

FIRST ADDENDUM TO PRESIDENT'S EMPLOYMENT CONTRACT

This FIRST ADDENDUM TO THE PRESIDENT'S EMPLOYMENT CONTRACT, by and between the BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 502, Counties of DuPage, Cook and Will, State of Illinois (the "Board"), and ROBERT L. BREUDER (the "President"), is agreed to and entered into by the Board and the President on this 16th day of April, 2009.

WITNESSETH:

WHEREAS, the Board and the President entered into an Employment Agreement on the 18th day of November 2008, regarding the employment of the President by the Board for the period from January 1, 2009 through June 30, 2012;

WHEREAS, the current Employment Contract provides that the Agreement shall terminate on June 30, 2012;

WHEREAS, the President has fully and faithfully discharged all of his duties and responsibilities to the Board's satisfaction and is satisfactorily working toward the mission and long-term goals established by the Board when he was hired;

WHEREAS, the Board has requested that the President continue to serve as the President for a period of three (3) additional years, through June 30, 2015, to address the Board's long-term goals and the future of the College as a leader in the area of community college education; and

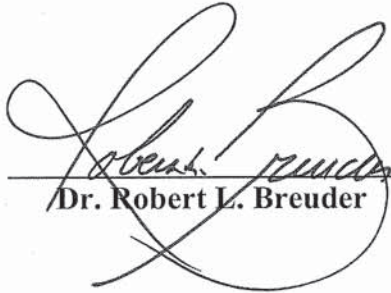
WHEREAS, the President has agreed to serve an additional three (3) year period as President, through June 30, 2015.

NOW THEREFORE, it is hereby understood and agreed by the Board and the President that the President's Employment Agreement is amended as follows:

1. Effective immediately, the President's Employment Agreement shall be extended through June 30, 2015, and the President shall be entitled to all previously agreed and/or accrued rights, benefits and compensation as set forth in the President's Employment Contract and this First Addendum.
2. Effective immediately and retroactive to January 1, 2009, the President shall participate in a non-qualified deferred compensation plan to which the Board shall make monthly contributions on his behalf in an amount equal to Six Thousand Dollars (\$6,000). Beginning July 1, 2009, and continuing on an annual basis, the monthly contribution amount of Six Thousand Dollars (\$6,000) shall be increased by the percent increase that the Board awards the President on his annual compensation for that contract year. Upon the end of the full time employment of the President, the President shall be entitled to receive all amounts contributed under this paragraph.

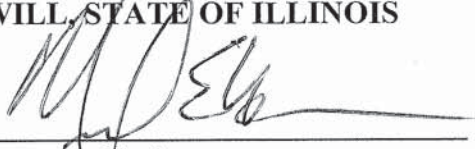
Dated and signed this 16th day of April, 2009.

PRESIDENT



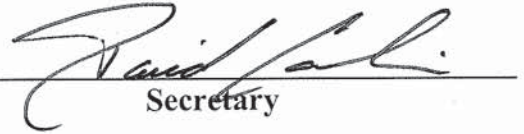
Dr. Robert L. Breuder

**BOARD OF TRUSTEES
COMMUNITY COLLEGE
DISTRICT NO. 502
COUNTIES OF DuPAGE, COOK
AND WILL, STATE OF ILLINOIS**

By: 

Chairman

ATTEST:



Secretary

**2010 AMENDMENT
TO EMPLOYMENT AGREEMENT**

This Amendment to the November 18, 2008 President's Employment Agreement ("Agreement") between the Board of Trustees of the College of DuPage (the "Board") and Robert L. Breuder ("President") is made by the parties this 22nd day of June 2010.

The Agreement is amended to include the following:

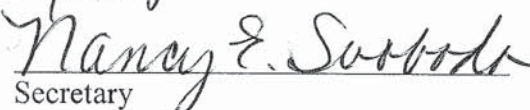
1. The President will be eligible to receive an annual Respite and Renewal Leave of up to twelve (12) days to be taken during the time period of the end of the Spring Semester and the beginning of the Fall Semester. Unused leave provided under this provision will not accumulate and will not carry over from year to year.
2. The purpose of the Leave is to provide the President with dedicated time to evaluate the events of the previous academic year and focus his thinking and energies on the established institutional priorities and annual objectives for the upcoming academic year in the best interests of the College.
3. The President will advise and seek the approval of the Board Chairman on or before the April 30th preceding the Leave of his request to exercise the Leave. During such Leave, the President will be available to the Board Chairman and Vice Chairman, and the College to ensure continuity of operations.
4. Except as provided herein, the provisions of the Agreement shall remain in force.

IN WITNESS WHEREOF, the parties have executed this Amendment to Employment Agreement in duplicate this 22nd day of June 2010.

