



Performance Compensation

July 2022

For: Bruce Hatfield
Football

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 \$71,782 effective July 1, 2022.

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



Performance Compensation

July 2021

For: Bruce Hatfield

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 \$68,690 effective July 1, 2021.

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



Office of Human Resources
TENNESSEE TECH

Performance Compensation

January 2020

For: Bruce Hatfield
Dept: Football

Tennessee Tech is pleased to announce that performance increases have been approved for FY20. 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 \$66,690 effective January 1, 2020.

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



Office of Human Resources
TENNESSEE TECH

Notice of Salary Increase

July 2018

For: Bruce Hatfield

Dear Bruce:

I am pleased to announce that salary increases have been approved for FY19.

The salary increase reflects an annual performance based increase of \$650.

Effective July 1, 2018, your new annual salary will be \$65,650.

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

I wish you the best,

Philip B. Oldham

President



January 8, 2018

Bruce Hatfield

Dear Mr. Hatfield:

Tennessee Tech is pleased to offer you the position of Assistant Coach 2 for Athletics (Football) at a monthly salary of \$5,416.66 effective January 12, 2018. 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:

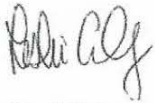
1. Prior to your employment date, you must provide the Office of Human Resources with proof of your eligibility to work in the United States and complete any documents required for employment. Please note direct deposit is required. For more information, please contact Human Resources at 931/372-3034.
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 relocation allowance in the amount of \$3,250.
8. You will receive a monthly cell phone stipend in the amount of \$40.00

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@tntech.edu.

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

B. Hatfield Jr.
Signature

1-8-18
Date

BRUCE HATFIELD
Printed Name