August 2014

Christopher Clark
ATH/CREW (MEN)/CREW (MEN)

Dear Christopher:

I am pleased to inform you that the Board of Regents has approved the 2014-15 unclassified salary increases.

As a result, your 11 month salary rate which includes a base adjustment of $1,000 will be $100,999 effective July 1, 2014. Your operational area within Intercollegiate Athletics remains: ATH/CREW (MEN)/CREW (MEN).

If you have any questions, please feel free to contact Holly Weber, Human Resources Director, at 608-262-7468 or via email at hnw@athletics.wisc.edu.

Sincerely,

Barry Alvarez
Director of Athletics

cc. Personnel File

University of Wisconsin • Intercollegiate Athletics
Kellner Hall • 1440 Monroe Street • Madison, WI 53711
(608) 262-1866 • www.uwbadgers.com

ELEVENTH AMENDMENT TO EMPLOYMENT AGREEMENT

This ELEVENTH AMENDMENT TO EMPLOYMENT AGREEMENT ("Amendment") is entered into as of August 1, 2016, by and between the BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN ("University") through its duly authorized representatives, the University of Wisconsin-Madison Chancellor and its Director of Intercollegiate Athletics, and CHRIS CLARK ("Employee").

WHEREAS, University and Employee entered into an EMPLOYMENT AGREEMENT, effective July 1, 2004; and an AMENDMENT TO EMPLOYMENT AGREEMENT effective September 8, 2006; and a SECOND AMENDMENT TO EMPLOYMENT AGREEMENT effective September 6, 2007; and a THIRD AMENDMENT TO EMPLOYMENT AGREEMENT effective October 1, 2008; and a FOURTH AMENDMENT TO EMPLOYMENT AGREEMENT effective September 15, 2009; and a FIFTH AMENDMENT TO EMPLOYMENT AGREEMENT effective August 1, 2010; and a SIXTH AMENDMENT TO EMPLOYMENT AGREEMENT effective August 1, 2011; and a SEVENTH AMENDMENT TO EMPLOYMENT AGREEMENT effective August 1, 2012; and an EIGHTH AMENDMENT TO EMPLOYMENT AGREEMENT effective August 1, 2013; and a NINTH AMENDMENT TO EMPLOYMENT AGREEMENT effective August 1, 2014; and a TENTH AMENDMENT TO EMPLOYMENT AGREEMENT effective August 1, 2015; and

WHEREAS, University and Employee are both desirous of amending that EMPLOYMENT AGREEMENT, in certain respects, and in those respects only;

NOW THEREFORE, University and Employee hereby mutually agree as follows:

1. That Article II, Section A., of the EMPLOYMENT AGREEMENT, be amended to read as follows:

II. TERM, EXTENSION, AND ANNUAL REVIEW

A. University agrees to employ Employee hereunder as Head Men's Crew Coach for a term commencing on August 1, 2004, and ending on June 30, 2019, subject to the extension and termination provisions set forth expressly herein ("Term"). Employee shall be considered a full-time University employee eleven (11) of twelve (12) months of each year. Said eleven (11) months shall include all months except July of each year of the Term.

2. That all other terms and conditions of the EMPLOYMENT AGREEMENT, as amended, shall remain in full force and effect.

IN WITNESS HEREOF, University and Employee have executed this AMENDMENT in Madison, Wisconsin on the dates indicated below.

THE BOARD OF REGENTS OF THE
UNIVERSITY OF WISCONSIN SYSTEM

Date 6/28/16

Approved: _____
Barry Alvarez, Athletic Director

Date 7/7/16

Approved: _____
Chancellor (or Designee)

Date _____

_____
CHRIS CLARK

TENTH AMENDMENT TO EMPLOYMENT AGREEMENT

This TENTH AMENDMENT TO EMPLOYMENT AGREEMENT ("Amendment") is entered into as of August 1, 2015, by and between the BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN ("University") through its duly authorized representatives, the University of Wisconsin-Madison Chancellor and its Director of Intercollegiate Athletics, and CHRIS CLARK ("Employee").

WHEREAS, University and Employee entered into an EMPLOYMENT AGREEMENT, effective July 1, 2004; and an AMENDMENT TO EMPLOYMENT AGREEMENT effective September 8, 2006; and a SECOND AMENDMENT TO EMPLOYMENT AGREEMENT effective September 6, 2007; and a THIRD AMENDMENT TO EMPLOYMENT AGREEMENT effective October 1, 2008; and a FOURTH AMENDMENT TO EMPLOYMENT AGREEMENT effective September 15, 2009; and a FIFTH AMENDMENT TO EMPLOYMENT AGREEMENT effective August 1, 2010; and a SIXTH AMENDMENT TO EMPLOYMENT AGREEMENT effective August 1, 2011; and a SEVENTH AMENDMENT TO EMPLOYMENT AGREEMENT effective August 1, 2012; and an EIGHTH AMENDMENT TO EMPLOYMENT AGREEMENT effective August 1, 2013; and a NINTH AMENDMENT TO EMPLOYMENT AGREEMENT effective August 1, 2014; and

WHEREAS, University and Employee are both desirous of amending that EMPLOYMENT AGREEMENT, in certain respects, and in those respects only;

NOW THEREFORE, University and Employee hereby mutually agree as follows:

1. That Article II, Section A., of the EMPLOYMENT AGREEMENT, be amended to read as follows:

II. TERM, EXTENSION, AND ANNUAL REVIEW

A. University agrees to employ Employee hereunder as Head Men's Crew Coach for a term commencing on August 1, 2004, and ending on June 30, 2018, subject to the extension and termination provisions set forth expressly herein ("Term"). Employee shall be considered a full-time University employee eleven (11) of twelve (12) months of each year. Said eleven (11) months shall include all months except July of each year of the Term.

