

SPECIAL AMENDMENT

In light of the circumstances due to the ongoing coronavirus pandemic and the impact of the pandemic on the finances of the University of Tennessee, I, Coach Brennan Weir, voluntarily agree to modify my annualized combined Base Pay and Supplemental Pay (annualized combined pay) in accordance with the following terms:

- The amount of annualized combined pay of \$250,000 will be reduced by 5%.
- The amount of annualized combined pay of \$150,000 will be reduced by 5%.
- The amount of annualized combined pay of \$17,000 will be reduced by 0%.

These changes to my Base Pay and Supplemental Pay will be effective as of March 1, 2020, and will remain in effect until June 30, 2021 (the "Reduction Period").

Additionally, I, Coach Brennan Weir, voluntarily agree to waive all or any portion of any Incentive Compensation that I may be entitled to receive during the Reduction Period and/or based on metrics which I am entitled to receive Incentive Compensation for winning a conference and national championship in my current position as a coach at the University of Tennessee.

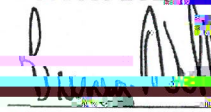
In exchange for my voluntary agreement to reduce my Supplemental Pay and my Base Pay during the Reduction Period, it will not affect my exercise of any rights that I may have under any applicable law, contract or policy to reduce my Base Pay, Supplemental Pay, or Incentive Compensation.

This Special Amendment is a voluntary agreement between the University of Tennessee and Coach Brennan Weir, and is not subject to the terms set forth in any other agreement for cause or without cause.

UNIVERSITY OF TENNESSEE

COACH BRENNAN WEIR

DocuSigned by:
 Dr. Dominic Chance
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 Chance
 University of Tennessee, Knoxville



10/22/2020

Date:

10/15/20