

**AMENDMENT NUMBER ONE
TO PRESIDENT’S EMPLOYMENT AGREEMENT**

THIS AMENDMENT NUMBER ONE to the Employment Agreement, effective as of July 1, 2026, ("Amendment No. 1") is between the Florida Gulf Coast University Board of Trustees ("FGCU" or the "Board") and Dr. Aysegul Timur ("Dr. Timur" or the "President"), collectively, the Parties.

WHEREAS, FGCU and Dr. Timur entered into an Employment Agreement effective July 1, 2023 to June 30, 2026;

WHEREAS, the President’s Employment Agreement specifies the amount of Dr. Timur’s Base Salary and any Annual Bonus to be provided;

WHEREAS, in recognition for her outstanding services to the University, the Board would like to extend the contract and adjust Dr. Timur’s Base Salary and Annual Bonus;

WHEREAS, consistent with the actions of the Board on April 14, 2026, the Parties desire to amend the President's Employment Agreement to document the extension of the Term and adjustment to Base Salary and Annual Bonus as provided herein.

NOW THEREFORE, in consideration of the mutual promises and conditions of the Parties contained herein, and other valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties hereby agree as follows:

1. Recitals. The above recitals are true and correct and are hereby incorporated in their entirety in this Amendment No. 1 to the President's Employment Agreement.
2. Extension of Term. The President's Employment Agreement is hereby amended to expire on June 30, 2027.
3. Change to “Base Salary”. The parties agree to modify the Base Salary identified in Article IV, Section A of the President’s Employment Agreement to reflect an annual salary of \$750,000.00 commencing July 1, 2026.
4. Change to “Annual Incentive Bonus”. The parties agree to modify the Annual Incentive Bonus identified in Article IV, Section B of the President’s Employment Agreement to reflect a potential Annual Incentive Bonus of up to 40% of Annual Base Salary contingent upon the availability of funds.
5. Board of Governors' Confirmation. This Amendment No. 1 is conditioned upon obtaining the confirmation of the Board of Governors to the extension of the Term.
6. Ratification. Except as modified hereby, all of the terms, covenants, and conditions of the President's Employment Agreement shall remain in full force and effect and are

hereby ratified and affirmed.

7. Amendment Controls. In the event of a conflict between the terms of this Amendment No. 1 and the President's Employment Agreement, the terms of this Amendment No. 1 shall control.

In all other respects, and except as specifically modified and amended herein, the President's Employment Agreement, finally executed effective on July 1, 2023, shall continue in full force and effect as written and the Parties hereto agree to be bound thereby.

IN WITNESS WHEREOF, the Parties hereto have executed this Amendment No. 1.

**FLORIDA GULF COAST UNIVERSITY
BOARD OF TRUSTEES**

AYSEGUL TIMUR

Dr. Aysegul Timur, President

APPROVED AS TO FORM AND LEGALITY

David M. Greenbaum
Deputy General Counsel