

**CONTRACT FOR EMPLOYMENT
OF WOMEN'S HEAD VOLLEYBALL COACH
WICHITA STATE UNIVERSITY**

THIS CONTRACT OF EMPLOYMENT is by and between the WICHITA STATE UNIVERSITY INTERCOLLEGIATE ATHLETIC ASSOCIATION, INC. (hereinafter "ICAA"), a corporation affiliated with WICHITA STATE UNIVERSITY, a state educational institution of Kansas (hereinafter "WSU") and CHRIS LAMB, (hereinafter "Mr. Lamb").

WITNESSETH:

WHEREAS, ICAA requires the services of an individual to serve as head coach for the women's volleyball team (hereinafter "Head Coach") of Wichita State University; and

WHEREAS, the parties are mutually desirous of continuing an employment relationship that began on or about January 20, 2000; and

WHEREAS, ICAA and Mr. Lamb believe it to be in their mutual best interest to enter into this contract for employment (hereinafter "Agreement") and to specifically set forth the terms and conditions of their Agreement in writing;

NOW, THEREFORE, in consideration of the above premises and the individual and mutual promises of the parties hereinafter set forth, and for other good and valuable consideration, it is hereby agreed by and between the parties hereto:

1. *Term of Employment*

1.1. On January 1, 2018, and each January 1 thereafter, the term of this contract will automatically be extended one year, it being the intent of the parties to continuously maintain a seven-year term; provided however that should ICAA not want the one-year automatic extension of the term to occur, ICAA must advise Mr. Lamb, in writing, no later than January 1 of the preceding year.

1.2. This Agreement in no way grants Mr. Lamb a claim to tenure in employment at WSU or with ICAA, nor shall Mr. Lamb's service as Head Coach pursuant to this Agreement count in any way toward tenure at WSU.

1.3. Notwithstanding any other provision of this Agreement, said Agreement will terminate automatically if Mr. Lamb dies or becomes totally or permanently disabled as defined by the ICAA's retirement program, its workers compensation program or by any other applicable supplemental disability program.

2. Responsibilities of Head Coach

2.1. Mr. Lamb shall well and faithfully serve as Head Coach and shall at all times devote his whole time, attention and energies to the conduct and coaching of the women's intercollegiate volleyball program of WSU (hereinafter "Program"), and to the administration and management of the Program in a fiscally responsible manner within established operating budgets.

2.2. Mr. Lamb shall diligently perform the traditional duties of Head Coach, including by way of example and not by way of limitation, recruiting, planning and running practices and workouts, scheduling games, participation events and overseeing travel arrangements, hiring and supervising assistant coaches, managing a budget, regular radio and television appearances on radio and television stations with ICAA broadcast rights and supporting fund-raising efforts.

2.3. Mr. Lamb shall be responsible, and shall report directly, to WSU's Director of Intercollegiate Athletics (hereinafter "AD"), or the AD's designee, and shall confer with the AD or the AD's designee on all administrative and technical matters.

2.4. Mr. Lamb shall observe and uphold all academic standards, requirements and policies of WSU and encourage Program athletes to perform to their highest academic potential and to graduate.

2.5. Mr. Lamb agrees to know, or become knowledgeable within a reasonable period of time, recognize, abide by and comply with all rules, regulations, policies or requirements which have been or may be promulgated by or which are applicable to ICAA, WSU, the American Athletic Conference of which WSU/ICAA is a member (hereinafter "Conference") and the National Collegiate Athletic Association ("NCAA"); supervise and take appropriate steps to ensure that Mr. Lamb's assistant coaches, any other employees for whom Mr. Lamb is administratively responsible and the Program athletes know, recognize, abide by and comply with all such rules, regulations, policies or requirements; and immediately report to the AD and to the ICAA's Associate Athletic Director of Student Services/Compliance or their designee if Mr. Lamb has reasonable cause to believe that any person or entity, including by way of example and not by limitation, representatives of WSU or ICAA's athletic interests, has violated, has possibly violated, or is likely to violate any such rules, regulations, policies or requirements. Mr. Lamb shall cooperate fully with the ICAA's Associate Athletic Director of Student Services/Compliance or their designee at all times.

2.6. Mr. Lamb shall avoid any business, professional or personal activities or pursuits that would prevent Mr. Lamb from devoting full time to performance of the duties as Head Coach as set forth in this Agreement, or which would otherwise detract in any manner from the duties outlined herein, or that, in the opinion of ICAA, would reflect adversely upon the Program, ICAA or WSU.