2. That all other terms and conditions of the EMPLOYMENT AGREEMENT, as amended, shall remain in full force and effect.

IN WITNESS HEREOF, University and Employee have executed this AMENDMENT in Madison, Wisconsin on the dates indicated below.

THE BOARD OF REGENTS OF THE
UNIVERSITY OF WISCONSIN SYSTEM

Date 7/8/15

Approved: _____
Barry Alvarez, Athletic Director

Date 7/15/15

Approved: _____
Chancellor (or Designee)

Date 7-7-2015

_____
CHRIS CLARK

NINTH AMENDMENT TO EMPLOYMENT AGREEMENT

This NINTH AMENDMENT TO EMPLOYMENT AGREEMENT ("Amendment") is entered into as of August 1, 2014, by and between the BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN ("University") through its duly authorized representatives, the University of Wisconsin-Madison Chancellor and its Director of Intercollegiate Athletics, and CHRIS CLARK ("Employee").

WHEREAS, University and Employee entered into an EMPLOYMENT AGREEMENT, effective July 1, 2004; and an AMENDMENT TO EMPLOYMENT AGREEMENT effective September 8, 2006; and a SECOND AMENDMENT TO EMPLOYMENT AGREEMENT effective September 6, 2007; and a THIRD AMENDMENT TO EMPLOYMENT AGREEMENT effective October 1, 2008; and a FOURTH AMENDMENT TO EMPLOYMENT AGREEMENT effective September 15, 2009; and a FIFTH AMENDMENT TO EMPLOYMENT AGREEMENT effective August 1, 2010; and a SIXTH AMENDMENT TO EMPLOYMENT AGREEMENT effective August 1, 2011; and a SEVENTH AMENDMENT TO EMPLOYMENT AGREEMENT effective August 1, 2012; and an EIGHTH AMENDMENT TO EMPLOYMENT AGREEMENT effective August 1, 2013; and

WHEREAS, University and Employee are both desirous of amending that EMPLOYMENT AGREEMENT, in certain respects, and in those respects only;

NOW THEREFORE, University and Employee hereby mutually agree as follows:

1. That Article II, Section A., of the EMPLOYMENT AGREEMENT, be amended to read as follows:

II. TERM, EXTENSION, AND ANNUAL REVIEW

A. University agrees to employ Employee hereunder as Head Men's Crew Coach for a term commencing on August 1, 2004, and ending on June 30, 2017, subject to the extension and termination provisions set forth expressly herein ("Term"). Employee shall be considered a full-time University employee eleven (11) of twelve (12) months of each year. Said eleven (11) months shall include all months except July of each year of the Term.

2. That all other terms and conditions of the EMPLOYMENT AGREEMENT, as amended, shall remain in full force and effect.

IN WITNESS HEREOF, University and Employee have executed this AMENDMENT in Madison, Wisconsin on the dates indicated below.

THE BOARD OF REGENTS OF THE
UNIVERSITY OF WISCONSIN SYSTEM

Date 7/9/14

Approved: _____
Barry Alvarez, Athletic Director

Date 7/15/14

Approved: _____
Chancellor (or Designee)

Date 6-29-2014

_____
CHRIS CLARK

EIGHTH AMENDMENT TO EMPLOYMENT AGREEMENT

This EIGHTH AMENDMENT TO EMPLOYMENT AGREEMENT ("Amendment") is entered into as of August 1, 2013, by and between the BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN ("University") through its duly authorized representatives, the University of Wisconsin-Madison Chancellor and its Director of Intercollegiate Athletics, and CHRIS CLARK ("Employee").

WHEREAS, University and Employee entered into an EMPLOYMENT AGREEMENT, effective July 1, 2004; and an AMENDMENT TO EMPLOYMENT AGREEMENT effective September 8, 2006; and a SECOND AMENDMENT TO EMPLOYMENT AGREEMENT effective September 6, 2007; and a THIRD AMENDMENT TO EMPLOYMENT AGREEMENT effective October 1, 2008; and a FOURTH AMENDMENT TO EMPLOYMENT AGREEMENT effective September 15, 2009; and a FIFTH AMENDMENT TO EMPLOYMENT AGREEMENT effective August 1, 2010; and a SIXTH AMENDMENT TO EMPLOYMENT AGREEMENT effective August 1, 2011; and a SEVENTH AMENDMENT TO EMPLOYMENT AGREEMENT effective August 1, 2012; and

WHEREAS, University and Employee are both desirous of amending that EMPLOYMENT AGREEMENT, in certain respects, and in those respects only;

NOW THEREFORE, University and Employee hereby mutually agree as follows:

1. That Article II, Section A., of the EMPLOYMENT AGREEMENT, be amended to read as follows:

II. TERM, EXTENSION, AND ANNUAL REVIEW

A. University agrees to employ Employee hereunder as Head Men's Crew Coach for a term commencing on August 1, 2004, and ending on June 30, 2016, subject to the extension and termination provisions set forth expressly herein ("Term"). Employee shall be considered a full-time University employee eleven (11) of twelve (12) months of each year. Said eleven (11) months shall include all months except July of each year of the Term.

