

**AMENDMENT NUMBER 3 TO EMPLOYMENT AGREEMENT**

This is Amendment Number 3 to the Employment Agreement between **THE UNIVERSITY OF TENNESSEE** (“University”) and **EVE RACKHAM WATT** (“Coach”) that became effective on January 12, 2018, as amended by the Uniform Amendment that became effective on June 24, 2020, Amendment Number 1 that became effective on July 15, 2020, and Amendment Number 2 that became effective on February 18, 2022. In consideration of the covenants contained in this Amendment Number 3, and for other good and valuable consideration, the receipt and sufficiency of which are acknowledged by the parties, the parties agree as follows:

The University and Coach agree to extend the Term of the Employment Agreement by two (2) years. Accordingly, Article I, Section 1.2 of the Employment Agreement is amended by deleting the date of “January 31, 2027” and inserting instead the date of “January 31, 2029.”

Article II, Section 2.1 of the Employment Agreement is amended by increasing the Base Pay as follows:

<b><u>Contract Year</u></b>	<b><u>Base Pay</u></b>
February 1, 2024 – January 31, 2025	\$330,000
February 1, 2025 – January 31, 2026	\$330,000
February 1, 2026 – January 31, 2027	\$330,000
February 1, 2027 – January 31, 2028	\$330,000
February 1, 2028 – January 31, 2029	\$330,000

Article III, Section 3.1.2 of the Employment Agreement is amended by deleting the current language in its entirety and substituting the following language:

**Section 3.1.2. Separation Payment.** If the University terminates this Agreement without cause, then the University shall pay Coach a separation payment (the “University Separation Payment”) in an amount equal to fifty percent (50%) of the monthly rate of Base Pay times the number of months remaining in the Term, with any part of a month prorated based on weekdays and subject to all applicable state and federal tax reporting and withholding requirements.

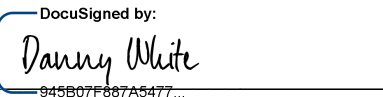
Article III, Section 3.3.2 of the Employment Agreement is amended by deleting the current language in its entirety and substituting the following language:

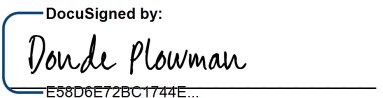
**Section 3.3.2. Coach Separation Payment.** If Coach terminates this Agreement without cause at any time during the Term, then Coach (or a third party on Coach’s

behalf) shall pay the University a separation payment (“Coach Separation Payment”) in an amount equal to fifty percent (50%) of the monthly rate of Base Pay times the number of months remaining in the Term, with any part of a month prorated based on weekdays and subject to all applicable state and federal tax reporting and withholding requirements.

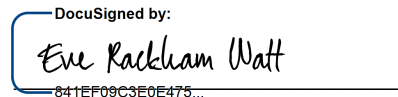
Except as revised by this Amendment Number 3, the Employment Agreement, as amended by the Uniform Amendment, Amendment Number 1, and Amendment Number 2, remains in full force and effect.

**THE UNIVERSITY OF TENNESSEE**

By:   
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**Dr. Daniel J. White**  
**Vice Chancellor and Director of Athletics**  
**The University of Tennessee, Knoxville**  
  
1/3/2024 | 11:00:14 PST  
**Date**

  
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**Dr. Donde Plowman, Chancellor**  
**The University of Tennessee, Knoxville**  
  
1/4/2024 | 13:53:05 MST  
**Date**

**EVE RACKHAM WATT**

  
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**Eve Rackham Watt**  
  
12/25/2023 | 10:38:14 PST  
**Date**