



December 8, 2023

Brian Scott

Dear Mr. Brian Scott:

Tennessee Tech is pleased to offer you the position of Assistant Coach Offensive Coordinator for Athletics/Football at a monthly salary of \$10,416.67 effective December 11, 2023 for a two (2) year term through December 31, 2025; extension criteria at the discretion of the University Annual merit raises will be based on annual evaluation processes and raise range as approved by the Tennessee Tech Board of Trustees for all University employees. The University will provide \$12,500 for expenses related to relocation, in accordance with university policy and state law. The offer is contingent on you satisfying all university required background investigations appropriate to the position and are otherwise in good standing. Please note it is a Class A misdemeanor to misrepresent academic credentials (T.C.A. Sec. 49-7-133). Your acceptance of this offer letter includes the following terms:

1. Prior to your employment date, you must provide the Office of Human Resources with proof of your eligibility to work in the United States and complete any documents required for employment. Please note direct deposit is required. You are also required to attend a new employee orientation within your month of hire. The date of your orientation is January 11, 2024. For more information, please contact Human Resources at 931/372-3034.
2. Your employment is subject to federal and state laws and Tennessee Tech's policies and requirements. You agree to abide by all applicable laws, policies, procedures, and guidelines, including but not limited to, the Family Education Rights and Privacy Act (FERPA) and complete any and all applicable training as determined by Tennessee Tech.
3. If you are found in violation of the NCAA regulations, you shall be subject to disciplinary action as set forth in the provisions of the NCAA procedures and TTU policies.
4. You agree to abide by Tennessee Tech Policy 732 regarding Intellectual Property. You may review the policy at <https://tntech.policytech.com/dotNet/documents/?docid=977&public=true>.
5. Your employment and the above-stated salary are in consideration of your satisfactory performance of the duties and responsibilities assigned to you as an employee of Tennessee Tech.
6. In the event the University shall terminate the Assistant Football Coach's employment For Cause, then the University shall pay the Head Football Coach his accrued but unpaid Salary and benefits through the Date of Termination.
7. In the event the University shall terminate the Assistant Football Coach's employment Without Cause, the University shall pay \$31,250 or the monthly amount if less than 3 months remaining in an unexpired term as severance pay in a lump sum on the last day of the calendar month following the Date of Termination.

8. In the event that Coach Scott elects to voluntarily separate from University service prior to the expiration of this agreement to accept a professional coach opportunity, a FBS coach opportunity or a FCS head coach opportunity, the coach shall pay the University, or have paid on his behalf #31,250. Half of such amount shall be payable to the University within thirty (30) days from the date of termination, with the remaining half amount due one (1) year from the date of termination.
9. You understand that as an at-will employee, your employment may be terminated at any time without prior notice.

We look forward to working with you at Tennessee Tech University!

Sincerely,



Kevin Vedder
Associate Vice President for Human Resources

Please confirm your acceptance of this offer of employment by signing below and returning to Human Resources within five (5) business days.

I have read and understand the terms of employment and accept the position.

DocuSigned by:

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Signature

12/11/2023

Date Signed

Brian Scott

Printed Name



12/11/2023