

AMENDMENT NUMBER 2 TO EMPLOYMENT AGREEMENT

This is Amendment Number 2 ("Amendment") to the Employment Agreement between **THE UNIVERSITY OF TENNESSEE** ("University") and **JOEY HALZLE** ("Coach"), dated June 6, 2022, as amended by Amendment Number 1, dated January 11, 2023. 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:

The University and Coach agree to extend the Term of the Employment Agreement until January 31, 2028. Accordingly, Article I, Section 1.2 is amended by deleting the date of "January 31, 2026" and substituting the date of "January 31, 2028".

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

Section 2.2.1 Supplemental Pay. The University agrees to pay Coach additional annualized compensation payable from income earned by the University under various broadcast, endorsement, and/or consultation contracts ("Supplemental Pay") in the amount of One-Million One-Hundred and Sixty Thousand Dollars (\$1,160,000) for December 2, 2025 to January 31, 2028. The University shall pay the Supplemental Pay to Coach in equal monthly installments in accordance with 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.

Article II, Section 2.3.1 of the Employment Agreement is hereby amended by deleting the current language in its entirety and substituting the following language:

Section 2.3.1. A maximum of one (1) of the following (payment based on highest goal achieved in this subsection):

- | | | |
|-----|--------------------------------------|-------|
| (a) | Appearing in a bowl game | 8.33% |
| (b) | Appearing in a CFP First Round game | 12% |
| (c) | Appearing in a CFP Quarterfinal Game | 14% |
| (d) | Appearing in a CFP Semifinal Game | 16% |

Article III, Section 3.3.2 is amended by deleting the section in its entirety and substituting it with the following:

Section 3.3.2. Coach Separation Payment. If Coach terminates Coach's employment 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

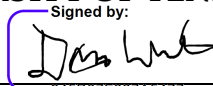
equal to fifty percent (50%) of the total compensation (Base Pay plus Supplemental Pay) that would have otherwise been payable to Coach through the end of the Term had he not terminated the Agreement. Payment of the Coach Separation Payment shall be paid to the University before the last day of the month following the month in which Coach terminates the Agreement. Coach's obligation to pay the Separation Payment may be waived by the University in writing signed by the UTK Chancellor, for good cause and upon request of the Head Football Coach made to the Chancellor through the Athletics Director.

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

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

THE UNIVERSITY OF TENNESSEE

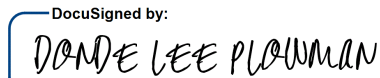
By:

Signed by:

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

12/8/2025 | 11:10:43 EST

Date

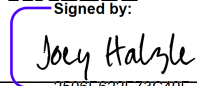
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Dr. Donde Plowman
Chancellor
The University of Tennessee,
Knoxville

12/9/2025 | 01:51:32 MST

Date

JOEY HALZLE

Signed by:

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Joey Halzle

12/8/2025 | 09:23:28 EST

Date