



February 10, 2012

Mr. Matt Wallerstedt

**Athletics
Administration**

Director of Athletics
Bill Byrne

**Deputy Director
of Athletics**
Penny King

**Senior Associate
Athletic Directors**
Jeff Schmahl
John Thornton

**Associate Athletic
Directors**
Alan Cannon
Mike Caruso
Kevin Hurley
Ingrid Villar-Woods
Mona Osborne

**Assistant Athletic
Directors**
Karl Kapchinski

**Assistant to the
Director of Athletics**
Catharine West
979.862.2586

Athletics Department
Texas A&M University
P.O. Box 30017
College Station, Texas
77842-3017



Dear Matt,

The Athletic Department is extending an offer of employment to you as Assistant Football Coach at Texas A&M University. Beginning salary will be \$240,000/year, plus benefits afforded full time employees of the Texas A&M University System, i.e. vacation, sick leave, retirement, etc.

You will be provided the use of a vehicle or allowance and cell allowance will also be provided. In addition, a relocation package of three months temporary housing (ie:hotel) and transportation of household goods (moving) to either residence or storage (not both) with actual receipts not to exceed \$25,000. Criteria for moving expense is if you leave within one year you would owe the Athletic Department the full cost of moving back. The Athletic Department will allow up to three months storage of household goods if immediate housing is not obtained. Transportation of household goods from storage is the responsibility of the employee.

Kevin Sumlin will be your immediate supervisor and will assist you with the various tasks and procedures of your job.

Your status as a new employee to the Texas A&M University System begins on 02/10/2012. Your continued employment is contingent upon satisfactory performance. Your performance will be discussed with you on a continuing basis, and you will receive a performance evaluation each year.

This position is eligible for a generous benefits package and participation in a retirement program. Upon employment, you may choose to immediately enroll in a Texas A&M University System sponsored insurance plan, including health insurance, provided you pay the full cost of premiums. You may also defer enrollment in a health plan until the first of the month following a 90-day waiting period from your date of hire. At this time the Athletic Department will pay for a significant portion of the total health insurance premium amount. This position also participates in a retirement program effective on your date of hire. Since you will be making your benefit selections on or before your first day of work, you may want to familiarize yourself with the New Employee Benefit Enrollment Booklet.

I look forward to your acceptance of the offer to become an Assistant Football Coach at Texas A&M University and anticipate a long and successful partnership with you. Please indicate your acceptance of the terms of the offer by signing below.

Offered: *Kevin Sumlin* Date: 2-13-12
Kevin Sumlin - Head Football Coach

Approved: *Bill Byrne* Date: 2-14-12
Bill Byrne - Director of Athletics

My signature indicates that I accept the position of Assistant Football Coach as described above and will maintain continual and thorough familiarity with all applicable NCAA, Conference and University rules and regulations. I will establish and ensure communication and enforcement of rules and regulations for all staff members and student workers supervised.

Matt Wallerstedt Date: 2-10-12
Matt Wallerstedt