

AMENDMENT NUMBER 1 TO EMPLOYMENT AGREEMENT

This is Amendment Number 1 to the Employment Agreement between **THE UNIVERSITY OF TENNESSEE** ("University"), an instrumentality of the State of Tennessee, for and on behalf of its Martin campus, and **MICHAEL VARGA** ("Coach") with an effective date of July 1, 2023 (the "Employment Agreement").

In consideration of the covenants contained in this Amendment Number 1, and for other good and valuable consideration, the receipt and sufficiency of which are acknowledged, the parties agree as follows:

Article I, Section 1.2 of the Employment Agreement is amended by deleting the current language in its entirety and substituting the following language:

SECTION 1.2. The term of this Agreement shall be from July 1, 2025, through June 30, 2029, unless sooner terminated as provided in this Agreement (the "Term"). The parties agree that the effective date of this Agreement shall be July 1, 2025, even if the Agreement's execution date is subsequent thereto. The University may allow the Term to expire and elect not to renew Coach's employment as Head Women's Soccer Coach without complying with any University Rules applicable to staff-exempt employees who do not serve under a contract of employment for a definite term. Oral agreements to renew or extend the Term are invalid and nonbinding.

Article II, Section 2.1 of the Employment Agreement is amended by deleting the current language in its entirety and substituting the following language:

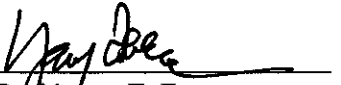
SECTION 2.1. Effective July 1, 2025, the University, as payment and consideration for the services to be performed by Coach, as set forth herein, agrees to pay Coach an annualized salary ("Base Pay") in the amount of Seventy-Three Thousand Six Hundred Ten Dollars and Seventy-Four Cents (\$73,610.74). The University shall pay the Base Pay to Coach in equal monthly installments in accordance with the University's customary monthly payroll procedures, with partial years or months prorated. The Base Pay may be increased, subject to the University's discretion, 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.

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

IN WITNESS WHEREOF, the parties have executed this Amendment Number 1 on the dates indicated below.

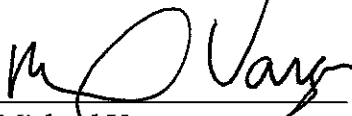
THE UNIVERSITY OF TENNESSEE

By:


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

8-20-25
Date

MICHAEL VARGA


Michael Varga

8-19-25
Date