

Voluntary Compensation Reduction Letter of Acknowledgement

I, Sean Frazier, acknowledge and agree as follows:

1. For the time period July 1, 2020 through June 30, 2021 (“Fiscal Year 2021”), my annual base salary will be voluntarily reduced to \$298,159.14, payable in accordance with Northern Illinois University’s payroll policies and procedures, with applicable deductions or withholdings as required by law and regulations. I may only terminate my voluntary base salary reduction at the end of any month during Fiscal Year 2021, so that it will not apply to base salary subsequently earned, by providing at least thirty (30) days written notice to Northern Illinois University.

2. For the month of June 2020 and for Fiscal Year 2021, Northern Illinois University will not pay and I will not receive a vehicle or vehicle stipend.

3. I voluntarily agree to not be paid the following additional compensation I would have otherwise earned for the 2019-2020 academic year for the specified performance incentives listed in my Director of Athletics Employment Agreement with the Board of Trustees of Northern Illinois University last amended on December 3, 2018 (“Employment Agreement”): Article IV.C.1. (Academics) (\$10,000), Article IV.C.2.a. (Revenue Generation/Attendance at Games) (\$1,000 for women’s basketball), and Article IV.C.2.b. (Revenue Generation/Ticket Revenue) (\$1,000 for women’s basketball).

4. Benefits and retirement contributions that are based on earnings will be impacted by the salary reduction.

5. This Letter of Acknowledgment may subject me to the Government Severance Pay Act (5 ILCS 415/), and I understand that if termination for University’s convenience occurs under Article X of my Employment Agreement, pay provided to me may not exceed an amount greater than twenty (20) weeks of compensation. Severance pay is prohibited due to termination for misconduct, as defined by the Government Severance Pay Act.

6. All other terms and conditions of my Employment Agreement remain in full force and effect.

I affirm that I acknowledge and agree to the terms of as stated above.

[Redacted Signature]

Sean Frazier

6/23/2020

Date

Approved by:

[Redacted Signature]

Dr. Lisa C. Freeman, President

June 23, 2020

Date