

AMENDMENT NUMBER 5 TO EMPLOYMENT AGREEMENT

This is Amendment Number 5 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, Amendment Number 3 that became effective on December 20, 2023, and Amendment Number 4 that was executed on January 30, 2025 (the "Employment Agreement").

In consideration of the covenants contained in this Amendment Number 5, and for other good and valuable consideration, the receipt and sufficiency of which are acknowledged, the parties agree as follows:

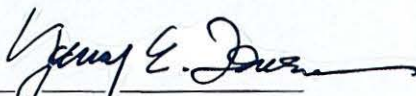
The University and McGuffin agree that McGuffin's Base Pay from January 1, 2026, through the end of the Term as stated in Amendment Number 3 is not correct and that clarification is needed. Furthermore, McGuffin's Base Pay has been impacted by across-the-board and/or merit salary increases that have been awarded in previous years. Accordingly, for purposes of clarification, McGuffin's Base Pay under Article II, Section 2.1 of the Employment Agreement from January 1, 2026, through the end of the Term shall be Two Hundred Two Thousand Five Hundred Sixty-One Dollars and eighty-eight cents (\$202,561.88).

Except as revised by this Amendment Number 5, the Employment Agreement remains in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Amendment Number 5 on the dates indicated below.

THE UNIVERSITY OF TENNESSEE

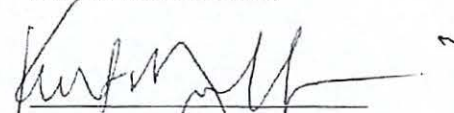
By:


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

2-12-26

Date

KURT MCGUFFIN


Kurt McGuffin

2/10/26

Date