2.7. Mr. Lamb's job performance will be assessed annually by the AD and/or their designee.

3. Compensation

3.1. Regular Compensation. In consideration of Mr. Lamb's services and the satisfactory performance of the terms and conditions of the Agreement by Mr. Lamb, ICAA will pay Mr. Lamb:

3.1.1. An initial annual base salary of One Hundred Seventy Five Thousand One Hundred Seventy Seven DOLLARS (\$175,177.00), said amount payable in accordance with normal payroll procedures of ICAA, commencing as of July 1, 2017. The annual base salary shall be considered to be for a period running from July 1, 2017 through the end of the Fiscal Year 2018. An annual increase in salary effective in fiscal year 2018-2019 and each succeeding fiscal year as determined appropriate by the AD, said increase to be no less than four percent (4%) of the total annual base salary paid in the previous year, not including performance incentive payments.

3.2. Performance Incentives. Mr. Lamb shall also be entitled to potential additions to the base salary amount set forth in paragraph 3.1.1, above, as described, below. These additions will be paid as an annual incentive prior to the end of the fiscal year in which the incentive was earned, less all amounts required to be withheld and deducted; provided, however, that Performance Incentives, if any, shall not carry forward to the next twelve month period. Performance Incentive payments are made on the premise that the generation of attention, visibility and revenue from successful performance are of significant value to ICAA and WSU and should be appropriately recognized and rewarded. The following potential annual Performance Incentives shall apply as long as Mr. Lamb is employed as Head Coach by ICAA:

- a. For each Conference regular season volleyball championship won during the term of this agreement Mr. Lamb will receive \$1,000.00.
- b. For each Conference volleyball tournament championship won during the term of this agreement Mr. Lamb will receive \$2,000.00.
- c. For each Conference Coach-of-the-Year designation during the term of this agreement Mr. Lamb will receive \$750.00.
- d. For each time the volleyball team qualifies for the NCAA tournament during the term of this agreement Mr. Lamb will receive \$2,500.00.
- e. For each time the volleyball team participates in the NCAA tournament Round of 16 during the term of this agreement Mr. Lamb will receive \$2,500.00.
- f. For each time the volleyball team participates in the NCAA tournament Championship semifinals during the term of this agreement Mr. Lamb will receive \$2,500.00.
- g. For each time the volleyball team participates in the NCAA tournament Finals during the term of this agreement Mr. Lamb will receive \$5,000.00.
- h. For each time the volleyball team wins a NCAA tournament championship during the

term of this agreement Mr. Lamb will receive \$10,000.00.

i. For each time Mr. Lamb receives AVCA Division 1 National Coach of the Year designation during the term of this agreement Mr. Lamb will receive \$5,000.00.

h. Academic Incentive (based on each semester GPA)

- 3.00 to 3.24 (\$250.00);
- 3.25 to 3.49 (\$500.00)
- 3.5 and above GPA (\$750.00)

3.3. Additional Benefits. In consideration of Mr. Lamb's services as Head Coach and the satisfactory performance of this Agreement, ICAA will provide Mr. Lamb with the following additional benefits, less all amounts required to be withheld and deducted.

Bonus compensation. As long as Mr. Lamb is the Head Coach, Mr. Lamb will be entitled to receive annual bonus compensation of \$30,000 per year, less all amounts required to be withheld and deducted, beginning on December 31, 2018 and again on March 1, 2020 as well as each following year on March 1 so long as he is the Head Coach on that date or until modified, in writing, by the parties.

If Mr. Lamb is continuously employed as Head Coach from the effective date of this contract through December 31, 2018, Mr. Lamb will be entitled to receive an additional one-time payment of \$160,000.00 less all amounts required to be withheld and deducted, to be paid prior to June 30, 2019. The parties agree that the purpose of this additional bonus compensation is to encourage Mr. Lamb to continue as Head Coach of the Program on a long-term basis. Both parties agree to act in good faith relative to the best interests of the Program and any and all decisions regarding the extension and continuation of this contract for employment.

3.3.1. Such normal employee fringe benefits as ICAA generally provides to its comparable employees, including by way of example and not by way of limitation, workers compensation insurance, annual leave, sick leave, hospitalization/medical insurance, retirement benefits, disability insurance.