2. That all other terms and conditions of the EMPLOYMENT AGREEMENT, as amended, shall remain in full force and effect.

IN WITNESS HEREOF, University and Employee have executed this AMENDMENT in Madison, Wisconsin on the dates indicated below.

THE BOARD OF REGENTS OF THE
UNIVERSITY OF WISCONSIN SYSTEM

Date 7/10/13

Approved: _____
Barry Alvarez, Athletic Director

Date 7/19/13

Approved: _____
Chancellor (or Designee)

Date 7-08-2013

_____
CHRIS CLARK

SEVENTH AMENDMENT TO EMPLOYMENT AGREEMENT

This SEVENTH AMENDMENT TO EMPLOYMENT AGREEMENT ("Amendment") is entered into as of August 1, 2012, by and between the BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN ("University") through its duly authorized representatives, the University of Wisconsin-Madison Chancellor and its Director of Intercollegiate Athletics, and CHRIS CLARK ("Employee").

WHEREAS, University and Employee entered into an EMPLOYMENT AGREEMENT, effective July 1, 2004; and an AMENDMENT TO EMPLOYMENT AGREEMENT effective September 8, 2006; and a SECOND AMENDMENT TO EMPLOYMENT AGREEMENT effective September 6, 2007; and a THIRD AMENDMENT TO EMPLOYMENT AGREEMENT effective October 1, 2008; and a FOURTH AMENDMENT TO EMPLOYMENT AGREEMENT effective September 15, 2009; and a FIFTH AMENDMENT TO EMPLOYMENT AGREEMENT effective August 1, 2010; and a SIXTH AMENTMENT TO EMPLOYMENT AGREEMENT effective August 1, 2011; and

WHEREAS, University and Employee are both desirous of amending that EMPLOYMENT AGREEMENT, in certain respects, and in those respects only;

NOW THEREFORE, University and Employee hereby mutually agree as follows:

1. That Article II, Section A., of the EMPLOYMENT AGREEMENT, be amended to read as follows:

II. TERM, EXTENSION, AND ANNUAL REVIEW

A. University agrees to employ Employee hereunder as Head Men's Crew Coach for a term commencing on August 1, 2004, and ending on June 30, 2015, subject to the extension and termination provisions set forth expressly herein ("Term"). Employee shall be considered a full-time University employee eleven (11) of twelve (12) months of each year. Said eleven (11) months shall include all months except July of each year of the Term.

2. That all other terms and conditions of the EMPLOYMENT AGREEMENT, as amended, shall remain in full force and effect.

IN WITNESS HEREOF, University and Employee have executed this AMENDMENT in Madison, Wisconsin on the dates indicated below.

THE BOARD OF REGENTS OF THE
UNIVERSITY OF WISCONSIN SYSTEM

Date 8/6/12

Approved: _____
Barry Alvarez, Athletic Director

Date 8/20/12

Approved: _____
Chancellor (or Designee)

Date 7-11-2012

_____
CHRIS CLARK

SIXTH AMENDMENT TO EMPLOYMENT AGREEMENT

This SIXTH AMENDMENT TO EMPLOYMENT AGREEMENT ("Amendment") is entered into as of August 1, 2011, by and between the BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN ("University") through its duly authorized representatives, the University of Wisconsin-Madison Chancellor and its Director of Intercollegiate Athletics, and CHRIS CLARK ("Employee").

WHEREAS, University and Employee entered into an EMPLOYMENT AGREEMENT, effective July 1, 2004; and an AMENDMENT TO EMPLOYMENT AGREEMENT effective September 8, 2006; and a SECOND AMENDMENT TO EMPLOYMENT AGREEMENT effective September 6, 2007; and a THIRD AMENDMENT TO EMPLOYMENT AGREEMENT effective October 1, 2008; and a FOURTH AMENDMENT TO EMPLOYMENT AGREEMENT effective September 15, 2009; and a FIFTH AMENDMENT TO EMPLOYMENT AGREEMENT effective August 1, 2010; and

WHEREAS, University and Employee are both desirous of amending that EMPLOYMENT AGREEMENT, in certain respects, and in those respects only;

NOW THEREFORE, University and Employee hereby mutually agree as follows:

1. That Article II, Section A., of the EMPLOYMENT AGREEMENT, be amended to read as follows:

II. TERM, EXTENSION, AND ANNUAL REVIEW

A. University agrees to employ Employee hereunder as Head Men's Crew Coach for a term commencing on August 1, 2004, and ending on June 30, 2014, subject to the extension and termination provisions set forth expressly herein ("Term"). Employee shall be considered a full-time University employee eleven (11) of twelve (12) months of each year. Said eleven (11) months shall include all months except July of each year of the Term.

2. That all other terms and conditions of the EMPLOYMENT AGREEMENT, as amended, shall remain in full force and effect.

IN WITNESS HEREOF, University and Employee have executed this AMENDMENT in Madison, Wisconsin on the dates indicated below.

