Performance Compensation
July 2023

For: Andrew Steele
**   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 $80,138 effective July 1, 2023.

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

Office of Human Resources
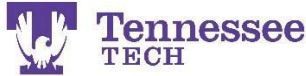### TENNESSEE TECH

Performance Compensation
July 2022

For: Andrew Steele
       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 $78,375 effective July 1, 2022.

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

August 5, 2021

Andrew Steele

Dear Andrew:

Tennessee Tech is pleased to offer you the position of Assistant Coach 2 for the Men's Basketball department at a monthly salary of $6,250 effective August 16, 2021. 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 September 9th, 2021. 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. 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,

Greg Holt
Interim 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.

Andrew Steele

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_____   8/6/2021 _____

Signature   Date Signed

Andrew Steele

_____

Printed Name

aS

8/6/2021