

## Revised

April 24, 2026

Thomas Bonacum  
[REDACTED]

Dear Thomas,

Tennessee Tech is pleased to offer you the position of Assistant Coach III for ATH - Men's Basketball at an annual salary of \$85,000.00, paid on a monthly basis, effective 04/01/2026. 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.
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. 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 clicking "accept" below and returning to Human Resources within five (5) business days.

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

Tennessee Tech is an Equal Opportunity/Affirmative Action employer

*Offer letter for candidate Thomas Bonacum  
Candidate's response "Accepted" was recorded on April 9, 2026*

*Business title Assistant Coach III from job requisition Assistant Coach III (25439 )  
Job offer was extended on April 9, 2026*

*Electronically signed by Thomas Bonacum on April 9, 2026  
Electronically signed from 149.149.116.42*

**Revised to update start date from 04/13/2026 to 04/01/2026.**

Initial  
TB

4/28/2026

Initial  
JZ

4/28/2026