

Exhibit A



HRA 32743

School of Music

Office of the Director
110 Weigel Hall
1866 College Road
Columbus, OH 43210-1170

Phone (614) 292-7664
Fax (614) 292-1102

January 30, 2013

Jonathan Waters
110 Weigel Hall
1866 College Rd.
Columbus, OH 43210

Dear Jon,

I am pleased to offer you the position of Director of Marching and Athletic Bands with the School of Music in the College of Arts and Sciences at The Ohio State University. The offered position is a full-time appointment beginning on February 1, 2013 at a salary of \$150,000. You will be paid monthly.

As Director of Marching and Athletic Bands you will be responsible for meeting all expectations associated with the position, including the following performance objectives.

- Work within the fiscal parameters as established by the Director of the School of Music, as administered by the OSUMB Operations Manager
- Represent The Ohio State University, the College of Arts and Sciences, and The School of Music with integrity and professionalism
- Uphold and protect the traditions for excellence which have been established by the Marching and Athletic Bands
- Oversee the musical preparation, visual design, instructional methodologies, and personnel decisions required of a nationally recognized athletic band program
- Instill in the students the highest standard for their personal conduct, on and off the field, and in their interactions with internal and external constituencies
- Collaborate with School of Music faculty and staff whenever called upon to support and assist with mutually beneficial projects and fund raising
- Meet regularly with the Director of the School of Music
- Advocate for student academic needs and make informed decisions when committing the band to any and all performances

Your performance will be reviewed on annual basis by the Director of the School of Music and the Dean of Arts and Humanities.

The position offered is an unclassified position, not subject to the provisions of section 124.34 of the Ohio Revised Code. Accordingly your employment is at-will, and may be ended at any time by either you or the university. The Ohio State University Office of Human Resources website <http://hr.osu.edu> contains the university's human resource policies, including those for unclassified employees. The rules, regulations, and policies of The Ohio State University, as

well as applicable state and federal law govern your employment. Please familiarize yourself with these.

In addition, this offer is contingent on the university's verification of credentials and other information required by law, university policies, and/or unit policies, including but not limited to a criminal background check.

You may indicate acceptance of this position by signing below and returning a signed copy of this letter to me at the above address. Please feel free to call me if you have any questions about the department or the terms of this offer. I am delighted to offer you this position and look forward to our continued work together.

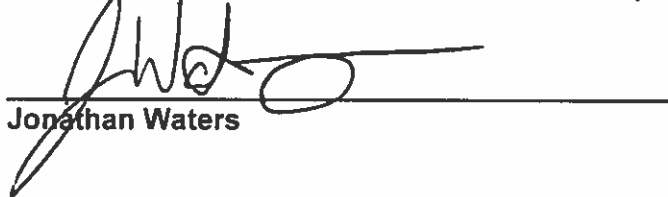
Sincerely,



Richard L Blatti
Professor and Director
The School of Music

cc: Sarah Burson
Jennifer Prak

I acknowledge receipt of this letter and I accept the position offered


Jonathan Waters

February 8, 2013
Date