THE BOARD OF REGENTS OF THE
UNIVERSITY OF WISCONSIN SYSTEM

Date 8/11/11

Approved: _____
Barry Alvarez, Athletic Director

Date 8/22/11

Approved: _____
Chancellor (or Designee)

Date 7-25-2011

_____
CHRIS CLARK

FIFTH AMENDMENT TO EMPLOYMENT AGREEMENT

This FIFTH AMENDMENT TO EMPLOYMENT AGREEMENT ("Amendment") is entered into as of the last date of signature hereon, by and between the BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN ("University") through its duly authorized representatives, the University of Wisconsin-Madison Chancellor and its Director of Intercollegiate Athletics, and CHRIS CLARK ("Employee").

WHEREAS, University and Employee entered into an EMPLOYMENT AGREEMENT, effective July 1, 2004; and an AMENDMENT TO EMPLOYMENT AGREEMENT effective September 8, 2006; and a SECOND AMENDMENT TO EMPLOYMENT AGREEMENT effective September 6, 2007; and a THIRD AMENDMENT TO EMPLOYMENT AGREEMENT effective October 1, 2008; and a FOURTH AMENDMENT TO EMPLOYMENT AGREEMENT effective September 15, 2009; and

WHEREAS, University and Employee are both desirous of amending that EMPLOYMENT AGREEMENT, in certain respects, and in those respects only;

NOW THEREFORE, University and Employee hereby mutually agree as follows:

1. That Article II, Section A., of the EMPLOYMENT AGREEMENT, be amended to read as follows:

II. TERM, EXTENSION, AND ANNUAL REVIEW

A. University agrees to employ Employee hereunder as Head Men's Crew Coach for a term commencing on August 1, 2004, and ending on June 30, 2013, subject to the extension and termination provisions set forth expressly herein ("Term"). Employee shall be considered a full-time University employee eleven (11) of twelve (12) months of each year. Said eleven (11) months shall include all months except July of each year of the Term.

2. That all other terms and conditions of the EMPLOYMENT AGREEMENT, as amended, shall remain in full force and effect.

IN WITNESS HEREOF, University and Employee have executed this AMENDMENT in Madison, Wisconsin on the dates indicated below.

THE BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Date 6/17/10

Approved: _____
Barry Alvarez, Athletic Director

Date 7-13-10

Approved: _____
Chancellor (or Designee)

Date 6-19-2010

_____
CHRIS CLARK

FOURTH AMENDMENT TO EMPLOYMENT AGREEMENT

This FOURTH AMENDMENT TO EMPLOYMENT AGREEMENT ("Amendment") is entered into as of the last date of signature hereon, by and between the BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN ("University") through its duly authorized representatives, the University of Wisconsin-Madison Chancellor and its Director of Intercollegiate Athletics, and CHRIS CLARK ("Employee").

WHEREAS, University and Employee entered into an EMPLOYMENT AGREEMENT, effective July 1, 2004; and an AMENDMENT TO EMPLOYMENT AGREEMENT effective September 8, 2006; and a SECOND AMENDMENT TO EMPLOYMENT AGREEMENT effective September 6, 2007; and a THIRD AMENDMENT TO EMPLOYMENT AGREEMENT effective October 1, 2008; and

WHEREAS, University and Employee are both desirous of amending that EMPLOYMENT AGREEMENT, in certain respects, and in those respects only;

NOW THEREFORE, University and Employee hereby mutually agree as follows:

1. That Article II, Section A., of the EMPLOYMENT AGREEMENT, be amended to read as follows:

II. TERM, EXTENSION, AND ANNUAL REVIEW

A. University agrees to employ Employee hereunder as Head Men's Crew Coach for a term commencing on August 1, 2004, and ending on June 30, 2012, subject to the extension and termination provisions set forth expressly herein ("Term"). Employee shall be considered a full-time University employee eleven (11) of twelve (12) months of each year. Said eleven (11) months shall include all months except July of each year of the Term.

2. That all other terms and conditions of the EMPLOYMENT AGREEMENT, as amended, shall remain in full force and effect.

IN WITNESS HEREOF, University and Employee have executed this AMENDMENT in Madison, Wisconsin on the dates indicated below.

THE BOARD OF REGENTS OF THE
UNIVERSITY OF WISCONSIN SYSTEM

Date 6/22/09

Approved: _____
Barry Alvarez, Athletic Director

Date 9/15/09

Approved: _____
Chancellor (or Designee)

Date 6-25-09

_____
CHRIS CLARK

THIRD AMENDMENT TO EMPLOYMENT AGREEMENT

This THIRD AMENDMENT TO EMPLOYMENT AGREEMENT ("Amendment") is entered into as of the last date of signature hereon, by and between the BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN ("University") through its duly authorized representatives, the University of Wisconsin-Madison Chancellor and its Director of Intercollegiate Athletics, and CHRIS CLARK ("Employee").

WHEREAS, University and Employee entered into an EMPLOYMENT AGREEMENT, effective July 1, 2004; and an AMENDMENT TO EMPLOYMENT AGREEMENT effective September 8, 2006; and a SECOND AMENDMENT TO EMPLOYMENT AGREEMENT effective September 6, 2007; and

WHEREAS, University and Employee are both desirous of amending that EMPLOYMENT AGREEMENT, in certain respects, and in those respects only;

NOW THEREFORE, University and Employee hereby mutually agree as follows:

1. That Article II, Section A., of the EMPLOYMENT AGREEMENT, be amended to read as follows:

II. TERM, EXTENSION, AND ANNUAL REVIEW

A. University agrees to employ Employee hereunder as Head Men's Crew Coach for a term commencing on August 1, 2004, and ending on June 30, 2011, subject to the extension and termination provisions set forth expressly herein ("Term"). Employee shall be considered a full-time University employee eleven (11) of twelve (12) months of each year. Said eleven (11) months shall include all months except July of each year of the Term.

