

**THIRD AMENDMENT TO THE NORTHERN ILLINOIS UNIVERSITY  
WOMEN'S GOLF HEAD COACH EMPLOYMENT AGREEMENT**

This Third Amendment to the Northern Illinois University Women's Golf Head Coach Employment Agreement ("Third Amendment") is by and between the Board of Trustees of Northern Illinois University ("University" or "NIU") and Kimberly Jarvis Kester ("Employee" or "Coach"). The University and the Employee may hereinafter be individually referred to as a "Party" or collectively referred to as the "Parties."

WHEREAS, the University and the Employee entered into the Northern Illinois University Women's Golf Head Coach Employment Agreement ("Employment Agreement") on March 16, 2015; and

WHEREAS, the Parties entered into a First Amendment to the Northern Illinois University Women's Golf Head Coach Employment Agreement on June 30, 2017; and

WHEREAS, the Parties entered into a Second Amendment to the Northern Illinois University Women's Golf Head Coach Employment Agreement on June 30, 2018; and

WHEREAS, the Parties desire to further amend said Employment Agreement.

NOW, THEREFORE, in consideration of the mutual promises and covenants hereinafter set forth, the Parties hereto agree as follows:

1. During the period July 1, 2020 through June 30, 2021, the University will not pay and the Employee will not earn or receive additional compensation for the performance incentives listed in Article V(B), Group 5, only as they pertain to the following: NCAA Championship Qualifying Team, NCAA Championship Individual Qualifier, NCAA Individual Champion, and NCAA Team Championship. All other performance incentives listed within Group 5 shall continue to be in effect.

In all other respects the terms and conditions of that certain Employment Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Third Amendment in the spaces below.

**BOARD OF TRUSTEES OF KIMBRELY JARVIS KESTER  
NORTHERN ILLINOIS UNIVERSITY**

By   
Beth Ingram  
Executive Vice President & Provost

By   
Kimberly Jarvis Kester  
Head Coach Women's Golf

Date \_\_\_\_\_ Date 6/24/2020