

**AMENDMENT TO**  
**RULES COMMITTEE PRINT 119-14**  
**OFFERED BY MR. BAUMGARTNER OF**  
**WASHINGTON**

Page 27, line 5, strike “and”.

Page 27, line 17, strike the period at the end and  
insert “; and”.

Page 27, after line 17, insert the following new  
paragraph:

1           (6) ensure that the total annual compensation  
2       paid, promised, or provided to any athletics depart-  
3       ment employee does not exceed 10 times the average  
4       cost of attendance, for the most recent academic  
5       year, for the top member institutions used to cal-  
6       culate the pool limit established under section 7(a)  
7       for the interstate intercollegiate athletic association  
8       in which such institution is a member, provided  
9       that—

10           (A) any payment to terminate, buy out, or  
11       settle an employment agreement with an ath-  
12       letics department employee shall be treated as  
13       compensation for purposes of this paragraph in

1 the year paid, and may not cause the cap in  
2 this paragraph to be exceeded;

3 (B) written employment agreements exe-  
4 cuted—

5 (i) before the date of enactment of  
6 this Act may continue for their remaining  
7 original term (excluding extensions or re-  
8 newals), provided that—

9 (I) the agreement and scheduled  
10 payments are disclosed; and

11 (II) no amendment to the agree-  
12 ment increases compensation above  
13 amounts stated in the agreement as of  
14 the date of enactment of this Act; and

15 (ii) on or after the date of enactment  
16 of this Act shall comply with this para-  
17 graph;

18 (C) the term “total annual compensation”  
19 means wages, salaries, stipends, allowances, in-  
20 centive or performance bonuses, signing or re-  
21 tention bonuses, deferred compensation, em-  
22 ployer retirement contributions above standard  
23 plan matches, severance, buyouts, cancellation  
24 or mitigation payments, in-kind compensation,  
25 appearance fees, debt servicing, debt relief, and

1 any other compensation paid by or through a  
2 related organization (including a foundation,  
3 booster organization, media arm, or affiliate) or  
4 a third party under an arrangement to perform  
5 services for the institution; and

6 (D) the term “athletics department em-  
7 ployee” means any employee of the institution  
8 (or of a related organization acting for the in-  
9 stitution) whose primary duties relate to inter-  
10 collegiate athletics, including head and assistant  
11 coaches, the director of athletics, associate or  
12 assistant athletic directors, and senior athletics  
13 administrators.

