

**EMPLOYMENT AGREEMENT AMENDMENT #1**

**THIS AGREEMENT AMENDMENT #1**, is made this 1<sup>st</sup> day of July, 2020 ("Amendment") by and between **The Regents of the University of Colorado, a body corporate, on behalf of the University of Colorado Boulder's Department of Intercollegiate Athletics ("University")** and Karl Dorrell.

**RECITALS**

The parties entered into an Employment Agreement dated March 2, 2020 (the "Original Agreement"); and

In this Amendment, the Parties mutually agree to amend the Original Agreement to reflect Karl Dorrell volunteering to reduce his salary by ten percent for the time period of July 1, 2020 - June 30, 2021 due to the financial circumstances created by the Covid-19 pandemic.

**AGREEMENT**

NOW, THEREFORE, Dorrell and the University, in consideration of the mutual promises contained herein and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, agree as follows:

1. It is expressly agreed by the parties that this Amendment is supplemental to the Original Agreement, which is by this reference incorporated herein, and that all terms, conditions, and provisions thereof, unless specifically modified herein, are to apply to this Amendment as though they were expressly re-written, incorporated, and included herein. Unless otherwise indicated, all capitalized terms contained in this Amendment shall have the same meaning as given to them in the Original Agreement.

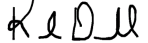
2. It is agreed the Original Agreement is and shall be modified, altered, and changed in the following respects only:

- A. Reduction in Base Salary, Paragraph 4, by ten percent for the time period of July 1, 2020 - June 30, 2021. The Reduction in Base Salary is based on current Base Salary of \$500,000, and;
- B. Reduction in Supplemental Salary, Paragraph 5a, 5b, and 5c, by ten percent for the time period of July 1, 2020 – June 30, 2021. The reduction in Supplemental Salary is based on current Supplemental Salary of \$2,700,000.

3. In the event of any conflict, inconsistency, variance, or contradiction between the provisions of this Amendment and any of the provisions of the Original Agreement, the provisions of this Amendment shall in all respects supersede, govern, and control.


4. FINANCIAL OBLIGATIONS OF THE UNIVERSITY PAYABLE AFTER THE CURRENT FISCAL YEAR ARE CONTINGENT UPON FUNDS FOR THAT PURPOSE BEING APPROPRIATED, BUDGETED, AND OTHERWISE MADE AVAILABLE.

**THE PARTIES HERETO HAVE EXECUTED THIS AMENDMENT**

DocuSigned by:  
  
Karl Donnell

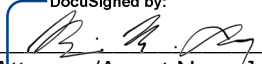
Date: 6/3/2020

**The Regents of the University of Colorado,  
a body corporate**

DocuSigned by:  
  
By: Philip P. DiStefano  
Chancellor

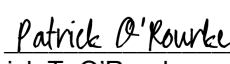
Date: 7/7/2020

**Approved as to Legal Sufficiency For Coach**

DocuSigned by:  
  
By: [Attorney/Agent Name]  
Brian Levy

Date: 6/2/2020

**Recommended**

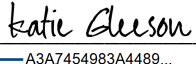
DocuSigned by:  
  
By: Patrick O'Rourke  
Interim Executive Vice Chancellor & Chief Operating Officer

Date: 7/7/2020

DocuSigned by:  
  
By: Richard L. George  
Athletics Director

Date: 6/3/2020

**Approved as to Legal Sufficiency for the Regents of  
the University of Colorado**

DocuSigned by:  
  
By: Katie Gleason  
Date: 6/22/2020