



HUMAN RESOURCES

Fawcett Center | 2400 Olentangy River Rd. | Columbus, OH 43210

July 25, 2018

Brian Hartline
Football
Woody Hayes Athletic Center

Dear Brian,

I am pleased to offer you the position of Interim – Assistant Coach, Football with the Department of Athletics at The Ohio State University. As such, you shall report to Coach Urban Meyer and shall assist in the coaching, management and supervision of the football team. The offered position is full-time beginning on July 25, 2018 through December 31st, 2018 at an annual rate of \$105,000.00. You will be paid monthly.

This is a regular, full-time, Administrative and Professional position and includes the standard benefits package available for those employees. You will also receive \$600 per month as a car stipend for the months of August – December during your employment and will also receive 6 tickets to each home football game. The position offered is an unclassified position, not subject to the provisions of section 124.34 of the Ohio Revised Code. Accordingly your employment is at-will, and may be ended at any time by either you or the university. Please note that this position is not eligible for severance or such similar buyout payment if your employment is terminated before December 31, 2018. The rules, regulations and policies of The Ohio State University, as well as applicable state and federal law, govern your employment. More information about the university's human resource policies, including rules for unclassified employees, is available at hr.osu.edu/policy-forms.

In addition, Ohio State shall pay you bonuses as supplemental compensation if the following team achievements are earned:

- a. Big Ten Division Champion – 8.5% base salary at your then-current rate;
- b. Win Big Ten Conference championship game – 4.25% base salary at your then-current rate;

{00347997-
1}



HUMAN RESOURCES

Fawcett Center | 2400 Olentangy River Rd. | Columbus, OH 43210

- c. Participation in a post-season College Football Playoff ("CFP") bowl game – 17% base salary at your then-current rate;
 - 1. Participation in a non-CFP bowl game and has nine (9) wins in a given season – 4.25% base salary at your then-current rate;
- d. Participation in the semi-finals (but not the finals) of the CFP – 21.25% base salary at your then-current rate;
- e. If Team wins semi-final CFP game, and participates in the finals of the CFP, you are not entitled to (d) above. Instead – 25.5% base salary at your then-current rate.

However, If Ohio State pays you one or more of the bonuses stated above, and if such achievement(s) are subsequently vacated by Ohio State or the NCAA (if such vacation is due, in whole or in part, to your wrongful actions, as determined by Ohio State or the NCAA), then you shall repay to Ohio State all supplemental compensation received by you for such vacated achievement(s).

Employees and students are responsible to know and adhere to all university and department policies and rules and to make a concerted effort to understand those that relate directly to their scholarship and work. Leaders, managers and supervisors have a heightened responsibility in this regard. Policies and rules of The Ohio State University, as well as applicable state and federal law govern your employment and student status. University policies and rules are located at policies.osu.edu.

The Ohio State University is required by federal law to verify the identity and work authorization of all new employees. Accordingly, this offer is contingent upon such verification. This offer is contingent upon the university's verification of credentials and other information required by law and/or university policies, including but not limited to a criminal background check.

The use of all types of tobacco products is prohibited in all university buildings and on all university-owned, leased, or managed properties, including parking lots, garages, and all outside areas.



HUMAN RESOURCES

Fawcett Center | 2400 Olentangy River Rd. | Columbus, OH 43210

If the terms of this offer are agreeable to you, please indicate your acceptance by signing below.

I look forward to working with you in your new role! Congratulations on your position.

Sincerely,

A handwritten signature in black ink that reads 'Krissy Mullins'.

Krissy Mullins
Associate AD/HR Director

Accepted:  Date: 7/27/18