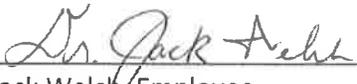


5. The Parties agree to the release of a mutually agreeable joint statement regarding this matter, which is attached hereto as Exhibit B.
6. In exchange for the consideration set out within this Agreement, Employee hereby grants to District a license to use the Bulldawg logo (the "Logo"), attached hereto as Exhibit C, for any and all purposes related to District educational or extracurricular programs, for a period of ten (10) years from the date of execution of this Agreement ("License Term"). This license permits the use of the Logo by the District in advertisements, merchandising, marketing, branding, or any other activity within the District's authority, without need for notice, prior review or approval by Employee. The District's right to use the Logo is non-exclusive, non-assignable and non-transferable. The Employee may not modify or revoke this license during the License Term without express written agreement of the District. The Employee may not require additional consideration from the District for use of the Logo during the License Term. All uses of the Logo by the District shall inure solely to the benefit of the District. All uses of the Logo by Employee shall inure solely to the benefit of Employee.
7. Employee will provide the District with a full accounting of all contracts, agreements, or arrangements which are currently in force and which (1) were entered into by Employee on behalf of the District; or (2) were entered into by Employee in regard to the District athletic program, District advertising, or creation or sale of District merchandising.
8. The Superintendent of Schools shall provide Employee a mutually agreeable, positive letter of recommendation, attached to this agreement as Exhibit D. The District shall also provide to any inquiring potential employer a positive reference, consistent with Exhibit D, regarding Employee. All inquiries concerning Employee shall be directed to the Superintendent. Employee may ask other District employees to provide a reference, but such employees are under no obligation to do so. The District has no responsibility for any references provided to Employee by other District employees.
9. Employee agrees not to engage in any act, including any communication, whether verbal or written, which would denigrate, ridicule or disparage, or which is intended or reasonably may be expected to harm, the reputation, business, or operations of the District, its current or former officers, trustees, employees, or agents. The District also agrees not to denigrate, ridicule or disparage Employee.
10. Employee will not receive a formal evaluation for the 2017-2018 contract year. The evaluation performed for the 2016-2017 school year shall serve as Employee's final evaluation with the District.
11. Employee acknowledges that he has had the opportunity to consult with an attorney regarding this Agreement and executes it knowingly and voluntarily as indicated by his signature below.

-
12. This Agreement shall be governed by, enforced in accordance with, and subject to the laws of the State of Texas.
 13. This Agreement and the terms contained herein are contractual in nature and not mere recitals. The terms of this Agreement shall bind and inure to the benefit of the Parties hereto, their heirs, successors, and assigns.
 14. This Agreement may be executed in a number of identical counterparts, each of which shall be deemed an original for all purposes.
 15. The Parties agree that this agreement contains the entire Agreement between the Parties and supersedes any and all past agreements, arrangements, or understandings between the Parties.
 16. The Parties hereby certify that they have read this entire Agreement. They fully understand all the terms and consequences of this Agreement. They are executing it based upon this understanding.

APPROVED AND AGREED TO:



Jack Welch, Employee

4-25-18

DATE

Joan Manning, Board President
Conneras Cove Independent School District

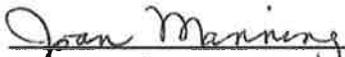
DATE

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APPROVED AND AGREED TO:

Jack Welch, Employee

DATE



Joan Manning, Board President
Copperas Cove Independent School District



DATE

EXHIBIT A

4-25-18

Dr. Joe Burns,

After much prayer and reflection, I have decided to resign from Copperas Cove ISD effective May 1, 2018. I have dedicated my life to helping young people for thirty-eight years. I have been fortunate to have served as Athletic Director and Head Football Coach for Copperas Cove ISD for twenty-four consecutive years. Although I could have retired eight years ago, I have continued to serve because of my love for coaching student-athletes and working side by side with great comrades. I have been fortunate to have served with supportive superintendents, school board members, administrators, and a group of teachers second to none. I am indebted to the Copperas Cove community for the outstanding support extended to all of our athletics programs over the years. Without this support, the extraordinary successes achieved would simply have not been possible.

Prior to our arrival in 1994, the football program had not reached the playoffs from 1963-1993 and only had one winning season (1976). We have been fortunate to have guided 18 Cove teams into the playoffs and compiled a 193-84-1 record. The Dawgs have played for two state championships, placed over 300 players in college football and 13 in the NFL/CFL.

Successful teams have great players and we have been fortunate to work with some of the best players in Texas football. Our other sports programs have also been very successful. The overall athletic program was ranked 15th regionally in a recent poll. The track and power lifting teams have both won state championships.

I have served side by side with the greatest coaches in the game. The players I have been fortunate to coach have been extraordinary. Their dedication and determination has kept the Bulldawg Football program competitive throughout the years.

