2026 AMENDMENT TO 2026 AMENDED AND RESTATED EMPLOYMENT AGREEMENT

THIS AMENDMENT ("Amendment") to the 2026 Amended and Restated Employment Agreement is entered into by and between the University of Central Florida Board of Trustees (the "Board" or the "Board of Trustees") and Alexander N. Cartwright ("Dr. Cartwright"). The Board and Dr. Cartwright are referred to collectively as the "Parties."

WHEREAS, the Parties entered into the 2026 Amended and Restated Employment Agreement, effective January 1, 2026 (the "Employment Agreement"), under which Dr. Cartwright serves as President of the University of Central Florida through December 31, 2026; and

WHEREAS, the Parties mutually desire to extend Dr. Cartwright's employment as President for an additional three years, through and including December 31, 2029.

NOW, THEREFORE, in consideration of the mutual promises, covenants, and conditions contained herein, and other good and valuable consideration, the receipt and sufficiency of which are acknowledged, the Parties agree to amend the Employment Agreement as follows:

1. Amendment to Section 1.0. Section 1.0 of the Employment Agreement is deleted in its entirety and replaced with the following:

Section 1.0 Term. The Board shall employ Dr. Cartwright as its President for a term beginning January 1, 2026, and ending December 31, 2029. Upon mutual written agreement of the Parties and subject to approval by the Board of Trustees and ratification by the Florida Board of Governors, the term may be extended for additional successive terms following an annual review of performance. Dr. Cartwright accepts such employment on the terms and conditions set forth in the Employment Agreement, as amended. Dr. Cartwright's appointment remains subject to termination as provided in the Employment Agreement.

2. Effect of Amendment. Except as expressly amended by this Amendment, all terms and conditions of the Employment Agreement remain unchanged and in full force and effect. If any provision of this Amendment conflicts with the Employment Agreement, this Amendment controls.

3. Board of Governors Ratification. This Amendment is subject to and shall not be enforceable until ratification by the Florida Board of Governors.

4. Counterparts. This Amendment may be executed in counterparts, including by electronic signature, each of which shall be deemed an original and all of which together constitute one instrument.

IN WITNESS WHEREOF, Dr. Cartwright and the authorized representative of the Board of Trustees have executed this Amendment on the dates set forth below.

UNIVERSITY OF CENTRAL FLORIDA
BOARD OF TRUSTEES

By: _____
Alex Martins
Chair, Board of Trustees
Date: _____

PRESIDENT

By: _____
Alexander N. Cartwright
President, University of Central Florida
Date: _____

Reviewed and approved as to form and legal sufficiency:

_____
Vice President and General Counsel
University of Central Florida