

**FIRST AMENDMENT TO  
EMPLOYMENT CONTRACT FOR  
HEAD COACH OF INTERCOLLEGIATE  
FOOTBALL**

This First Amendment to the employment contract between Bowling Green State University ("BGSU") and Scot Loeffler ("COACH") is effective as of July 15, 2020.

Whereas, BGSU and COACH entered into an employment contract on November 28, 2018 (the "Contract"); and

Whereas, the effects of the COVID-19 pandemic have made it necessary for BGSU to implement cost savings measures; and

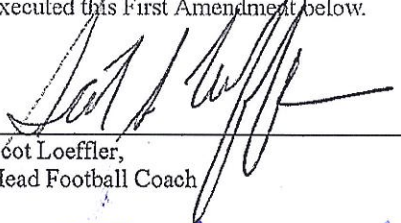
Whereas, COACH wishes to redirect part of his FY 21 salary to support athletics and football operations, specifically for Cost of Attendance (COA) and Football Nutrition Program (FNP) purposes, during FY 21;

Whereas, if BGSU mandates the implementation of furloughs, COACH will continue to redirect part of his (July 1, 2020 – June 30, 2021) salary to support athletics as specified herein, with the amount of redirected salary to be no less than the implemented furlough, commensurate with his classification and salary level, and no more than \$100,000.


Now, therefore, BGSU and COACH agree to amend the Contract as follows:

1. For FY 21 only, COACH will be paid an annual gross salary of Four Hundred Twenty Five Thousand Dollars (\$425,000), subject to regular payroll withholdings and disbursed through the University's regular payroll process.
2. This salary is One Hundred Thousand Dollars (\$100,000) less than COACH's regular base salary under the Contract. BGSU will redirect this sum to the FY 21 football budget line item, specifically for COA and FNP for the football team.
3. This agreed reduction assumes that the currently scheduled 2020 football season is not cancelled (in part or in-full) during FY 21.
4. If there is a football cancellation and no University-wide furloughs are mandated during FY 21, COACH's salary reduction will be \$52,500.
5. If there is a football cancellation and University-wide furloughs are mandated during FY 21, COACH's salary reduction will be equal to the salary reduction of furloughed employees of his classification and salary level, not to exceed \$100,000. By way of example, if a furloughed employee of COACH's classification and salary level were to experience a twelve (12) percent reduction in pay, COACH's salary reduction would be \$63,000.
6. In FY 22, COACH's base salary will revert to the amount specified in the Contract.


IN WITNESS WHEREOF, the parties, intending to be legally bound thereby, have executed this First Amendment below.

  
\_\_\_\_\_  
Scot Loeffler,  
Head Football Coach

7/27/20

  
\_\_\_\_\_  
Rodney K. Rogers,  
President

8/4/20

  
\_\_\_\_\_  
Bob Moosbrugger  
Director of Intercollegiate Athletics

7/28/20

\_\_\_\_\_  
Date