

**DRAFT**

December 28, 2009

Mike Leach  
Head Football Coach  
Texas Tech University  
Lubbock, TX

Dear Coach Leach:

As you know, on December 19, 2009, we received allegations by a student athlete and his parents that your treatment of him, subsequent to his being diagnosed with a mild concussion, may have been injurious to his health and served no medical and/or educational purposes. As we do with all allegations made in regard to Texas Tech University personnel, we immediately began an inquiry into the matter. As a result of that inquiry, are taking the following actions:

1. Issuing you a private reprimand with this letter;
2. Implementing a fine of \$60,000, which will be deducted from your paycheck over the next 12 months in \$5000 increments;
3. Instructing you to insure that
  - a. Any player claiming an injury is examined by a physician and cleared in writing prior to practicing or playing,
  - b. Decisions regarding whether an injury warrants suspension from practice and/or play be determined by a physician without pressure from you or your staff,
  - c. Players you are working with are treated with respect,
  - d. You conduct yourself in a manner consistent with your position as an instructor of students,
  - e. At all times student athletes receive fair and responsible treatment in relation to their health, welfare, and discipline,
  - f. If you are not doing the things outlined in (e), you immediately cease any actions not in compliance with this provision of your contract,
  - g. There will be no retaliation against Adam James or any student who has suffered an injury.

This concludes the inquiry into the allegations made by Adam James and his parents. If other information about other incidents emerges, we will investigate them and take appropriate action as warranted.

Sincerely,

Gerald Myers  
Athletics Director

Guy Bailey