

**2026 AMENDMENT TO 2021 EMPLOYMENT AGREEMENT**

THIS AMENDMENT (“2026 Amendment”) TO THE 2021 EMPLOYMENT AGREEMENT (“2021 Employment Agreement”) is made this \_\_\_\_\_ day of \_\_\_\_\_, 2026 by and among the Florida State University Board of Trustees, for and on behalf of Florida State University (“University” or “FSU”), and Dr. Richard D. McCullough (“Dr. McCullough” or “President”), and amends the terms of the President’s 2021 Employment Agreement, dated on or about June 26, 2021, and the 2021, 2022, 2023, 2024, and 2025 Amendments, by and among the University and the President in the following respects only. In the event of any conflict, disagreement, or incongruity between or among any of the terms, conditions and/or provisions of the 2021 Employment Agreement, as amended, and this 2026 Amendment, the terms and provisions of this Amendment shall govern, have priority and be controlling thereof.

NOW THEREFORE, in consideration of the sum of \$10.00, the mutual covenants, conditions, promises contained herein, other good and valuable consideration, the parties hereby agree to amend the 2021 Employment Agreement, as amended, as follows:

Section 1.0 is hereby deleted and superseded by the following:

**Section 1.0 Term.** The initial term for the University to employ Dr. McCullough as its president was August 16, 2021 through August 31, 2026. Upon mutual agreement of the parties and subject to approval of the FSU Board of Trustees and any approval and confirmation required by the Florida Board of Governors, this employment term is extended for an additional (3) three years, such that the ending date shall be August 31, 2029. Upon mutual agreement of the parties and any required approvals or confirmations, this term may be extended for additional successive term(s). Dr. McCullough hereby accepts such employment on the terms and conditions set forth in the Employment Agreement, as amended, and this 2026 Amendment. This appointment shall be subject to termination as provided for in the Employment Agreement and to the availability of annual appropriations by the Florida Legislature.

IN WITNESS WHEREOF, Dr. Richard D. McCullough and the authorized representative of the Florida State University Board of Trustees have executed this 2026 Amendment on date specified.

FLORIDA STATE UNIVERSITY  
BOARD OF TRUSTEES,  
for and on behalf of Florida State University

PRESIDENT

\_\_\_\_\_  
Peter Collins  
Chair, Florida State University Board of Trustees

\_\_\_\_\_  
Dr. Richard D. McCullough  
President, Florida State University

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Reviewed and approved as to form and legal sufficiency:

\_\_\_\_\_  
Carolyn A. Egan, Vice President for Legal Affairs and General Counsel