3.3.2. Two courtesy cars, or an allowance in lieu of same, as determined by ICAA. If Mr. Lamb is provided with courtesy cars rather than an allowance, it is Mr. Lamb's sole responsibility, at his expense, to insure said vehicle according to requirements established by ICAA. ICAA will reimburse Mr. Lamb for amounts expended for vehicle registration, upon provision of appropriate proof of payment. Mr. Lamb may use the provided courtesy cars for personal and business use.

3.3.3. A complimentary Country Club membership, including golf privileges, for so long as ICAA deems the same financially practical. All monthly dues may be paid from the

Program or funds maintained for the Program with the WSU Foundation. All other charges are the responsibility of Mr. Lamb.

3.4. It is agreed that the compensation paid to Mr. Lamb by ICAA, pursuant to this Agreement, shall be subject to federal and state tax laws as well as the same payroll deductions, including by way of example and not by limitation, state and federal taxes, FICA withholding, benefit programs requiring employee contribution, that apply to ICAA employees.

3.5. It is agreed that Mr. Lamb will bear ultimate responsibility for any and all tax consequences of amounts paid to Mr. Lamb as compensation pursuant to this Agreement.

4. Opportunities for Additional Income

4.1. Mr. Lamb will be permitted to enter into and retain income from the following opportunities, subject to informing the AD about said opportunities prior to participation with the AD's approval which shall not be unreasonably withheld and compliance with NCAA reporting and approval procedures as discussed in Paragraph 4.3:

4.1.1. Personal service contracts for radio, television or commercial endorsements other than regular radio and television appearances on radio and television stations with ICAA broadcast rights. Radio and television stations with ICAA broadcast rights shall be given first opportunity for any coach's program involving Mr. Lamb. ICAA will facilitate and assist as appropriate.

4.1.2. Operation of sports camps in facilities of ICAA or WSU. A minimum of three (3) weeks access to Charles Koch Arena during each year of the Agreement is guaranteed by ICAA, unless such usage is precluded by ongoing construction, improvement or renovation projects. Mr. Lamb shall be responsible for all expenses associated with the camp, including the cost of acquisition of adequate liability insurance protection, and the use of the facility. As it is the responsibility of the ICAA to ensure that it is meeting NCAA rules-compliance responsibilities concerning sports camps, Mr. Lamb shall provide all camp records, including by way of example and not by way of limitation, rosters, applications, free or discounted admissions, bank statements, expense records and payroll records, to the AD or the ICAA's Associate Athletic Director of Student Services/Compliance or their designee no later than 30 days after completion of the camp.

4.1.3. Speaking engagements or clinics for which an honorarium is paid.

4.1.4. Other opportunities as may arise shall be considered on a case-by-case basis and the AD's approval shall not be unreasonably withheld.

4.2. Mr. Lamb may not use WSU or ICAA's name, logos or any registered marks in connection with any of the above opportunities without the prior written consent of the AD or their designee.

4.3. In accordance with NCAA rules, Mr. Lamb shall obtain prior written approval from Director of Athletics for all athletically related income and benefits from sources outside ICAA and shall report the source and amount of all such income and benefits to the Director of Athletics whenever reasonably requested, but in no event less than annually.

5. *Travel*

Mr. Lamb will conduct such travel as is necessary to carry out his duties as Head Coach, and Mr. Lamb shall be entitled to reimbursement for transportation and per diem expenses in accord with ICAA policies and procedures applicable to travel and expense reimbursements.

6. *Termination or Suspension of the Contract for Employment*

6.1. If the Agreement is not extended pursuant to the provisions of paragraph 1.1, this Agreement shall terminate as of the end of the then stated seven year term unless otherwise agreed to by and between the parties.

6.2. ICAA may, in its discretion, suspend Mr. Lamb, with or without pay, from some or all of Mr. Lamb's duties as Head Coach, for a period of time deemed necessary by the AD. ICAA may terminate this Agreement at any time, as determined by the ICAA to be in the best interests of the Program or WSU, upon the occurrence of good cause or as provided for in Paragraph 6.5, below.

