

**FIRST AMENDMENT TO THE NORTHERN ILLINOIS UNIVERSITY
FOOTBALL HEAD COACH EMPLOYMENT AGREEMENT**

This First Amendment to the Northern Illinois University Football Head Coach Employment Agreement ("First Amendment") is by and between the Board of Trustees of Northern Illinois University ("University" or "NIU") and Thomas Hammock ("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 Football Head Coach Employment Agreement ("Employment Agreement") last signed by the Parties on September 30, 2019; 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. For the period July 1, 2020 through June 30, 2021, the Annual Salary for duties performed by Employee under the Employment Agreement shall be \$518,183.92, payable in monthly installments of \$43,181.99 (bi-monthly at \$21,590.99). The Annual Salary for all subsequent fiscal years shall be as stated in 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 any performance incentives listed in Article IV(B), Groups 3 through 10, of the Employment Agreement.
3. During the period July 1, 2020 through June 30, 2021, the University will not pay any full time assistant coach nor the Assistant Director of Sports Performance-Football and Director of Football Operations additional compensation for any performance incentives listed in Article IV(B), Groups 6 through 9, of the Employment Agreement.
4. The Parties agree that in regards to Article IV(C) of the Employment Agreement, as compensation for additional work performed for duties related to donor engagement for the period beginning July 1, 2020 and ending June 30, 2021, the University's sole compensation to the Employee shall be Fifty Thousand Dollars (\$50,000) payable in two installments of Twenty Five Thousand Dollars (\$25,000) no later than the pay period at the end of the third and fourth quarters (March and June). All other terms stated within Article IV(C) of the Employee Agreement 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 _____



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

Date 6/24/2020

THOMAS HAMMOCK

By 
Thomas Hammock
Head Coach Football

Date 6/24/2020