



Perfect Game SEC: Alabama | Georgia | North Carolina | South Carolina | Tennessee | Virginia

April 1, 2025

**Subject:** Compensation Package

**Position:** Chris Goodrich - Area Director (Knoxville, Tennessee)

**Market Analysis:** Knoxville and neighboring cities such as Maryville, Athens, and Cleveland are popular tournament locations for organizations like Net Elite Baseball and USSSA Tennessee. In 2024, these two sanctions saw a total of 1,609 team registrations (1093 with USSSA and 516 with Net Elite). So far, in the current season, an average of 61 teams across the 8u to 14u age groups participate in tournaments each weekend under these two organizations.

As highlighted previously, Knoxville already has a significant and active youth baseball scene with multiple established organizations and a consistent schedule of tournaments. This indicates a strong base of interest and participation. The presence of organizations like USSSA Tennessee and Net Elite Baseball hosting numerous events and attracting a substantial number of team registrations (1,609 in 2024) demonstrates a healthy existing market.

**Proposed Compensation:** To retain teams for tournaments from 7u to 18u, we propose a competitive compensation package that includes the following:

- **Base Salary:** The Employee shall receive an annual base salary of \$110,000, payable in bi-weekly installments of approximately \$4,230.76 each, commencing on April 15, 2025.

**Key Performance Indicators (KPIs):** To ensure fair and accurate measurement of performance and bonus eligibility, we propose the following KPIs:

- **Field Retention and Usage Rights:** The Area Director shall/has establish and maintain agreements, and a positive working relationship with relevant public municipalities (e.g., city parks and recreation departments, county governments) to secure access to public baseball fields under Perfect Game.
- **Participant Satisfaction:** This KPI measures how satisfied participants, including players, coaches, and parents, are with the tournament experience. It can be measured through surveys, feedback forms, or online reviews.
- **Financial Performance:** This KPI tracks the financial success of the tournament. It includes metrics like total revenue, total expenses, and net profit. It also measures the efficiency of budget management and revenue generation.
- **Tournament & Team Completion Rate:** This KPI measures the percentage of scheduled games that are completed. It reflects the director's ability to manage logistics, weather conditions, and other unforeseen challenges to ensure the smooth running of the tournament.

**Director Protection Clause:** The employee's salary is contingent upon the successful achievement of the Key Performance Indicators (KPIs) as outlined in their official contract agreement.

