to the existing Agreement:

3.6.2 Retention Incentive. As an incentive to remain employed by University, Employee shall be entitled to receive one-time supplemental compensation in the amount of seven hundred fifty thousand dollars (\$750,000) if still employed by the University as head football coach on January 15, 2021, and meets or exceeds performance expectations set forth in the Agreement (Sections 1.2 and 1.3), and has not announced intentions to depart the university for the pending 2021 NCAA football season. Should Employee on his own action leave University employment before January 15, 2021, he shall not be entitled to and will not receive any portion of the supplemental compensation that may have come due on January 15, 2021.

All other provisions of the Agreement, as amended by the First, Second, Third, Fourth, Fifth and Sixth Amendments to Agreement, between Washington State University and Employee remain in full force and effect.


Acknowledgement

Employee acknowledges that he has read and understands the foregoing provisions of this Amendment, and that such provisions are reasonable and enforceable and that he agrees to abide by the Agreement and this Amendment and the terms and conditions set forth herein. Employee further acknowledges that he has been provided an opportunity to seek the advice of legal counsel before entering into this Agreement Amendment.

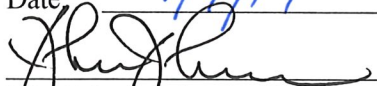
IN WITNESS THEREOF, the President and the Employee have executed this Agreement by the signatures affixed hereto.

TERMS AND CONDITIONS of this appointment are hereby accepted by:

WASHINGTON STATE UNIVERSITY

  
Kirk Schulz, President

Date: 1/9/17

  
John Johnson, Interim Director of Athletics

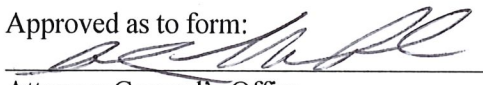
Date: \_\_\_\_\_

EMPLOYEE

  
Michael C. Leach

Date: 12-20-17

Approved as to form:

  
Attorney General's Office

Date

1/3/18