

AMENDMENT NUMBER 3 TO EMPLOYMENT AGREEMENT

This is Amendment Number 3 (“Amendment”) to the Employment Agreement between **THE UNIVERSITY OF TENNESSEE** (“University”) and **BRENNAN WEBB** (“Coach”), dated June 28, 2018, as amended. 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 hereby agree as follows:

The University and Coach agree to extend the Term of the Employment Agreement until June 30, 2031. Accordingly, Article I, Section 1.2 is amended by deleting the date of “June 30, 2030” and substituting the date of “June 30, 2031” and, in case of any conflict, this date shall control.

Article II, Section 2.1 is amended by deleting that section in its entirety and substituting the following:

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 accordance with the following schedule, subject to all applicable state and federal tax reporting and withholding requirements:

<u>Contract Year</u>	<u>Base Pay</u>
July 1, 2026 – June 30, 2027	\$315,000
July 1, 2027 – June 30, 2028	\$315,000
July 1, 2028 – June 30, 2029	\$315,000
July 1, 2029 – June 30, 2030	\$315,000
July 1, 2030 – June 30, 2031	\$315,000

The University shall pay the Base Pay in equal monthly installments in accordance with the University’s customary monthly payroll procedures, with parties years or months prorated. The Base 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. The Base Pay is subject to the same furlough and temporary salary reduction measures that may be imposed from time-to-time by the University on its exempt employees.

Article III, Sections 3.1.1 through 3.1.3 are amended, respectively, by deleting each section in their entirety and substituting them with the following:

Section 3.1.1. Right of University to Terminate Without Cause. In its sole discretion and at any time during the Term, the University has the right to terminate Coach’s employment without Cause (as defined in Section 3.2.2) upon written notice to Coach. The effective date of the termination (“Termination Date”) shall be the

date on which the University issues the written notice to Coach or any other date specified in the notice that is after the date the notice is given. The University's decision to terminate Coach's employment without Cause is not subject to any University Rules.

Section 3.1.2 University Separation Payment. If the University terminates this Agreement without cause pursuant to Section 3.1.1, then the University shall pay Coach a separation payment (the "University Separation Payment") in an amount equal to fifty percent (50%) of the aggregate Base Pay that would have been owed to Coach for the remainder of the Term as of the Termination Date.

Section 3.1.3 University Separation Payment. Payment of the University Separation Payment shall be made in equal monthly installments over a period equal to the number of months remaining in the Term, subject to all applicable state and federal tax reporting and withholding requirements, with the first monthly installment payment due on or before the last day of the month following the Termination Date (e.g., if the Agreement is terminated on October 15, then the first monthly installment would be due on or before November 30).

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

Section 3.3.2 Coach Separation Payment and Separation Payment Schedule. If Coach terminates this Agreement without cause pursuant to 3.3.1, then Coach (or a third party on Coach's behalf) shall pay the University a separation payment (the "Coach Separation Payment") in an amount equal to fifty percent (50%) of the aggregate Base Pay that would have been owed to Coach for the remainder of the Term as of the Coach Termination Date. Payment of the Coach Separation Payment shall be made to the University within forty- five (45) days of the Coach Termination Date. This obligation shall survive the termination of this Agreement and shall continue in full force and effect for all purposes notwithstanding the termination of this 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 to Employment Agreement on the dates shown below.

THE UNIVERSITY OF TENNESSEE

Signed by:
Danny White
By: _____
945B07F887A5477

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

6/12/2026 | 13:29:16 EDT

Date

BRENNAN WEBB

Signed by:
Brennan Webb

B07FB3CF143F498

Brennan Webb

6/11/2026 | 15:54:26 EDT

Date

Signed by:
Donde Plowman

E58D6E72BC1744E...

Dr. Donde Plowman
Chancellor
The University of Tennessee,
Knoxville

6/12/2026 | 13:30:00 EDT

Date