



January 15, 2024

Ross Bjork



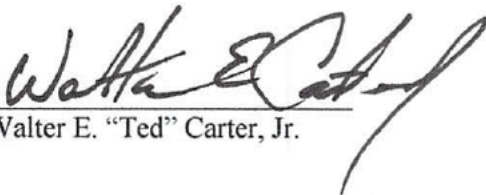
Dear Ross:

I am very pleased to offer you the position of Senior Advisor to the Senior Vice President and Wolfe Foundation Endowed Athletics Director effective March 1, 2024 through June 30, 2024. In your role, you will report to the President and serve at his pleasure. In your role as Senior Advisor, you will be working in partnership with the Senior Vice President and Wolfe Foundation Endowed Athletics Director and President on all matters relating to the Athletics Department. It is expected that you will move into the role of Senior Vice President and The Wolfe Foundation - Eugene Smith Endowed Athletics Director on July 1, 2024.

I am excited to have you on board. The responsibilities involved in leading the Athletics Department are significant, and I am grateful to have you agree to assist with a smooth transition of leadership. I am truly excited about you joining the Ohio State Buckeyes family, and am confident that you will excel in your role.

The addendum to this letter outlines your salary and other terms of employment as Senior Advisor. Please contact Anne Garcia with any questions. If this offer of employment is acceptable to you, please sign and return a copy of this letter as well as the attached addendum to either Anne or me at your earliest convenience.

Sincerely yours,



Walter E. "Ted" Carter, Jr.

I accept this offer of employment and its terms and conditions, including the Addendum:


Ross Bjork

Date: 1/15/24

Attachment

ROSS BJORK
ADDENDUM TO LETTER OF OFFER

Your appointment as Senior Advisor to the Senior Vice President and Wolfe Foundation Endowed Athletics Director ("Senior Advisor") is a full-time unclassified senior administrative and professional position, beginning March 1, 2024, and ending on June 30, 2024. Your employment is at-will, which means that either you or the University may end your employment at any time. Your appointment is subject to formal approval by The Ohio State University Board of Trustees, in addition to the availability of funds from the Ohio legislature.

Base Salary

Your base salary will be \$175,000 per month, subject to applicable withholdings, and will be payable in accordance with the University's normal payroll practices.

Relocation Assistance

The University will reimburse or directly pay for your actual moving expenses, up to \$25,000, in accordance with the Office of Human Resources Relocation Policy 2.30, for your relocation to Central Ohio. In addition, a temporary living allowance of \$2,500 per month, subject to applicable withholdings, will be provided to you for the lesser of your first year of employment or until you take occupancy of a permanent residence in Central Ohio.

With the exception of the assistance listed above, the University will not be responsible for any costs or expenses associated with any commuting or temporary living arrangements.

Liquidated Damages to Former Employer

The parties agree that the University will pay your liquidated damages' obligation to Texas A&M pursuant to your employment agreement with Texas A&M. This obligation is outlined in Section 3.1(c) of your Ohio State Employment Agreement effective until July 1, 2024 ("Employment Agreement"). The parties agree that although your Employment Agreement is not effective until July 1, 2024, this Section 3.1(c) will become effective earlier than July 1, 2024. The parties agree that all other terms and conditions of the Ohio State Employment Agreement will not be effective until July 1, 2024. The parties also agree that you will work in your Senior Advisor role through June 30, 2024.

Benefits and Administrative Details

Subject to satisfying any specific eligibility requirements applicable to individual plans and subject to any further requirements set forth in any plan documents, you will be eligible to participate in benefit plans maintained by the University for similarly situated employees. At this time, these include, but are not limited to, tuition assistance for you and your eligible dependents, health care, disability and insurance programs, tax-deferred savings plans, flexible spending accounts, and vacation and sick leave. Notwithstanding the foregoing, nothing in this offer letter shall prevent the University from amending or terminating any retirement, welfare or other employee benefit plans, programs, or policies from time to time as the University deems appropriate in its sole discretion.

As a new employee of the University, we would like to bring the following administrative details to your attention:

- The Ohio State University Office of Human Resources Web site (<http://hr.osu.edu>) contains the University's human resource policies, including those for unclassified senior administrative and professional employees. The rules, regulations, and policies of the University, as well as applicable state and federal law, govern your employment.

- The University requires that a background check and reference interviews be conducted on you pursuant to Office of Human Resources Policy 4.15. Your offer is contingent on the University's verification of credentials and other information required by law and/or University policies, including but not limited to a criminal background check.
- The University is required by federal law to verify the identity and work authorization of all new employees. Accordingly, this offer is contingent upon such verification.
- University faculty and staff are covered by the Ohio Ethics Law for public officials and state employees, and accordingly, after review of this information as part of your orientation, you must receive and acknowledge receipt of a copy of this law.
- The Ohio State University, to promote the health and well-being of its entire faculty, staff, students, and visitors has chosen to maintain a tobacco-free environment. The use of all types of tobacco products is prohibited in all university buildings and on all university-owned, leased, or managed properties, including parking lots, garages, and all outside areas.

This letter of offer is intended to comply with the requirements of Section 409A of Internal Revenue Code, and, to the maximum extent permitted by law, shall be administered, operated, and construed consistent with this intent. Any reimbursements or in-kind benefits provided under this letter of offer that are subject to Section 409A of the Code shall be made or provided in accordance with that intent. If any provision of this offer fails to comply with Section 409A of the Code, with your written consent, this offer may be modified to comply with its original intent on its effective date. This letter of offer shall be interpreted and construed in accordance with the laws of the State of Ohio.

Please initial here RB and date 1/15/24 to indicate that you have fully read, understand, and agree to the terms and conditions of this Addendum to your letter of offer.