

**Agreement**

Hocutt, Kirby

Sent: Wednesday, December 28, 2011 2:40 PM

To: Glasgow, Chad

Cc: Hocutt, Kirby

---

Chad,

I am glad we were able to discuss and resolve your situation in a professional manner this morning. Here are the terms of our agreement:


- 1) You and Texas Tech have mutually agreed to terminate your Employment Agreement effective at the end of this month (December, 2011). Your duties as Defensive Coordinator shall cease immediately. You will return your keys, telephone, courtesy car, and any other university items/equipment to Joe Parker or Bobby Gleason by the end of business on January 2, 2012;
- 2) Texas Tech will pay you \$100,000 less withholding on or before February 1, 2012;
- 3) Texas Tech will waive the \$25,000 resignation/early termination payment and the non-compete provision in your Employment Agreement, and you will waive any damages, contractual or otherwise, you might contend is owed to you or anyone associated with you by Texas Tech or its employees;
- 4) Neither you nor Texas Tech will make any disparaging statements regarding each other. If a statement is released regarding your departure, it will be a joint statement with mutually agreed upon language.

If this accurately reflects our agreement from this morning, please sign in the space below.

Sincerely,

Kirby Hocutt

Agreed:

  
Chad Glasgow