I am pleased to leave a football program that is poised to experience a deep run for the 6A state championship over the next several years. Our current group of student athletes are remarkably talented. Both junior varsity squads are returning from being undefeated district champions and the freshmen group has the largest group of linemen CCHS has had in many years. Under effective leadership, I believe the 2018 varsity team is ready to explode.

It is extremely rare for a coach to stay in one place for twenty-four years. I am deeply grateful to the community for the outstanding support, our coaches for their dedication and friendship and all of the student-athletes from the past to the present for making this job my Mayberry. Mayberry was a great television show and had a remarkable run but it even came to an end. Now, we can all enjoy the re-runs. I will forever envision the re-runs of Copperas Cove football warmly in my memories.

To take a couple lines from the movie Lonesome Dove and put in my own words, I would like to say, "It really has been quite a party." In addition, I would like to say, "A man of vision you say. Yes, a vision of love, comrades, great competitors and a community with so many friends that a man does not deserve. Most of all, knowing God says there is more in store."

I wish CCISD the very best in the future and I look forward to exploring how I may continue to serve our students and community.

Sincerely,


Jack Welch

EXHIBIT B

April 26, 2018

CCISD Athletic Director, Jack Welch, has informed the Board of Trustees of his intent to retire after a long and successful career in the District. Coach Welch has submitted his resignation, effective May 1, 2018. The District will immediately begin the process of hiring a new Athletic Director.

Coach Welch has asked that we share the following message on his behalf.

Dear Bulldawg Nation,

After much prayer and reflection, I have decided to retire from Copperas Cove ISD. I have dedicated my life to helping young people for thirty-eight years. I have been fortunate to have served as Athletic Director and Head Football Coach for Copperas Cove ISD for twenty-four consecutive years. I truly appreciate the Copperas Cove School Board Members, Superintendent Dr. Joe Burns, and the Copperas Cove community for the support extended to all of our athletics programs over the years. Without this support, the extraordinary successes achieved would simply have not been possible.

It is extremely rare for a coach to stay in one place for twenty-four years. I am deeply grateful to the community for the outstanding support, our coaches for their dedication and friendship and all of the student-athletes from the past to the present for making this job my Mayberry. Mayberry was a great television show and had a remarkable run but it even came to an end. Now, we can all enjoy the re-runs. I will forever envision the re-runs of Copperas Cove football warmly in my memories.

I wish CCISD the very best in the future and I look forward to exploring how I may continue to serve our students and community.

Jack Welch

The CCISD Board of Trustees wishes to express its appreciation to Coach Welch for his efforts in serving the District and the community, and extends its best wishes to him in his future endeavors.

EXHIBIT C



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Goods and Services IC 025 U.S. 022 039 G & S: SHOES, NAMELY ATHLETIC SHOES AND GOLF SHOES; BASEBALL CAPS AND CLOTHING CAPS; SWEAT BANDS; SWEAT SUITS AND SWEAT SHIRTS; SHIRTS, NAMELY GOLF SHIRTS, KNIT SHIRTS, NIGHT SHIRTS, POLO SHIRTS, SPORT SHIRTS, UNDER SHIRTS, T-SHIRTS; SHORTS AND PANTS; ANKLETS, SOCKS, THERMAL SOCKS AND WATER SOCKS. FIRST USE: 20000701. FIRST USE IN COMMERCE: 20000701

Mark Drawing Code (2) DESIGN ONLY

Design Search Code 03.01.08 - Dogs; Puppies
03.01.16 - Heads of cats, dogs, wolves, foxes, bears, lions, tigers

Serial Number 76277793

Filing Date June 28, 2001

Current Basis 1A

Original Filing Basis 1A

Published for Opposition September 24, 2002

Registration Number 2652145

Registration Date December 17, 2002

Owner (REGISTRANT) Welch, Jack INDIVIDUAL UNITED STATES 2846 Tonkawa Road Copperas Cove TEXAS 76522

Attorney of Record William P. Glenn, Jr.

2/2/20 01

Trademark Electronic Search System (TESS)

Type of Mark TRADEMARK
Register PRINCIPAL
Affidavit Text SECT 15, SECT 8 (5-YR), SECTION 8(10-YR) 20121101
Renewal 1ST RENEWAL 20121101
Live/Dead Indicator LIVE

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EXHIBIT D



May 1, 2018

To Whom it May Concern:

I worked with Dr. Jack Welch from 2012 until his resignation in 2018, in my position as Superintendent of Schools for Copperas Cove ISD. Dr. Welch resigned from the District on May 1, 2018, in order to retire from public education.

Dr. Welch served as the Athletic Director/Head Football Coach for Copperas Cove ISD from 1994-2018. During his 24 years in CCISD, Jack Welch compiled a 193-84-1 record in football, led 18 football teams to the playoffs, and took two football teams to the state championship game. Throughout his time with the District, Dr. Welch focused his time and attention on improving the athletic program and providing opportunities for student success, both on and off the field. His impact on the CCISD athletic program will surely be felt long after his departure.

Thank you,

Dr. Joseph Burns

Superintendent