2. That all other terms and conditions of the EMPLOYMENT AGREEMENT, as amended, shall remain in full force and effect.

IN WITNESS HEREOF, University and Employee have executed this AMENDMENT in Madison, Wisconsin on the dates indicated below.

THE BOARD OF REGENTS OF THE
UNIVERSITY OF WISCONSIN SYSTEM

Date 7/22/08

Approved: _____
Barry Alvarez, Athletic Director

Date 10/1/08

Approved: _____
Chancellor (or Designee)

Date 7-24-08

_____
CHRIS CLARK

SECOND AMENDMENT TO EMPLOYMENT AGREEMENT

This SECOND AMENDMENT TO EMPLOYMENT AGREEMENT ("Amendment") is entered into as of the last date of signature hereon, by and between the BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN ("University") through its duly authorized representatives, the University of Wisconsin-Madison Chancellor and its Director of Intercollegiate Athletics, and CHRIS CLARK ("Employee").

WHEREAS, University and Employee entered into an EMPLOYMENT AGREEMENT, effective July 1, 2004; and an AMENDMENT TO EMPLOYMENT AGREEMENT effective September 8, 2006; and

WHEREAS, University and Employee are both desirous of amending that EMPLOYMENT AGREEMENT, in certain respects, and in those respects only;

NOW THEREFORE, University and Employee hereby mutually agree as follows:

1. That Article II, Section A., of the EMPLOYMENT AGREEMENT, be amended to read as follows:

II. TERM, EXTENSION, AND ANNUAL REVIEW

A. University agrees to employ Employee hereunder as Head Men's Crew Coach for a term commencing on August 1, 2004, and ending on June 30, 2010, subject to the extension and termination provisions set forth expressly herein ("Term"). Employee shall be considered a full-time University employee eleven (11) of twelve (12) months of each year. Said eleven (11) months shall include all months except July of each year of the Term.

2. That all other terms and conditions of the EMPLOYMENT AGREEMENT, as amended, shall remain in full force and effect.

IN WITNESS HEREOF, University and Employee have executed this AMENDMENT in Madison, Wisconsin on the dates indicated below.

THE BOARD OF REGENTS OF THE
UNIVERSITY OF WISCONSIN SYSTEM

Date 7/27/07

Approved: _____
Barry Alvarez, Athletic Director

Date 8-15-07

Approved: _____
Chancellor (or Designee)

Date 9-6-07

_____
CHRIS CLARK

AMENDMENT TO EMPLOYMENT AGREEMENT

This AMENDMENT TO EMPLOYMENT AGREEMENT ("Amendment") is entered into as of the last date of signature hereon, by and between the BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN ("University") through its duly authorized representatives, the University of Wisconsin-Madison Chancellor and its Director of Intercollegiate Athletics, and CHRIS CLARK ("Employee").

WHEREAS, University and Employee entered into an EMPLOYMENT AGREEMENT, effective July 1, 2004; and

WHEREAS, University and Employee are both desirous of amending that EMPLOYMENT AGREEMENT, in certain respects, and in those respects only;

NOW THEREFORE, University and Employee hereby mutually agree as follows:

1. That Article II, Section A., of the EMPLOYMENT AGREEMENT, be amended to read as follows:

II. TERM, EXTENSION, AND ANNUAL REVIEW

A. University agrees to employ Employee hereunder as Head Men's Crew Coach for a term commencing on August 1, 2004, and ending on June 30, 2009, subject to the extension and termination provisions set forth expressly herein ("Term"). Employee shall be considered a full-time University employee eleven (11) of twelve (12) months of each year. Said eleven (11) months shall include all months except July of each year of the Term.

2. That all other terms and conditions of the EMPLOYMENT AGREEMENT, as amended, shall remain in full force and effect.

IN WITNESS HEREOF, University and Employee have executed this AMENDMENT in Madison, Wisconsin on the dates indicated below.

THE BOARD OF REGENTS OF THE
UNIVERSITY OF WISCONSIN SYSTEM

Date 8/3/06

Approved: _____
Barry Alvarez, Athletic Director

Date 9-8-06

Approved: _____
Chancellor (or Designee)

Date 8-16-06

_____
CHRIS CLARK

EMPLOYMENT AGREEMENT
DIVISION OF INTERCOLLEGIATE ATHLETICS
UNIVERSITY OF WISCONSIN-MADISON
WITH

Chris Clark

This EMPLOYMENT AGREEMENT ("Agreement") is entered into this 1st day of July, 2004, by and between the BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM ("University"), through its duly authorized representatives, the University of Wisconsin-Madison Chancellor and its Director of Intercollegiate Athletics, and Chris Clark ("Employee").

I. THE POSITION

Subject to the terms and conditions stated in this Agreement, Employee shall be employed by University as University's Head Men's Crew Coach. Employee shall perform such duties as may be assigned in connection with the supervision and administration of the Men's Crew program, and otherwise as appropriate, in the intercollegiate athletic program of University. Employee shall work under the immediate supervision of an Associate Director of Intercollegiate Athletics ("AAD") as the Director has designated, and shall confer with AAD on all matters requiring administrative decisions.

