



Performance Compensation

July 2025

For: Blake Gray
Mens Basketball
Assistant Coach III

Tennessee Tech is pleased to announce that performance increases have been approved for FY26. The purpose of our Performance Evaluation Program is to recognize and reward outstanding performance.

Upon recommendation of your department, your new annual salary will be \$91,276 effective July 1, 2025.

Thank you for your continued service and commitment to the growth of TTU.



Office of Human Resources
TENNESSEE TECH

Performance Compensation
July 2024

For: Blake Gray
Mens Basketball

Tennessee Tech is pleased to announce that performance increases have been approved for FY25. The purpose of our Performance Evaluation Program is to recognize and reward outstanding performance.

Upon recommendation of your department, your new annual salary will be \$84,090 effective July 1, 2024.

Thank you for your continued service and commitment to the growth of TTU.

Performance Compensation

July 2023

For: Blake Gray
Mens Basketball

Tennessee Tech is pleased to announce that performance increases have been approved for FY24. The purpose of our Performance Evaluation Program is to recognize and reward outstanding performance.

Upon recommendation of your department, your new annual salary will be \$80,942 effective July 1, 2023.

Thank you for your continued service and commitment to the growth of TTU.



Performance Compensation

July 2022

For: Blake Gray
Mens Basketball

Tennessee Tech is pleased to announce that performance increases have been approved for FY23. The purpose of our Performance Evaluation Program is to recognize and reward outstanding performance.

Upon recommendation of your department, your new annual salary will be \$79,161 effective July 1, 2022.

Thank you for your continued service and commitment to the growth of TTU.



Performance Compensation

July 2021

For: Blake Gray

Tennessee Tech is pleased to announce that performance increases have been approved for FY22. The purpose of our Performance Evaluation Program is to recognize and reward outstanding performance.

Upon recommendation of your supervisor, your new annual salary will be \$75,750 effective July 1, 2021.

Thank you for your continued service and commitment to the growth of TTU.



July 16, 2019

Blake A. Gray

Dear Blake:

Tennessee Tech is pleased to offer you the position of Director of Operations for Men's Basketball in Athletics at a monthly salary of \$2,942.83 effective July 17, 2019. 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:

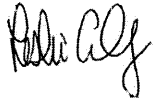
1. Prior to your employment date, you must provide the Office of Human Resources with proof of your eligibility to work in the United States and complete any documents required for employment. Please note direct deposit is required. For more information, please contact Human Resources at 931/372-3034.
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, and hereby acknowledge that any copyrightable work, other than your scholarly works as manifested in text books and journal articles, will be the intellectual property of Tennessee Tech. You further agree that your responsibilities under those policies to require you disclose any patentable inventions developed by you, either solely or jointly with others, during the term of your employment, and that you hereby assign all such inventions to Tennessee Tech. You further agree to otherwise assist Tennessee Tech as required by policy in protecting rights it may have in the intellectual property developed by you, including without limitation, the execution of all documents necessary to register, patent or perfect the assignment of the intellectual property.
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.
7. You will receive a monthly cell phone stipend in the amount of \$50.00

Please confirm your acceptance of this offer of employment by signing below and returning to Human Resources, Derryberry Hall 146, or to TTUemployment@intech.edu within five (5) business days.

TTU is an AA/EEO employer and does not discriminate on the basis of race, color, religion, ethnic or national origin, sex, disability, age (40 and over), status as a protected veteran, genetic information or any other category protected by federal or state law. Inquiries regarding the nondiscrimination policies should be directed to equity@intech.edu.

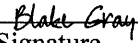
We look forward to working with you at Tennessee Tech University!

Sincerely,



Leslie Crickenberger, Ph.D.
Associate Vice President for Human Resources

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

DocuSigned by:

Signature

Date Signed

Blake Gray
Printed Name

7/16/2019



April 15, 2019

Blake Gray

Dear Mr. Gray:

Tennessee Tech is pleased to offer you the position of Director of BKB Operations in Athletics (Men's Basketball) at a monthly salary of \$2,687.50 for a period beginning April 15, 2019 and ending no later than April 14, 2020. 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. For more information, please contact Human Resources at 931/372-3034.
2. You understand that as a temporary employee you are not eligible for employment benefits (i.e. retirement, state insurance plan, annual/sick leave, holiday pay, or longevity credit). Under federal law, you may be eligible for health insurance benefits provided you meet certain requirements. If you are eligible for health insurance, you will be contacted by Human Resources to make your election.
3. 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.
4. You agree to abide by Tennessee Tech Policy 732 regarding Intellectual Property, and hereby acknowledge that any copyrightable work, other than your scholarly works as manifested in text books and journal articles, will be the intellectual property of the Tennessee Tech. You further agree that your responsibilities under those policies to require you disclose any patentable inventions developed by you, either solely or jointly with others, during the term of your employment, and that you hereby assign all such inventions to the Tennessee Tech. You further agree to otherwise assist Tennessee Tech as required by policy in protecting rights it may have in the intellectual property developed by you, including without limitation, the execution of all documents necessary to register, patent or perfect the assignment of the intellectual property.
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.
7. You understand that your employment does not include any assurance, obligation, or guarantee of subsequent employment.
8. Employee may be suspended for a period of time without pay or employment may be terminated if found to be involved in deliberate and serious violations of NCAA rules and regulations.

Please confirm your acceptance of this offer of employment by signing below and returning to Human Resources, Derryberry Hall 156, or to TTUemployment@tntech.edu within five (5) business days.

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

Sincerely,

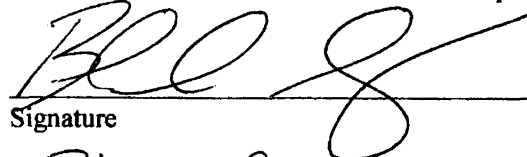


Leslie Crickenberger, Ph.D.
Associate Vice President for Human Resources

I am / ☒ am not employed as a regular part-time or full-time employee at another state agency or institution.

Federal regulations require disclosures of your retirement system(s). I am a member of _____ retirement system (write N/A if not applicable).

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



Signature

4/15/19
Date

Blake Gray
Printed Name