6.2.1. The term "good cause," by way of example and not by way of limitation, would include acts by Mr. Lamb constituting or involving gross professional or personal misconduct, Mr. Lamb's refusal to perform the duties required as Head Coach; Mr. Lamb's knowing failure to properly supervise his coaching staff and provide oversight of the volleyball program; charge or conviction of a felony or misdemeanor; insubordination; Mr. Lamb's unavailability to ICAA to perform the duties herein; and/or any knowing Level I or Level II violations of rules and regulations of the NCAA, any knowing violation of rules and regulations of the Conference or any knowing violation of any applicable rule, policy or procedure of the ICAA or WSU. No termination for alleged "good cause" shall occur without first giving Mr. Lamb notice (in writing) of the "good cause" actions alleged and an opportunity to be heard in a meeting with the AD. The General Counsel for Wichita State University shall be notified prior to any "good cause" action being initiated by the ICAA pursuant to this subsection and Mr. Lamb may be joined by counsel of his choosing during any such meeting with the counsel being available to advise and confer with Mr. Lamb but not otherwise participate in the discussion between Mr. Lamb and the AD. If Mr. Lamb does have counsel present at the meeting the General Counsel or their designee will also be present.

6.2.2. If found in major violation of NCAA rules and regulations, Mr. Lamb may, in addition to the provisions of this Paragraph 6.2, be subject to disciplinary or corrective action as set forth in the provisions of the NCAA enforcement procedures, whether such violations occurred at WSU or during Mr. Lamb's previous employment at another member institution.

6.2.3 Any economic fine or penalty assessed by the NCAA or Conference against the ICAA as a result of behavior, conduct or other action by Mr. Lamb or behavior, conduct or other action of Program employees, including family or household members of Mr. Lamb, known and approved of, either directly or implied, by Mr. Lamb will be paid by Mr. Lamb or, if initially paid by ICAA, Mr. Lamb will reimburse ICAA for such payment, within thirty (30) days of said payment by ICAA.

6.3. In the event of termination by either party, Mr. Lamb agrees that he will not interfere with and recruit Program student-athletes or otherwise obstruct ICAA's ability to conduct the Program or transact business.

6.4. In the event of termination by either party, Mr. Lamb agrees that all materials or articles of information, including, by way of example and not by way of limitation, personnel records, recruiting records, team information, films, statistics or any other material or data relating to the Program, furnished to Mr. Lamb by ICAA or developed by Mr. Lamb on behalf of ICAA or at ICAA's direction or otherwise for use in connection with Mr. Lamb's employment hereunder, are and shall remain the sole property of ICAA. Within twenty-four (24) hours of the expiration of the term of this Agreement, or its earlier termination as provided in this Paragraph 6, Mr. Lamb shall immediately cause any such materials in Mr. Lamb's possession or control to be delivered to the AD or their designee on behalf of the ICAA.

6.5. Should ICAA terminate Mr. Lamb's employment for any reason other than those set forth in this paragraph 6, it is agreed that ICAA will be obligated to pay Mr. Lamb liquidated damages as follows: Either the sum of Five Hundred Thousand and NO/1.00 Dollars (\$500,000.00) or the amount remaining under the Contract for Employment, whichever is less. The payment of liquidated damages to Mr. Lamb shall be paid by ICAA over no more than the number of years remaining on the Agreement.

6.6. In the event this Agreement is terminated, pursuant to this Paragraph 6 or Paragraph 15 of this Agreement, the parties agree all salary and benefits will cease as of the date of the termination and the payment of the amounts set out in Paragraph 6 and Paragraph 15 will be due and owing no earlier than 8 days after Mr. Lamb executes a release and waiver agreement within 21 days of his termination that is not, later, rescinded by Mr. Lamb. The release and waiver agreement will include, but not be limited to, a waiver of any and all legal claims or potential legal claims Mr. Lamb has or may have against WSU, WSU-ICAA, any of their related entities, the President, their boards, officers, employees and agents.

7. *Outside Employment*

7.1. Mr. Lamb agrees not to personally or through any representative actively seek, negotiate for, or accept other full-time or part-time employment of any nature during the term of this Agreement without first having advised the AD of the intention to do so. Mr. Lamb shall

also advise the AD of any inquiries or contacts exploring Mr. Lamb's possible interest in or availability for other full-time or part-time employment.

7.2. Mr. Lamb further agrees, and hereby specifically promises, not to accept employment, under any circumstances, as a volleyball coach at any institution of higher education which is a member of the National Collegiate Athletic Association, or for any volleyball team participating in any professional league or conference in the United States or elsewhere, requiring performance of duties prior to the expiration date of the term of this Agreement or any extension thereof, without first providing advance notification to the AD of his intent to do so.

