

NC STATE UNIVERSITY

September 25, 2020

Dave Doeren


Dear Coach Doeren:

As we discussed, the Department of Athletics' finances have been impacted significantly due to the effects of the COVID-19 pandemic. In order to address the decreased funding and interruption to revenue sources, I have had to take a number of extraordinary measures. One of these steps included a request that you consent to a temporary adjustment of the terms and conditions of your employment agreement by voluntarily reducing or foregoing certain forms of compensation.

This letter will confirm that you voluntarily agree to the following:

- A special temporary reduction equivalent to 20% of your total compensation provided for in your current Employment Agreement in Section III (Annual Salary) and Section IV (Supplemental Compensation). This temporary reduction will be taken from the amounts of supplemental compensation owed to you between October 15, 2020 and June 30, 2021. As a result, your supplemental compensation will be reduced by a total of \$460,416.67, while your annual base salary will remain unchanged.
- For the period of October 1, 2020 through June 30, 2021, you will receive 50% of any bonuses earned and owed to you pursuant to your current Employment Agreement.

In consideration for the above-listed adjustments, Section XIV of your Employment Agreement (Termination by Coach) will be amended in pertinent part as follows and will remain in effect until the end of your Contract Term:

- In the event you should terminate the Employment Agreement without cause, the amount of liquidated damages owed by you (current annual salary at the time of termination multiplied by the number of Contract Years remaining in the Contract Term) will be reduced by an amount equivalent to the total temporary reduction in supplemental compensation.

This letter amends your current Employment Agreement as set forth above. The above-listed changes to the terms and conditions of employment are hereby incorporated into that Employment Agreement. All other terms of the Employment Agreement remain in full force and effect. The amendment has been pre-approved by the Board of Trustees, which delegated its approval authority to the Chancellor for the limited purpose of temporarily adjusting your Employment Agreement as contained herein.

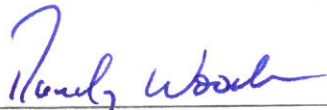
Thank you for your cooperation in this matter.



Eugene "Boo" Corrigan
Director of Athletics

10/11/2020

Date



W. Randolph Woodson
Chancellor

10/12/20

Date



Dave Doeren
Head Football Coach

9/30/2020

Date