



Office of Human Resources
TENNESSEE TECH

Performance Compensation
July 2024

For: Benton Brooks
Baseball

Tennessee Tech is pleased to announce that performance increases have been approved for FY25. 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 \$42,330 effective July 1, 2024.

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



August 9, 2023

Benton Brooks

Dear Benton:

Tennessee Tech is pleased to offer you the position of Assistant Coach 2 for Baseball at a monthly salary of \$3,333.33 effective September 1, 2023. 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. You are also required to attend a new employee orientation within your month of hire. The date of your orientation is October 5, 2023. 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. You may review the policy at <https://tnitech.policytech.com/dotNet/documents/?docid=977&public=true>.
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.

We look forward to working with you at Tennessee Tech University!

Sincerely,

A handwritten signature in black ink, appearing to read "Kevin Vedder".

Kevin Vedder
Associate Vice President for Human Resources

Please confirm your acceptance of this offer of employment by signing below and returning to Human Resources within five (5) business days.

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

DocuSigned by:
Benton Brooks
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8/9/2023

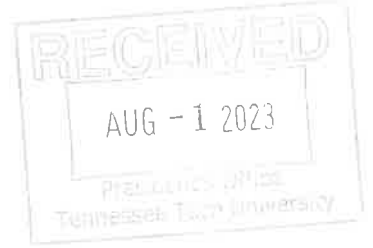
Signature
Benton Brooks

Date Signed



Printed Name

DS
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8/9/2023



MEMORANDUM

TO: Kevin Vedder, Vice President of Human Resources
VIA: Dr. Phil Oldham, President 
FROM: Mark Wilson, Director of Athletics 
DATE: August 1, 2023
SUBJECT: Direct Hire – Assistant Men's Baseball Coach

Please accept this memorandum as a request to direct hire Ben Brooks into the position of Assistant Baseball Coach (Position 516020) effective September 1, 2023 at an annual salary of \$40,000.

Mr. Brooks has been a Volunteer Coach with the Baseball Department since July, 2022. He has performed all the duties that are required of this position during his time here. He meets all the qualifications including a proven successful record of baseball coaching experience with his time at Tennessee Tech. He already has the knowledge of the ins and outs of Tennessee Tech's baseball program and will be able to assume the position without any difficulty.

With his familiarity of the program, the determination was made that we request to direct hire Coach Brooks instead of the traditional hiring process. The need for qualified hires in a shortened timeframe is a must to find talented coaches in the highly competitive coaching climate and Coach Brooks has already proven his worth to the program.

I appreciate your consideration of this request. I have attached a copy of his resume for your review. If you have any questions or wish to further discuss, please let me know.