

## AMENDMENT 1 TO EMPLOYMENT AGREEMENT

This is Amendment Number 1 (the "Amendment") to the Employment Agreement ("Agreement") between **THE UNIVERSITY OF TENNESSEE** ("University") and **TIM BANKS** ("Coach") entered into on August 31, 2022. In consideration of the covenants contained in this Amendment, and for other good and valuable consideration, the receipt and sufficiency of which are acknowledged, the parties agree as follows:

1. **TERM.** The University and Coach agree to extend the Term of the Agreement and, as such, hereby amend the first sentence of Section 1.2 of the Agreement by deleting the date of "January 31, 2025" in its entirety and replacing it with "January 31, 2028".
  
2. **SUPPLEMENTAL PAY.** The University and Coach agree to modify the supplemental pay schedule set forth in Section 2.2.1 of the Agreement by adding the following language to the schedule under the Contract Year and Supplemental Pay headings, respectively:

"February 1, 2025 through January 31, 2026	\$1,860,000
February 1, 2026 through January 31, 2027	\$1,860,000
February 1, 2027 through January 31, 2028	\$1,860,000"
  
3. **INCENTIVE COMPENSATION.** The University and Coach agree to modify the incentive compensation in Section 2.3.1 of the Agreement by deleting its subsections (a)-(c) in their entirety and replacing those with the following:


"(a) Appearing in a bowl game	8.33%
(b) Appearing in a First Round CFP Game	12%
(c) Appearing in a CFP Quarterfinal Game (New Year's 6)	14%
(d) Appearing in a CFP Semifinal Game	16%"

Terms not defined herein shall have the same meaning as set forth in the Agreement. Except as revised by this Amendment, the Employment Agreement remains in full force and effect.

**[SIGNATURE PAGE TO FOLLOW]**


IN WITNESS WHEREOF, the parties hereto have executed this Amendment on the dates shown below.

THE UNIVERSITY OF TENNESSEE

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

1/23/2025 | 10:01:33 PST

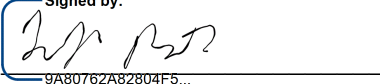
Date

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

1/24/2025 | 05:49:15 MST

Date

TIM BANKS

  
9A80762A82804F5...  
**Tim Banks**

1/20/2025 | 09:10:27 PST

Date