7.3. Mr. Lamb agrees that the ICAA shall have the right, in addition to any other rights which ICAA may possess, to obtain an injunction or appropriate judicial proceedings to prevent Mr. Lamb from coaching or performing activities related thereto in violation of this Agreement for any person, institution, firm, team, corporation or other entity, and against any other breach of this Agreement; and Mr. Lamb further agrees to indemnify the ICAA for its costs in any such injunction proceeding, including court costs and attorney's fees.

8. *Support Staff*

Subject to applicable NCAA and Conference rules, Mr. Lamb shall have the prerogative to select and retain up to two (2) assistant volleyball coaches and a Director of Volleyball Operations, subject to the approval of the AD.

9. *Relationship Between the Parties*

The relationship between Mr. Lamb and ICAA shall be determined solely by the terms and conditions of this Agreement.

10. *Assignment*

Mr. Lamb may not assign his rights or delegate his obligations under this Agreement. ICAA may not assign its rights or delegate its obligations without the consent of Mr. Lamb, which shall not be unreasonably withheld.

11. *Governing Law*

This Agreement shall be deemed to have been entered into under the laws of the state of Kansas and the rights and obligations of the parties hereunder shall be governed and determined according to the laws of said state.

12. *Waiver of Rights*

None of the terms or conditions herein shall in any manner be altered, amended, waived, or abandoned, except by written agreement of the parties, and no delay by ICAA in enforcing any of its rights hereunder shall be deemed a waiver of such rights.

13. *Severability*

In the event that any condition, covenant or other provision herein contained is held to be invalid or void by any court of competent jurisdiction, the same shall be deemed severable from the remainder of this Agreement and shall in no way affect any other condition, covenant or other provision herein contained. If such condition, covenant or other provision shall be deemed invalid due to its scope or breadth, such condition, covenant or other provision shall be deemed valid to the extent of the scope or breadth permitted by law.

14. *Amendments*

No amendment or modifications of this Agreement shall be effective unless in writing and signed by both parties.

15. *Mitigated Damages*

In the event Mr. Lamb is terminated for any reason other than good cause as set forth in Paragraph 6, above, Mr. Lamb agrees to make a good faith effort to mitigate to the fullest extent ICAA's obligation to continue the payments set forth in Paragraph 6.5, above, by seeking comparable employment at a similar rate of compensation or other opportunities reasonably within the scope of his expertise and experience to provide personal services for remuneration. If Mr. Lamb obtains new employment or other opportunities, the University's obligation to continue these payments will be reduced by the total compensation or other remuneration received in Mr. Lamb's new position. Payment schedule will be determined by ICAA not to exceed the remainder of this Agreement. If Mr. Lamb fails to make a good faith effort to mitigate ICAA's obligation and fails to provide information to ICAA regarding these efforts when asked by the ICAA, then ICAA will have no further obligation to make payments under this Agreement.

16. *Liquidated Damages to ICAA*

16.1 Mr. Lamb hereby represents to have special, exceptional and unique knowledge, skill, experience and ability as a volleyball coach which, in addition to future acquisitions of coaching experience with the Program, as well as ICAA's interest in continuity in the Program, will render Mr. Lamb's services unique. Mr. Lamb recognizes that the loss of his services to the ICAA and the Program, without ICAA approval and release, prior to the expiration of the term of this Agreement, or any extension thereof, would cause an inherent loss to the ICAA. Both parties agree that the actual losses that would be suffered by the ICAA are difficult to ascertain. Therefore, this liquidated damages provision has been negotiated, in good faith, and agreed to by the parties in consideration of this fact, with both parties agreeing that the liquidated damages provision is reasonable.

16.2. The parties agree that in the event Mr. Lamb terminates this Agreement for any reason other than retirement or a decision to pursue another full-time career outside of intercollegiate athletics, Mr. Lamb will be obligated to pay ICAA, as liquidated damages and not as a penalty, the sum of thirty thousand dollars (\$30,000.00) from and after January 1, 2018. Said

amount to be paid within thirty (30) calendar days of Mr. Lamb providing notice of his intention to terminate the Agreement, said amount to be paid with a certified check from Mr. Lamb or a third party.