Employee's appointment is a "limited appointment" under sec. 36.17, Stats., and Ch. UWS 15, Wis. Adm. Code. As a limited appointee, employee serves at the pleasure of the appointing authority. Neither non-renewal nor termination of a limited appointment and assignment of another title and duties is appealable.

II. TERM, EXTENSION, AND ANNUAL REVIEW

A. University agrees to employ Employee hereunder as Head Men's Crew Coach for a term commencing on August 1, 2004, and ending on June 30, 2007, subject to the extension and termination provisions set forth expressly herein ("Term"). Employee shall be considered a full-time University employee eleven (11) of twelve (12) months of each year. Said eleven (11) months shall include all months except July of each year of the Term.

B. This Agreement shall terminate without further notice to Employee at the conclusion of the Term specified in Article II., Section A. above. Any extension or renewal of this Agreement must be expressly agreed to in writing, and is subject to written approval as provided for in Articles XIV. and XV. of this Agreement.

C. The AAD shall, at an appropriate time, conduct an annual review of Employee's performance under this Agreement and the applicable evaluation criteria of the Division of Intercollegiate Athletics ("Division"), as set out in the Division's standard evaluation form for head coaches. The results of this review shall be taken into account in determining any increase in Employee's Salary and/or any extension of the Term hereof. It is anticipated that so long as Employee's performance hereunder is satisfactory, the Term hereof shall be reviewed at the end of the second year and any decision to provide additional years will be made at that time.

III. COMPENSATION

A. University agrees to pay Employee as compensation for services as Head Men's Crew Coach $60,568 ($66,073 annual base) effective July 1, 2004. Employee shall also be provided University's applicable employee benefits. Annual increases in Salary for subsequent years may be awarded on July 1, in accord with the pay plan approved by the Board of Regents.

B. As additional compensation, the Division shall provide Employee with the use of an automobile.

IV. SCOPE OF SERVICES

To fulfill the purpose of his employment as Head Men's Crew Coach, Employee, in a satisfactory and proper manner, shall:

A. Faithfully and conscientiously perform the duties specified in Article I. and this Article IV.;

B. Devote full time, attention, and energy to the duties of Head Men's Crew Coach as required herein, and to the promotion of University's Men's Crew program, and avoid any business or professional activities or pursuits that will prevent Employee from devoting full time to the performance of his duties under this Agreement, or which will detract in any manner from the duties outlined herein; and

C. Recognize and comply with the laws, policies, rules, and regulations governing University and its employees, and the rules of the National Collegiate Athletic Association ("NCAA") and any applicable conferences with which the University may affiliate, as now constituted or as they may be amended during the Term hereof. Employee shall take all reasonable steps to endeavor to ensure that all assistant coaches, and any other employees for which Employee is administratively responsible, comply with the aforesaid policies, rules, and regulations.

V. TERMINATION AND LIQUIDATED DAMAGES

A. By University.

University recognizes that the entire Term of this Agreement is of the essence of this Agreement to Employee. University also recognizes that Employee is making a highly valuable contribution to University by entering into this Agreement, and that this contribution would be lost were University to terminate this Agreement prior to the expiration of its Term. While recognizing these agreements and this entire Agreement, the parties agree that University may, nevertheless, terminate this Agreement prior to the conclusion of the Term, but only upon the following terms and conditions.

1. For just cause.

University may terminate this Agreement at any time for just cause, in which case Employee shall be given notice and an opportunity to be heard. In the event this Agreement is terminated for just cause, all obligations of University to make further payments and/or to provide any other consideration hereunder shall cease as of the date of such termination. In no case shall University be liable to Employee for the loss of any collateral business opportunities or any other benefits, perquisites, or income from any other sources. Termination for just cause is not subject to the provision for liquidated damages set forth in Article V., Section A.3. below.

The term "just cause" shall include any of the following:

(a) A deliberate or serious violation of the duties set forth in Articles I. and IV. of this Agreement, or refusal or unwillingness to perform such duties in good faith and to the best of Employee's abilities;

(b) A material violation by Employee of any of the other terms and conditions of this Agreement not remedied after thirty (30) days written notice thereof to Employee;

(c) Any conduct of Employee which constitutes moral turpitude, which would constitute a criminal offense under Wisconsin law, or which would tend to bring public disrespect, contempt, or ridicule upon University;

(d) A deliberate or serious violation, material in nature, of any law, rule, regulation, constitutional provision or bylaw of University, the applicable conference, or the NCAA, which violation may, in the sole judgment of University, reflect adversely upon University or its athletic program, including any serious violation which may result in University being placed on probation by the conference or the NCAA;

(e) A deliberate or serious violation, material in nature, of any law, rule, regulation, constitutional provision or bylaw of University, the applicable conference, or the NCAA by a member of the coaching staff, or any other person under Employee's supervision and direction, which violation may, in the sole judgment of University, reflect adversely upon University or its athletic program, including any serious violation which may result in University being placed on probation by the conference or the NCAA, and which violation was the result of Employee's failure to reasonably supervise the offending individual(s); or

(f) Prolonged absence from duty without University's written consent.

For purposes of (e) above, Employee shall be presumed to have reasonably supervised his staff if he (1) regularly instructs his staff of their obligation to know and follow all applicable rules and regulations and to seek interpretations as necessary; (2) informs them of and requires their attendance at compliance education sessions; (3) takes their compliance into account when evaluating their performance for purposes of salary increases or continued employment; and (4) applies appropriate disciplinary measures in the event of violations. This presumption may be rebutted by University by credible evidence to the contrary.

