

September 28, 2020

Ryan Day  
Woody Hayes Athletic Center

Dear Ryan,

As you are aware the COVID-19 pandemic has created significant budgetary impacts for our Department of Athletics. Everyone will be affected by the budget deficit recovery we are now living through. This is not a reflection on your performance, rather, it is directly tied to the current financial situation.

I appreciate you volunteering to take a reduction in your annual salary through fiscal year 2021.

This letter serves to confirm that The Ohio State University ("Ohio State") and you hereby desire to modify Sections 3.1, 3.2, and 3.4 of the Head Coach Employment Agreement effective January 2, 2019 and Head Coach Employment Agreement Addendum No. 1 effective February 1, 2020 (the "Agreement").

Ohio State and Coach agree that Coach's Base Salary in Section 3.1(a) of the Agreement; Media, Promotions and Public Relations payment in Sections 3.2(g) and 3.2(h) of the Agreement; and Apparel, Shoe or Equipment Contracts payment in Section 3.4 of the Agreement (together referred to as "Guaranteed Compensation") will be reduced by 5.0% beginning October 1, 2020 through June 30, 2021.

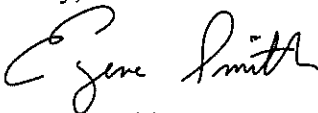
As a result, your Guaranteed Compensation will be reduced from \$507,847.24/mo. to \$482,454.87/mo. beginning with your check on October 31, 2020 and ending with your check on January 31, 2021. Beginning on February 1, 2021 through June 30, 2021 your Guaranteed Compensation will be reduced from \$540,833.34/mo. to \$513,791.67/mo. Your total contribution will equal \$236,778.

All other terms and conditions of your Agreement remain in effect.

Please, if you need additional assistance during these challenging times, we encourage you to utilize University resources. You can take advantage of the employee assistance program by calling 1-800-678-6265 or <https://hr.osu.edu/benefits/eap/>.

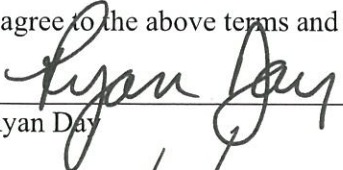
Thank you for your continued support. We are grateful for your efforts and care during these difficult times.

Sincerely,



Eugene D. Smith  
Senior Vice President and Wolfe Foundation Endowed Athletics Director

I agree to the above terms and conditions, and agree to modify Ryan Day's Agreement accordingly:

  
\_\_\_\_\_  
Ryan Day

Date: 10/8/2020

  
\_\_\_\_\_

The Ohio State University  
Michael Papadakis  
Sr. VP for Business and Finance and CFO

Date: 10.9.2020

cc: Raegan Schneider, HR Business Partner  
Krissy Mullins, HR