

**Voluntary Compensation Reduction Letter of Acknowledgement**

I, Catherine Squires, acknowledge and agree as follows:

1. I voluntarily agree to not receive any additional compensation I would have otherwise earned during fiscal year 2021 for any performance incentives listed in Article III of my Employment Agreement with the Board of Trustees of Northern Illinois University last amended October 25, 2019 (“Employment Agreement”). Although I am entering into this Letter of Acknowledgment voluntarily, once this Letter of Acknowledgment is signed, I will not be able to reinstate performance incentive compensation as listed in Article III of my Employment Agreement during Fiscal Year 2021.
2. For Fiscal Year 2021, Northern Illinois University will not pay and I will not receive a vehicle or vehicle stipend.
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.

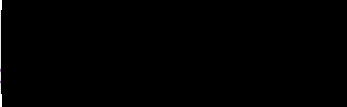
I affirm that I acknowledge and agree to the terms of as stated above.

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Catherine Squires

6/22/2020 \_\_\_\_\_

Date

Approved by:  \_\_\_\_\_

Dr. Lisa C. Freeman, President

June 22, 2020 \_\_\_\_\_

Date