

Dear Mr. Matta,

The Indiana University Department of Intercollegiate Athletics is pleased to offer you the position of Associate Athletic Director for Basketball Administration. This offer is subject to verification of your credentials and successful completion of a background check, and its terms will be incorporated into a long form Employment Agreement between you and the University for execution at the earliest possible date, the term of which will begin on March 29, 2021 and end on March 31, 2027 ("Normal Expiration Date"). Your acceptance of this offer shall constitute a binding agreement between you and the University.

As part of your employment with the University, you will be eligible to receive the following:

- Annual base salary of \$400,000. Your base salary will increase on April 1 of each year by \$25,000 beginning on April 1, 2022.
- The potential for a bonus of one month's salary if the team makes an appearance in the NCAA Division I Men's Basketball National Championship Tournament.
- The potential for an additional bonus of one month's salary if the team advances to the Sweet Sixteen round of the NCAA Division I Men's Basketball National Championship Tournament.
- The potential for an additional bonus of one month's salary if the team advances to the Final Four round of the NCAA Division I Men's Basketball National Championship Tournament.
- The potential for an additional bonus of one month's salary if the team wins the NCAA Division I Men's Basketball National Championship Tournament.
- So long as you complete two years of employment, you will be granted IU Retiree Status upon the termination of your employment with the University, which allows you to remain part of the University's group health insurance coverage while paying your own premiums. You will receive a lump sum of \$50,000 at the time of your separation to assist with paying these premiums.
- Indiana University's generous benefits program, which includes health, dental, life insurance, and retirement benefits. A summary of this benefits program can be found at <http://www.indiana.edu/~uhhs/benefits/>.
- You will receive \$15,000 for moving expenses.
- An annual allowance of \$2,000 for the placement of orders for adidas® product.

- One (1) courtesy car to be used for the term of your employment. Please note that while the car is provided to you to facilitate carrying out your employment duties, you may still use it for personal purposes; however, the University requires that you maintain a mileage log documenting your business and personal mileage.
- Season tickets to IU Athletics competitions, as well as season credentials and parking passes for football and men's basketball games.
- Meals provided at the athletic dining facility.

Among other terms, your employment contract will include the following:

- You shall be prohibited from receiving any benefits or compensation other than as described above from any other source without the prior written consent of the University.
- If you resign your employment, or if your employment is terminated by the University for Cause, the University shall not be liable for any compensation or benefits after the date of resignation or termination (and "Cause" will be defined consistent with the past practices of the University and as provided in the employment contract). If your employment is terminated by the University without Cause, the University will pay you 12 months of your then current base salary. Such payment will not be subject to mitigation.
- Such payments shall be paid monthly at your regular monthly annual rate in accordance with the standard payroll practices of the University. This will be the University's sole obligation in this event (and you will be obligated to execute a release in form and substance satisfactory to the University to receive such compensation continuation).
- You agree not to seek or apply for other employment while employed by the University without prior written notice to the University.
- You shall comply fully with all applicable bylaws, rules, regulations, policies, including self-imposed sanctions, procedures, sanctions, and standards of the University, the National Collegiate Athletic Association (the "NCAA"), the Big Ten Conference (the "Big Ten"), including any amendments thereto or interpretative statements thereof issued by the relevant governing authority, or of any of their respective successors (collectively, the "Governing Rules"). You shall comply fully with any and all decisions, sanctions or other disciplinary action established or issued from time to time by, and any and all interpretations of the Governing Rules by, the University, including without limitation those of the University's Athletic Department (the "Athletic Department"), the NCAA, the Big Ten or of any of their respective successors. Your compliance obligations include strict adherence to all of the Governing Rules relating to the conduct and administration of the men's basketball program, including, but not limited to, those relating to recruiting, and you are responsible for compliance with the foregoing by all of your assistant coaches, staff members, and players and by all other individuals under your direct or indirect supervision, direction or control. In the event that you become aware, or have reasonable cause to believe, that violations of any of the Governing Rules may have taken place at the University as a result of an act or omission by you or anyone for which you are responsible, you shall report the same in writing promptly to the Vice President and Director of Intercollegiate Athletics (the "Director of Athletics"), the Faculty Athletics Representative of the University, or the Athletic

Department Compliance Office. You shall cooperate fully in any review or investigation of possible violations of any of the Governing Rules conducted or authorized by the University, the NCAA, the Big Ten or any successor of any of them. All additions, deletions or other changes or modifications during the Term to any of the Governing Rules (or interpretations thereof) shall automatically apply when such addition, deletion or other change or modification or interpretation is effective, without the necessity of a written modification of the agreement.

This offer is contingent on the results of a completed background check, and your providing federally required documentation of your authorization to work in the United States for the period of your employment. Should you accept this offer of employment, please sign below.

We look forward to you taking on this important role at Indiana University.

Sincerely,

A handwritten signature in black ink, appearing to read "Scott Dolson", written over a horizontal line.

Scott Dolson
Vice President and Director of Intercollegiate Athletics

I hereby certify that I have read the terms of this letter and accept my offer of employment at Indiana University.

Name

Date

Scott Dolson
Vice President and Director of Intercollegiate Athletics

I hereby certify that I have read the terms of this letter and accept my offer of employment at Indiana University.

Thad Matto
Name

3/27/21
Date