

AMENDMENT NUMBER 2 TO EMPLOYMENT AGREEMENT

This is Amendment Number 2 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 **RODNEY GARNER** (“Coach”) that became effective on May 1, 2022 and was amended on January 31, 2023. In consideration of the covenants contained in this Amendment Number 2, as well as the separately executed Supplement to Amendment Number 2, 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 extend the Term of the Employment Agreement by one (1) year. Accordingly, Article I, Section 1.2 of the Employment Agreement is amended by deleting the date of “January 31, 2025” and inserting instead the date of “January 31, 2026.”

Article II, Section 2.2.1 of the Employment Agreement is amended by deleting the current language in its entirety and substituting the following language:

Section 2.2.1. Supplemental Pay. The University agrees to pay Coach additional annualized compensation payable from income earned by the University under the University’s various broadcast, endorsement, and/or consultation contracts (“Supplemental Pay”) in accordance with the following schedule:

<u>Contract Year</u>	<u>Supplemental Pay</u>
February 1, 2024 through January 31, 2025	\$610,000
February 1, 2025 through January 31, 2026	\$610,000

The University shall pay the Supplemental Pay to Coach in equal monthly installments in accordance with the University’s customary monthly payroll procedures, with partial years or months prorated. Supplemental Pay shall not be increased in accordance with the terms of any across the board or merit salary increase authorized or mandated for University employees by the State of Tennessee or the University.

Except as revised by this Amendment Number 2, the Employment Agreement remains in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Amendment Number 2 on the dates indicated below.

THE UNIVERSITY OF TENNESSEE

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

3/10/2024 | 08:33:06 PDT

Date

RODNEY GARNER

DocuSigned by:
Rodney Garner
959FCA380D474D5...

3/7/2024 | 14:39:22 PST

Date

DocuSigned by:
Donde Plowman
E58D6E72BC1744E...

Dr. Donde Plowman, Chancellor
The University of Tennessee, Knoxville

3/11/2024 | 14:59:44 MDT

Date