

SPECIAL AMENDMENT TO EMPLOYMENT AGREEMENT

In light of the unusual circumstances due to the ongoing coronavirus pandemic and the impact of the pandemic on NCAA sports, as well as the impact of the pandemic on the University of Tennessee, Knoxville Athletics Department, I, [Name], voluntarily agree to modify my employment agreement by agreeing to [Name] annualized [Name] Base Pay and Supplemental Pay with the following reduction scale:

- The amount of annualized combined pay over \$150,000 will be reduced by 100%.
- The amount of annualized combined pay over \$100,000 and under \$150,000 will be reduced by 75%.
- The amount of annualized combined pay over \$50,000 and under \$100,000 will be reduced by 50%.

The foregoing Special Amendment and Supplemental Pay and will remain in effect until June 30, 2021 (the "Pandemic Reduction Period").

Additionally, I agree to forgo any or all incentive compensation when I may become eligible during the Pandemic Reduction Period. I am eligible for incentive compensation in the event of a championship in which I am named in my contract.

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

This special amendment does not modify any other terms of my employment agreement, including any rights of either party to terminate my employment at any time for cause, or without cause, subject to the applicable applicable Tennessee law.

UNIVERSITY OF TENNESSEE

DocuSigned by:

 By: Donda Blouman
 Chancellor
 University of Tennessee, Knoxville


 Matt Kredich

10/28/2020

Date:

Date: 10/22/20