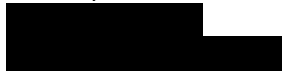


April 25, 2024

Anthony Noreen


Dear Anthony,

On behalf of President Gregory P. Crawford, it is my pleasure to offer you the position of Head Ice Hockey Coach. This is an extended eligible unclassified staff appointment. This is a Multi-Year Appointment. The terms and conditions of this appointment are outlined below:

Appointment Effective Date: April, 26, 2024

Department: Intercollegiate Athletics

Annual Salary: \$335,000.00

End Date of Appointment: 05/31/2025

Employment Terms: Annual Appointment

University Provided Benefits: Yes

Additional Terms: Refer to Signed Multi-Year Term Sheet

Moving Expenses: Moving expenses will be covered.

The President's 2017 Tax Act signed in December 2017 suspended the exclusion from taxable income for recipients of employer-paid moving expenses for taxable years 2018 through 2025, except for certain active-duty members of the armed forces. As a result, IRS regulations mandate that moving expenses paid on behalf of employees constitute taxable income.

The value of this reimbursement is included as a taxable benefit on the next paycheck after Payroll receives notification so that appropriate taxes can be withheld. These taxes include federal, state, local, and Medicare, if applicable. This amount is also included on the W-2 Wage and Tax Statement at year-end.

Effective May 1, 2024, you will be eligible for the benefits currently available to employees of Miami University. Detailed information on benefits and eligibility are found on the [Total Compensation information page on our website](#). Please note that you have the choice to participate in either the Ohio Public Employees Retirement System or the Miami University Alternative Retirement Plan offered through a number of independent carriers. You are required to select a retirement plan within 120 days of your employment.

Miami University requires the completion of three online education modules on: (1) Preventing Harassment and Discrimination; (2) Diversity: Inclusion in the Modern Workplace; and (3) Managing Bias. It is suggested that you set aside about three hours to complete all three of the modules. New employees will receive their training assignments via email with the subject line "OEEO Online Training." In addition, a former employee is required to complete the training if it has been at least 365 days since training was last completed. Training must be completed within 30 days from the date you receive email notification with login instructions. Should you fail to complete the training within this 30-day timeframe you will be terminated from employment.

There are also several other matters that must be attended to in order for you to begin employment. Federal law requires you to personally present documentation regarding eligibility for employment before you can be hired and requires the University to complete a form known as an I-9.

A list of the acceptable documentation is enclosed.

You must bring acceptable documentation with you to New Employee Orientation on your first day of employment. This session will last approximately two hours and you will complete necessary paperwork for employment, payroll and benefits while there. If you have been notified by your department that your New Employee Orientation session will be delayed or if you are being hired to a non-benefits eligible position, you must bring your compliance documents to Human Resources, Room 15, Roudebush Hall, on or before your very first day of employment. To expedite this process for you, please schedule an appointment with one of our Human Resources Generalists at 513-529-3927

If these terms are acceptable to you, please indicate your acceptance.

Welcome to the Miami University community! We hope that you will find professional and personal success at Miami. We are excited about having you join us and contributing to the future of this great university.

Sincerely,

A handwritten signature in black ink, appearing to read "Dawn Fahner", written in a cursive style.

Dawn Fahner, PHR
Associate Vice President
Department of Human Resources
Roudebush Hall, Suite 15

/enclosures