

**FIRST AMENDMENT TO THE NORTHERN ILLINOIS UNIVERSITY
WOMEN'S CROSS COUNTRY HEAD COACH EMPLOYMENT AGREEMENT**

This First Amendment to the Northern Illinois University Women's Cross Country Head Coach Employment Agreement ("First Amendment") is by and between the Board of Trustees of Northern Illinois University ("University" or "NIU") and Adrian Myers ("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 Cross Country Head Coach Employment Agreement ("Employment Agreement") last signed by the Parties on December 14, 2018; and

WHEREAS, the Parties desire to 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 incentive listed in Article IV(B), Group 4, of the Employment Agreement.
2. 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 incentive listed in Article IV(B), Group 5, of the Employment Agreement, only as it pertains to Regional Coach of the Year or National Coach of the Year for Cross Country. All other performance incentives listed within Group 5 shall continue to be in effect.
3. 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 incentive listed in Article IV(B), Group 6, only as it pertains to the Cross Country Team Championship. All other performance incentives listed within Group 6 shall continue to be in effect.
4. 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 IV(B), Group 7, only as they pertain to the following: Regional Meet Individual Champion, Regional Meet Team Top Ten Finish, National Meet Individual Qualifier, National Meet Qualifying Team, National Meet Individual Championship, and National Meet Team Championship. All other performance incentives listed within Group 7 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 First Amendment in the spaces below.

**BOARD OF TRUSTEES OF
NORTHERN ILLINOIS UNIVERSITY**

By 

**Beth Ingram
Executive Vice President & Provost**

Date



By

**Sean T. Frazier
Associate Vice President and
Director of Intercollegiate Athletics**

Date 7/2/2020

ADRIAN MYERS



By

**Adrian Myers
Head Coach Cross Country**

Date 6/24/2020