SPECIAL AMENDMENT TO EMPLOYMENT AGREEMENT

In light of the unusual circumstances due to the ongoing coronavirus pandemic and the impact of the pandemic on the finances of the University of Tennessee, Knoxville Athletic Department, as well as the financial cost of participating in a post-season bowl game, as consideration for the University allowing the University of Tennessee, Knoxville football team to appear in a post-season bowl game (if invited), I am voluntarily agreeing to modify my employment agreement by agreeing to waive the payment of any Incentive Compensation related to appearing in a bowl game following the fall 2020 football season.

This special amendment does not alter any other terms of my employment agreement, including the rights of either party to terminate my employment agreement for cause or without cause, subject to the terms set forth in my employment agreement.

UNIVERSITY OF TENNESSEE

By: __________________________
    Dr. Donde Plowman,
    Chancellor
    University of Tennessee, Knoxville

Date: 12/10/2020

COACH

By: __________________________
    Printed Name

Date: 12/10/2020