

## AMENDMENT NUMBER 1 TO EMPLOYMENT AGREEMENT

This is Amendment Number 1 to the Employment Agreement between **THE UNIVERSITY OF TENNESSEE**, for and on behalf of The University of Tennessee, Knoxville (“UTK”) and UTK’s Athletics Department (collectively, the “University”), and **KELSEY POPE** (“Coach”) that became effective on October 9, 2022. In consideration of the covenants contained in this Amendment Number 1, and for other good and valuable consideration, the receipt and sufficiency of which are acknowledged, the parties agree as follows:

The University and Coach agree to increase the Base Pay of the Employment Agreement. Accordingly, the first sentence of Article II, Section 2.1 of the Employment Agreement is deleted the current language and substituted the following language:

**SECTION 2.1. BASE PAY.** As payment and consideration for the services to be performed by Coach under this Agreement, the University agrees to pay Coach an annualized salary (“Base Pay”) in the amount of Three Hundred Seventy-Five Thousand \$375,000) for February 1,2023 to January 31, 2025.

Article III, Section 3.3.2 of the Employment Agreement is amended by deleting the first sentence in its entirety and substituting the following language:

**SECTION 3.3.2. COACH SEPARATION PAYMENT.** If Coach terminates this Agreement without cause at any time prior to the end of the Term, including any extension thereof, and accepts employment with any school or any NFL team, then Coach shall pay the University a one-time separation payment (“Coach Separation Payment”) in an amount equal to the amount of remaining Base Pay (as determined under section 2.1) that Coach would have received if he had completed the Term.

Except as revised by this Amendment Number 1, the Employment Agreement remains in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Amendment Number 1 on the dates indicated below.

**THE UNIVERSITY OF TENNESSEE**

**KELSEY POPE**

DocuSigned by:  
*Danny White*  
By: 945B07F887A5477...  
**Dr. Daniel J. White**  
Vice Chancellor and Director of Athletics  
The University of Tennessee, Knoxville

DocuSigned by:  
*Kelsey Pope*  
CF695903957A44A...  
**Kelsey Pope**

1/10/2024 | 11:35:59 PST

**Date**

1/4/2024 | 17:49:30 PST

**Date**

DocuSigned by:  
*Donde Plowman*  
E58D6E72BC1744E...  
**Dr. Donde Plowman, Chancellor**  
The University of Tennessee, Knoxville

1/11/2024 | 13:45:36 MST

**Date**