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LETTER OF EMPLOYMENT AGREEMENT

March 1, 2008

Carol Owens
Head Women's Basketball Coach
Northern Illinois University

Dear Carol Owens:

This Letter of Employment Agreement (occasionally referred to as "Letter" or "Agreement") is a mutually negotiated and agreed substitution for the Letter of Agreement dated March 14, 2005; it is in addition to and does not supersede the terms and conditions of the standard Northern Illinois University Notice of Appointment. The parties have previously signed a copy of that Notice, in addition to this Letter of Employment Agreement.

The purpose of this letter is to confirm the understandings of the parties relating to your appointment as Head Women's Basketball Coach at Northern Illinois University, effective March 1, 2008, on the terms and conditions set forth on the standard Notice of Appointment and as set forth below. At times, this Agreement may refer to you as "Employee."

1. Board of Trustees Regulations -- Board regulations require a new contract for each fiscal year (i.e. beginning July 1) for all Supportive Professional Staff with Temporary Status. Any salary increases for so-called Temporary Supportive Professional Staff in the Department of Intercollegiate Athletics are determined each year by the Associate Vice President/Director of Intercollegiate Athletics and are contingent upon the availability of funds and the approval of the President or his/her designee. The University, as an agency of the State of Illinois, cannot legally obligate funds beyond the end of the current fiscal year, which is June 30, 2008. After that date, the understandings set forth in this Letter are subject to the continuation of appropriations by the Illinois General Assembly for those operations of the University with which you will be involved and/or the funding available for Intercollegiate Athletics at Northern Illinois University. At present, we anticipate no interruption to these appropriations or this funding.
2. Duration Conditions --
 - A. Subject to the other terms and conditions of this Letter, it is the intent of the University that you will be employed for a minimum of four (4) years and four (4) months beginning on March 1, 2008 and ending on June 30, 2012. But for the initial timing of this matter and the requirement that members of the Supportive Professional Staff with Temporary Status cannot have more than a one (1) year contract because State funds in future fiscal years cannot be committed or guaranteed, this contract would be written for a four (4) years and four (4) months term. You will be issued a series of contracts: an initial contract running through June 30, 2008, and then four (4) one year contracts, the first commencing on July 1, 2008, and ending on June 30, 2009, and the others for subsequent years (i.e. through June 30, 2012).

