

AMENDMENT NUMBER 4 TO EMPLOYMENT AGREEMENT

This is Amendment Number 4 to the Employment Agreement between **THE UNIVERSITY OF TENNESSEE** at Martin ("University") and **KURT MCGUFFIN** ("McGuffin") that was fully executed on June 20, 2017, as amended by Amendment Number 1 that became effective on November 30, 2018, the Uniform Amendment that became effective on May 11, 2020, Amendment Number 2 that became effective on September 3, 2020, and Amendment Number 3 that became effective on December 20, 2023 (the "Employment Agreement").

In consideration of the covenants contained in this Amendment Number 4, and for other good and valuable consideration, the receipt and sufficiency of which are acknowledged, the parties agree as follows:

The University and McGuffin agree that McGuffin shall be entitled to a vehicle allowance. Accordingly, Article I, Section 2 of the Employment Agreement is amended by adding the following language:

"Section 2.2.1 Vehicle/Vehicle Allowance. The University, in its sole discretion as to which option it selects, shall provide McGuffin with either: (a) one (1) vehicle of a quality, in terms of make and model, similar to vehicles provided to University head coaches, for personal use by McGuffin; or (b) compensation in the amount of Four Hundred Dollars (\$400) per month as a vehicle allowance in lieu of McGuffin's participation in the Athletics Department's courtesy vehicle program. The University shall be solely responsible for maintaining liability insurance coverage on the vehicles provided to McGuffin under the courtesy vehicle program. McGuffin shall be solely responsible for maintaining full comprehensive and collision insurance coverage on the courtesy vehicles, for paying fuel costs, and for otherwise complying with the courtesy vehicle program. McGuffin acknowledges that the value of the courtesy vehicle or the amount of a vehicle allowance shall be reported as income and that McGuffin shall be responsible for payment of any income taxes associated with the vehicles or a vehicle allowance."

Except as revised by this Amendment Number 4, the Employment Agreement remains in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Amendment Number 4 on the dates indicated below.

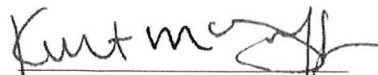
THE UNIVERSITY OF TENNESSEE

By:


Dr. Yancy E. Freeman
Chancellor, The University
of Tennessee at Martin

1-30-25
Date

KURT MCGUFFIN


Kurt McGuffin

1/30/25
Date