



NORTHERN ILLINOIS UNIVERSITY
INTERCOLLEGIATE ATHLETICS

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First Amendment to Letter of Agreement
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MEMORANDUM

TO: Jerry Kill
Head Football Coach

FROM: C. Jeffrey Compher
Associate Vice President/Athletics Director

SUBJECT: First Amendment to Letter of Agreement

DATE: September 1, 2009

Jerry, it is intended and offered that all the terms and conditions recited in your Letter of Agreement dated December 12, 2007 ["L.O.A." or "Letter of Agreement"] be comprehensively continued except where altered by provisions of this First Amendment to Letter of Agreement. It is intended that this Amendment be effective as of September 4, 2009, and any base compensation that would have been paid you on that date will be paid as soon as payroll can get this change into the HRS system.

Unless otherwise stated in this First Amendment, all other terms and conditions of the Letter of Agreement remain in full force and effect. Please indicate your acceptance of these terms by your signature at the end of this Memorandum.

- A. Concerning L.O.A. Provision 2, "*Duration Conditions*," your appointment as Head Football Coach is hereby extended two years to June 30, 2015.
- B. Concerning L.O.A. Provision 4, "*Employment as Employee of the University*," the original language is deleted, and the following is substituted: Nothing in this Paragraph shall preclude the parties from negotiating the termination and/or buyout of your contract.
- C. Concerning L.O.A. Provision 5, "*Additional Benefits and Duties*," the original language in Subpart A is deleted, and the following is substituted and added:
 - A. Subject to your insurability by the NIU vehicle insurance carrier, you will be furnished with appropriate insurance and a courtesy car, if one is available, with licensing and tagging to be

