

**Voluntary Compensation Reduction Letter of Acknowledgement**

I, Dr. Lisa C. Freeman, acknowledge and agree as follows:

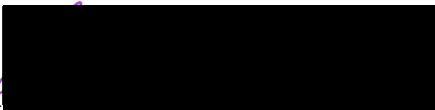
1. For the time period July 1, 2020 through June 30, 2021 (“Fiscal Year 2021”), my annual base salary will be voluntarily reduced to \$396,000.00, payable in accordance with Northern Illinois University’s payroll policies and procedures, with applicable deductions or withholdings as required by law and 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. I voluntarily agree to not receive any additional compensation I would have otherwise earned during fiscal year 2020 for any performance incentives listed in Article 3.2 of my Presidential Employment Agreement with the Board of Trustees of Northern Illinois University effective September 20, 2018 (“Employment Agreement”).

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

4. 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.



Dr. Lisa C. Freeman

June 22, 2020

Date

Approved by:



Chair, Board of Trustees of Northern Illinois University

June 22, 2020

Date