

LETTER OF AGREEMENT
- CONFIDENTIAL -

COPY

April 14, 2008

C. Jeffrey Compher
3220 NE 100th Street
Seattle, WA 98125

Dear Jeff:

This Letter of Agreement (referred to as "Letter" or "Agreement") supplements but does not supersede the terms and conditions of the standard Northern Illinois University Letter Notice of Appointment you receive separately if you accept the position of Director of Intercollegiate Athletics at Northern Illinois University. It is anticipated that the parties will also sign a copy of that Notice, in addition to this Letter of Agreement.

The purpose of this Letter is to express and confirm the respective understandings of the parties relating to your appointment as Director of Intercollegiate Athletics at Northern Illinois University, effective June 1, 2008, on the terms and conditions set forth on the standard Notice of Appointment and as may be supplemented below. At times, this Agreement may refer to you as "Employee."

1. Board of Trustees Regulations -- Applicable state law and implementing Board *Regulations* require a new contract for each fiscal year (i.e., July 1 - June 30) for all Regular Faculty and Administrative employees without Academic Rank. Any salary increases for so-called "faculty no-rank" personnel in Intercollegiate Athletics are determined each year by the Director of Athletics and are contingent upon the availability of funds and the approval of the President. The University, as an agency of the State of Illinois, cannot legally obligate funds beyond the end of the current fiscal year, which in this case 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. Term

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 five (5) years beginning on June 1, 2008, and ending on June 30, 2013. You will be issued a series of contracts: an initial contract running through June 30, 2008, and then five (5) 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, 2013).

B. In the second full year of this five-year term, on or before March 31, 2010, it is intended that the President may exercise discretion in reviewing your performance and consider offering you an amendment to this Letter that would extend your contractual service commitment an additional two years. The failure of the University to award this extension will not void or