17. *General*

This Agreement sets forth the entire understanding of the parties and supersedes any and all prior agreements, arrangements and understandings relating to the subject matter hereof. This Agreement shall be binding upon and inure to the benefit of the parties and their respective successors, legal representatives and assigns. The article or section headings of this Agreement are for convenience of reference only and do not form a part hereof and do not in any way modify, interpret or construe the intentions of the parties. This Agreement shall be executed in one or more counterparts and all such counterparts shall constitute one and the same instrument.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement and/or authorized same to be executed by their duly authorized representatives as of the date shown below the respective signatures, said Agreement to become effective as of the later date.

"Mr. Lamb"

"ICAA"

CHRIS LAMB

WICHITA STATE UNIVERSITY
INTERCOLLEGIATE ATHLETIC

By: 

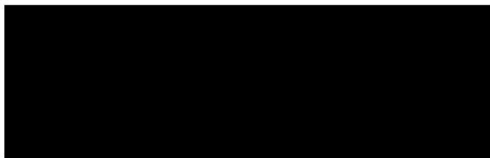
By: 

Date: 4-9-2018

Printed Name: Darron Boatright

Title: Director of Intercollegiate Athletics

Date: 3-2-18



AMENDMENT TO CONTRACT FOR EMPLOYMENT

This AMENDMENT TO CONTRACT FOR EMPLOYMENT ("Amendment") is made as of this _____, by and between WICHITA STATE UNIVERSITY INTERCOLLEGIATE ATHLETIC ASSOCIATION, INC. ("ICAA"), a corporation affiliated with WICHITA STATE UNIVERSITY ("WSU"), a state educational institution of Kansas and Chris Lamb ("Employee").

WHEREAS, ICAA and Employee have entered a Contract for Employment ("the Agreement"), executed April 9, 2018; and,

WHEREAS, ICAA and Employee wish to modify the Agreement according to the terms of this Amendment due to the financial uncertainties caused by the COVID-19 pandemic.

NOW, THEREFORE, for valuable consideration, the receipt of which is hereby acknowledged, ICAA and Employee agree as follows:

1. The Agreement is fully incorporated herein as if reproduced below. This Amendment and the Agreement constitute the entire agreement between the parties pertaining to its subject matter, and supersedes all prior agreements, understandings, negotiations and discussions, whether oral or written, of the parties hereto with respect to such subject matter. In the event of a conflict in terms among the agreements between the parties, the terms of this Amendment will control.
2. The parties agree that Employee's base salary for the 2019-2020 fiscal year is \$189,471.00 ("Base Salary").
3. The parties acknowledge that, per the Agreement, Employee may be entitled to a discretionary annual increase in salary for fiscal year 2020-2021. However, due to the current financial situation caused by the COVID-19 pandemic, the Athletic Director has determined that the Base Salary will not increase for fiscal year 2020-2021.
4. The parties acknowledge that, per the Agreement, Employee may be entitled to certain performance incentives for fiscal year 2020-2021 as set forth in paragraph 3.2. However, due to the current financial situation caused by the COVID-19 pandemic, Employee has agreed to forego said performance incentives for fiscal year 2020-2021.
5. Notwithstanding the foregoing, Employee shall be entitled to receive "Bonus Compensation" for fiscal year 2020-2021 as set forth in paragraph 3.3.
6. The parties agree to further amend the Agreement by implementing a one-time reduction of the Base Salary in the amount of \$3,643.67, which is equivalent to one week of the Base Salary. This one-time salary reduction will apply to the 2020-2021 fiscal year only, and the amount will be taken from payroll 14 (which begins June 14, 2020).
7. Any annual salary increases for succeeding years will be calculated in accordance with the terms of the Agreement, as amended herein, and will be based upon the Base Salary.
8. All other provisions of the Agreement, except as otherwise amended, shall remain unchanged.
9. The Agreement and all Amendments may be executed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.
10. The Agreement and all Amendments may be signed with electronic signatures. Whenever either Party executes an electronic signature on this Agreement, it has the same validity and meaning as a handwritten signature and shall be legally binding equivalent. The Parties agree that neither party will, at any time in the future, repudiate the meaning of an electronic signature or claim that an electronic signature is not legally binding.

[signature page to follow]

IN WITNESS WHEREOF, ICAA and Employee have caused this Agreement to be executed by their duly authorized representatives as of the date set forth above.

EMPLOYEE

WICHITA STATE UNIVERSITY
INTERCOLLEGIATE ATHLETIC
ASSOCIATION, INC.

By: _____
Name: _____
Title: u COACH
Dated: 7-29-20

By: _____
Name: Darron Boatright
Title: Director of Athletics
Dated: _____