

THE STATE OF TEXAS §

COUNTY OF LUBBOCK §

SECOND AMENDED EMPLOYMENT AGREEMENT OF ROBERT L. DUNCAN

This Second Employment Agreement (the “Agreement”) is made and entered into this the 17th day of October 2016 by and between the Texas Tech University System (the “TTU System”) and Robert L. Duncan, J.D. (“Duncan”) wherein Duncan is employed as the 4th Chancellor (“Chancellor”) of the TTU System, (collectively the “Parties”).

Whereas, following a national search, Duncan was appointed as the 4th Chancellor of the Texas Tech University System; and

Whereas, Duncan and TTUS previously entered into an Employment Agreement, the term of which was to end on June 30, 2018 (the “Amended Employment Agreement”); and

Whereas, the Board of Regents has determined that it is in the best interest of the TTU System that Duncan continue to serve as Chancellor of the TTU System; and

Whereas, the TTU System and Duncan have agreed to this Second Amended Employment Agreement to govern Duncan’s employment.

Therefore, for and in consideration of the mutual benefits and consideration expressed herein, Duncan’s employment by the TTU System as the Chancellor of the TTU System is hereby continued upon the following terms, conditions, covenants, and agreements:

**I.
Appointment**

This Agreement shall be effective upon execution by the Parties.

**II.
Term of Employment**

The term of this Agreement shall commence upon execution of the Parties and terminate the 30th day of June, 2019. For purposes of this Agreement, the period from the date of execution by the Parties through June 30, 2017 and July 1st to the following June 30th thereafter during the term of this Agreement shall be referred to as a “Contract Year”.

**III.
Base Salary Compensation**

Duncan shall be remunerated for services rendered as Chancellor at the annual base salary (“Base Salary”) of \$512,900 per Contract Year payable in equal monthly installments. Duncan shall receive a pro rata portion of Base Salary from September 1, 2016 through June 30, 2017. Annual performance evaluations, as well as the consideration of future salary actions, will be conducted as specified by The Policies and Procedures of the Board of Regents of the Texas Tech University System (The “*Regents’ Rules*”).