2. Termination by University without cause.

University shall have the right to terminate this Agreement prior to the conclusion of the Term without cause. Termination "without cause" shall include:

(a) For death or disability.

Notwithstanding any other provision of this Agreement, this Agreement shall terminate automatically if Employee dies or becomes totally or permanently disabled within the meaning of the applicable retirement system or of any University income continuation program definition. Termination hereunder is not subject to the provision for liquidated damages set forth in Article V., Section A.3. below. In the event Employee becomes disabled as defined herein, University agrees to continue Employee's Salary for ninety (90) days from the date of disability. Said ninety (90) days shall include the use by Employee of all accumulated sick and vacation leave.

(b) With notice.

This Agreement may be terminated at any time by University by delivering to Employee written notice of University's intent to terminate this Agreement without cause, which notice shall be effective thirty (30) days after the date of delivery of such notice to Employee. If University exercises its right under this provision to terminate this Agreement without cause, Employee shall be entitled to damages only as provided for in Article V., Section A.3. below.

3. Liquidated damages upon termination by University without cause, with notice.

If University terminates this Agreement without cause pursuant to Article V., Section A.2.(b), University shall pay to Employee, as liquidated damages, an amount equal to Employee's Salary for the period from the effective date of the termination to the end of the Term, including any extension thereof, or for one (1) year, whichever amount is greater. University's obligation shall be paid on a monthly basis, prorated over the balance of the Term of this Agreement. In the alternative and within University's sole discretion, University may pay to Employee a lump sum equal to the total monthly payments otherwise due hereunder, discounted to an equivalent net present value using the short-term Applicable Federal Rate under Internal Revenue Code § 1274(d), annual compounding, as of the end of the month immediately preceding the date of termination.

In either event, Employee will be entitled to continue his health insurance plan at his own expense for up to thirty-four (34) months from the effective date of termination, but will not be entitled to any other employee benefits, except as otherwise provided herein or required by applicable law. As permitted by Wisconsin law, Employee may secure a conversion policy for his UW group term life insurance. In no case shall University be liable for the loss of any collateral business opportunities or any other benefits, perquisites, or income from any sources that may ensue as a result of University's termination of this Agreement without cause.

The parties have bargained for and agreed to the foregoing liquidated damages provision, giving consideration to the fact that termination of this Agreement by University without cause prior to its natural expiration may cause Employee to lose certain benefits, supplemental compensation, or outside compensation relating to his employment at University, which damages are extremely difficult to determine with certainty or fairly or adequately. The parties further agree that the payment of such liquidated damages by University and acceptance thereof by Employee shall constitute adequate and reasonable compensation to Employee for the damages and injury suffered by Employee because of such termination by University. The foregoing shall not be, nor be construed to be, a penalty.

B. By Employee.

Employee recognizes that his promise to work for University for the entire Term of this Agreement is of the essence of this Agreement to University. Employee also recognizes that University is making a highly valuable investment in his continued employment by entering into this Agreement and that its investment would be lost were he to resign or otherwise terminate his employment with University prior to the expiration of the Term of this Agreement. While recognizing these agreements and this entire Agreement, the parties agree that Employee may, nevertheless, terminate this Employment Agreement prior to its normal expiration, but only upon the following terms and conditions.

1. For just cause.

This Agreement may be terminated by Employee at any time for just cause. Just cause shall mean any substantial breach of this Agreement by University not remedied by University after thirty (30) days written notice thereof to University.

2. Without cause.

(a) For death or disability.

Notwithstanding any other provision of this Agreement, this Agreement shall terminate automatically if Employee dies or becomes totally or permanently disabled within the meaning of the applicable retirement system or of any University income continuation program definition. Termination hereunder is not subject to the provision for liquidated damages set forth in Article V., Section B.3. below. In the event Employee becomes disabled as defined herein, University agrees to continue Employee's Salary for ninety (90) days from the date of disability. Said ninety (90) days shall include the use by Employee of all accumulated sick and vacation leave.

(b) With notice.

This Agreement may be terminated by Employee by giving University written notice of the termination of his employment with University. If Employee exercises his right under this provision to terminate this Agreement without cause, University shall be entitled to damages as provided for in Article V., Section B.3. below.

3. Liquidated damages upon termination by Employee.

If Employee terminates this Agreement under Article V., Section B.2.(b), and accepts employment in collegiate or professional athletics within one (1) year of this termination, Employee shall pay to University, as liquidated damages, an amount equal to Employee's Salary, for the period from the effective date of this termination or for one (1) year, whichever amount is less. Such liquidated damages shall be due and payable within one hundred twenty (120) days after notice of termination of this Agreement or after acceptance of employment in collegiate or professional athletics, as applicable. Employee will be entitled to continue his health insurance plan at his own expense for up to thirty-four (34) months from the effective date of termination, but will not be entitled to any other employee benefits, except as otherwise provided herein or required by applicable law. As permitted by Wisconsin law, Employee may secure a conversion policy for his UW group term life insurance. In no case shall University be liable for the loss of any collateral business opportunities or any other benefits, perquisites, or income from any other sources that may ensue as a result of Employee's termination of this Agreement.