PRESIDENT



BOARD OF TRUSTEES OF
COLLEGE OF DUPAGE
DUPAGE COUNTY, ILLINOIS


Chairman
Secretary

SECOND ADDENDUM TO PRESIDENT'S EMPLOYMENT AGREEMENT

This SECOND ADDENDUM TO PRESIDENT'S EMPLOYMENT AGREEMENT, by and between the BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 502, Counties of DuPage, Cook and Will, State of Illinois (the "Board"), and ROBERT L. BREUDER (the "President"), is agreed to and entered into by the Board and the President on this 24th day of January, 2011.

WITNESSETH:

WHEREAS, the Board and the President entered into an Employment Agreement on the 18th day of November 2008, regarding the employment of the President by the Board for the period from January 1, 2009 through June 30, 2012;

WHEREAS, the current Employment Agreement provides for an annual percentage increase applied to the salary defined in Paragraph B.1 of that Agreement; and

WHEREAS, the parties have determined to apply the annual percentage increase to the total value of the President's compensation package consistent with the original intent of the parties.

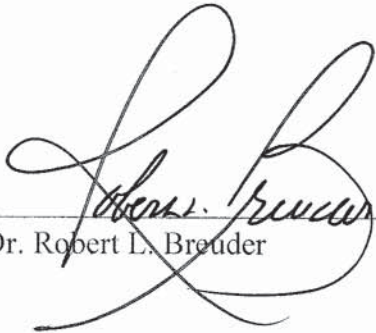
NOW THEREFORE, it is hereby understood and agreed by the Board and the President that the President's Employment Agreement is amended as follows:

1. Effective immediately, Section B.2 of the Employment Agreement is replaced to read as follows:

"The President's salary defined in Paragraph B.1 herein and all other components of his total compensation package will be increased, on an annual basis beginning July 1, 2009, to the extent fiscally prudent, based upon satisfactory performance. Annually the President's total compensation package will be at a minimum increased by the same percentage increase provided by the Board to other cabinet-level administrators for that particular year. For purposes of this Paragraph, the total compensation package will include, but not be limited to, the following components: salary, deferred compensation, auto allowance, term life insurance including gross up, professional development stipend, housing allowance and annuity. The Board may, in its discretion, award the President a larger annual increase based upon his performance. Such increase to the total compensation package will be construed to be an amendment to the salary provision of this Agreement but will not otherwise affect the provisions of this Agreement."

2. All other provisions of the Employment Agreement and the First Addendum to the President's Employment Agreement will remain in effect.

PRESIDENT




Dr. Robert L. Breuder

**BOARD OF TRUSTEES
COMMUNITY COLLEGE
DISTRICT NO. 502
COUNTIES OF DUPAGE, COOK
AND WILL, STATE OF ILLINOIS**

By: 

Chairman

ATTEST:

 *Acting Secretary*

Secretary

THIRD ADDENDUM TO PRESIDENT'S EMPLOYMENT CONTRACT

This THIRD ADDENDUM TO PRESIDENT'S EMPLOYMENT CONTRACT, by and between the BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 502, Counties of DuPage, Cook and Will, State of Illinois (the "Board"), and ROBERT L. BREUDER (the "President"), is agreed to and entered into by the Board and the President.

WITNESSETH:

WHEREAS, the Board and the President entered into an Employment Contract on the 18th day of November 2008, for the employment of the President by the Board for the period from January 1, 2009 through June 30, 2012;

WHEREAS, the President's employment period was extended to June 30, 2015 by the First Addendum to the President's Employment Contract; and

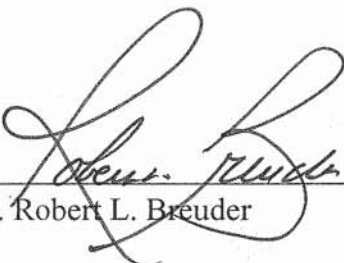
WHEREAS, the parties have determined to extend the President's employment period for an additional year in the best interests of the College.

NOW THEREFORE, it is hereby understood and agreed by the Board and the President that the President's Employment Agreement is amended as follows:

1. Effective immediately, the President's Employment Contract is extended through June 30, 2016 and the President shall be entitled to all previously agreed and/or accrued rights, benefits and compensation as set forth in the Presidents Employment Contract as amended.
2. All other provisions of the President's Employment Contract as amended shall remain in effect.

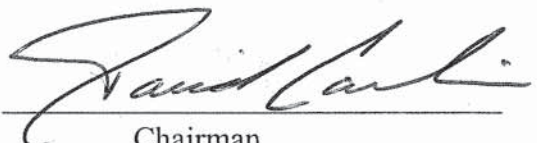
Dated and signed this 12th day of July 2011.

PRESIDENT



Dr. Robert L. Breuder

**BOARD OF TRUSTEES
COMMUNITY COLLEGE
DISTRICT NO. 502
COUNTIES OF DUPAGE, COOK
AND WILL, STATE OF ILLINOIS**

By: 

Chairman

ATTEST:

Allison O'Donnell

Secretary