

SPECIAL AMENDMENT TO EMPLOYMENT AGREEMENT

In light of the unusual circumstances due to the pandemic... the University of Tennessee, Knoxville, Athletic Department... employment agreement, by agreeing to reduce my annualized Supplemental Pay ("annualized combined pay") in accordance with the following scale:

- The amount of annualized combined pay up to \$50,000 will be reduced by 0%.
- The amount of annualized combined pay between \$50,000 and \$75,000 will be reduced by 5%.
- The amount of annualized combined pay over \$75,000 will be reduced by 10%.

These changes in my Base Pay and Supplemental Pay will be effective as of November 1, 2020, and will remain in effect until the end of the 2020-21 academic year.

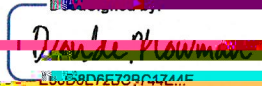
Additionally, I am agreeing to waive the payment of my annual incentive award which I would have received under my employment agreement during the Pandemic Reduction Period. I understand that my annual incentive award during the Pandemic Reduction Period, except that I am entitled to receive my annual incentive award for my national championship in the amount of \$10,000.

In exchange for my voluntary agreement to reduce my Base Pay, Supplemental Pay, and Incentive Compensation, the University agrees that during the Pandemic Reduction Period, it will not exercise any right to reduce my Base Pay, Supplemental Pay, or Incentive Compensation to reduce my Base Pay, Supplemental Pay, or Incentive Compensation.

This agreement shall not alter or affect the terms of my employment agreement. The rights of either party to terminate my employment agreement for cause or without cause, subject to the terms set forth in my employment agreement, shall remain in full effect.

UNIVERSITY OF TENNESSEE

CHRIS WOODRUFF

By: 
Dr. Donde Plowman
Chancellor
University of Tennessee, Knoxville


Chris Woodruff

Date: 10/28/2020

Date: 10/27/2020