The parties have bargained for and agreed to the foregoing liquidated damages provision, giving consideration to the fact that University will incur administrative, recruiting, and resettlement costs in obtaining a replacement for Employee in addition to potentially increased compensation costs if Employee terminates this Agreement while serving as Head Men's Crew Coach, which damages are extremely difficult to determine with certainty or fairly or adequately. The parties further agree that the payment of such liquidated damages by Employee and acceptance thereof by University shall constitute adequate and reasonable compensation to University for the damages and injury suffered by it because of such termination by Employee. The foregoing shall not be, nor be construed to be, a penalty.

VI. DISCIPLINARY/CORRECTIVE ACTION

Further, but without limiting University's rights set forth in Article V. above, or its rights to impose any such other discipline as may be warranted, and in compliance with certain NCAA and conference provisions, if Employee is found in violation of NCAA or conference regulations, he shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA or conference enforcement procedures, and Employee may be suspended for a period of time, without pay, or your employment may be terminated if you are found to have engaged in significant or repetitive violations of NCAA regulations.

VII. OUTSIDE EMPLOYMENT, ACTIVITIES, AND BENEFITS

A. Prior approval.

Employee agrees to devote his full time and effort to University and agrees not to accept other employment while a full-time employee of University without prior written approval of the Athletic Director or designee, which approval shall not be unreasonably withheld. Prior annual written approval from the Athletic Director is required for receipt or acceptance of any and all athletically-related income and benefits from sources outside the institution, and endorsements of commercial products, which approval shall not be unreasonably withheld. This includes compensation or gratuities from athletics shoe, apparel, or equipment manufacturers, whether in exchange for the use of such merchandise during practice or competition or not, for which contracts must also be in compliance with the applicable Big Ten policy effective September 1, 1994. Payments for services to media organizations, such as radio and television stations, and their sponsors, and employee-run and owned summer camps during any time Employee is not a full-time University employee are generally permissible outside activities, but also require prior approval of the Athletic Director.

B. Reporting of previous receipt.

Employee shall annually report outside activities and interests and employment perquisites received during the previous year as required by Division policy and/or UWS Chapter 8.

C. Use of name and logos.

It is further understood and agreed that Employee shall not, directly or by implication, use University's name or logos in the endorsement of commercial or other products or services for personal gain or otherwise without the prior written approval of the Chancellor or designee.

VIII. UNIVERSITY PROPERTY

Employee agrees that during his employment he will receive or be involved in the development of charts, films, books, reports, diagrams, and other paraphernalia which shall be and remain the property of University, and he agrees to surrender such property upon demand by the Director. Any materials created on Employee's free time, and at his expense, shall remain his property.

IX. ACADEMIC POLICY AND GOVERNANCE

Employee understands that, by Wisconsin law and custom, the UW-Madison faculty have certain responsibilities for the governance of University, including primary responsibility for all academic and educational activities; and that University faculty have delegated to the Athletic Board all the faculty's responsibility and power over such aspects of intercollegiate athletics. Employee understands and agrees that his University employment is subject to this system of academic governance.

X. ACADEMIC SUPPORT

Employee understands that the Athletic Board is very concerned about the well-being of every student-athlete, and agrees that he and each member of his staff will take an active interest with every athlete to expedite his or his progress toward a degree.

XI. FULL COOPERATION IN INVESTIGATIONS

Employee agrees to cooperate and make full disclosure of all pertinent facts to the proper authorities should there be an investigation of the intercollegiate athletic program, including his conduct, by University, any applicable conference with which University affiliates, or the NCAA.

XII. ENTIRE AGREEMENT

This Agreement contains the entire understanding of the parties, with respect to the matters contained herein, and there are no representations, warranties, covenants, or undertakings other than those expressly set forth herein.

XIII. SEVERABILITY

If any provision of this Agreement shall be determined to be void, invalid, unenforceable, or illegal for any reason, it shall be ineffective only to the extent of such prohibition and the validity and enforceability of all the remaining provisions shall not be affected thereby.

XIV. MODIFICATION

This Agreement may be amended at any time only upon mutual agreement in writing by the parties.

XV. ASSIGNMENT

Neither party may assign its rights or obligations under this Agreement without the advance, written consent of the other party; provided, however, that nothing contained herein shall prohibit Employee from assigning, for collateral purposes only, his right to receive payments hereunder, including, but not limited to, his payments of salary under Article III. or liquidated damages under Article V., Section A.3.

XVI. GENERAL

A. Applicable laws and regulations.

All provisions of this Agreement are subject to the laws of the State of Wisconsin and the rules and regulations of the Board of Regents of the University of Wisconsin System or other University authority. It is expressly understood that these include, but are not limited to, the following:

1. Policy on Outside Activities and Interests and Employment Perquisites for Division of Intercollegiate Athletics Personnel.

2. Unclassified Staff Code of Ethics, Chapter UWS 8, Wisconsin Administrative Code.

B. Approval by University of Wisconsin-Madison Chancellor.

This Agreement is subject to approval of and must be signed by the University of Wisconsin-Madison Chancellor (or designee).

Dated at Madison, Wisconsin, this _____ day of _____, 2004.

THE BOARD OF REGENTS OF THE
UNIVERSITY OF WISCONSIN SYSTEM:

Approved:
Date 7-15-04 Director _____

Approved:
Date 8/30/04 Chancellor (or Designee) _____

EMPLOYEE:
Date 7-26-04 HEAD COACH _____