

July 30, 2019

Douglas A. Kristensen, Chancellor  
University of Nebraska at Kearney  
1000 Warner Hall  
Kearney, NE 68849

Dear Chancellor Kristensen:

My purpose in writing is to thank you and to recognize you for your outstanding service to the University of Nebraska as the Chancellor of our Kearney campus. Your personal commitment to the success of our students, the respect with which they hold you, and the tremendous growth and development of your campus facilities are reflective of the quality of your leadership. You have assembled a superb staff of administrators on your campus, and you have led them very successfully through the many challenges we have faced in the past several years.

In recognition of your success, I am invoking my authority under Section 18 of your contract of employment to increase your salary and the length of your term as Chancellor. Effective July 1, 2019, your base salary is increased to \$320,018 per year and the term of your appointment is extended an additional three years, through June 30, 2025.

If you concur with these changes, please sign as indicated below. All other terms and conditions of your employment, as set forth in your contract, are unchanged and will remain in full force and effect.

Doug, I am very pleased with your performance and with your hard work and dedication. As I depart the University of Nebraska, I am confident that the University of Nebraska at Kearney is in extremely capable hands and that its future success is assured under your leadership. Thank you!

Sincerely,



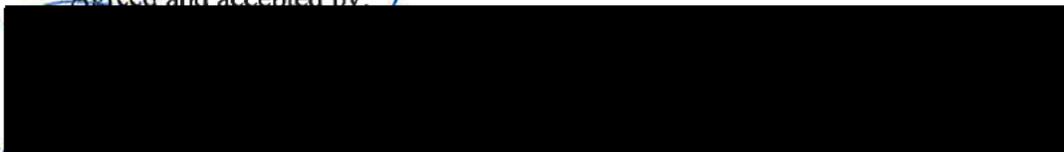
Hank M. Bounds  
President

HMB/jpp

[Acceptance on following page]

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Agreed and accepted by:



Douglas A. Kristensen, Chancellor  
University of Nebraska at Kearney

Date

cc: Carmen Maurer, Corporation Secretary  
Phil Bakken, Chief of Staff