

SPECIAL AMENDMENT TO EMPLOYMENT CONTRACT

In light of the unusual circumstances created by the pandemic impact of the University of Tennessee's Athletic Department, I am voluntarily agreeing to my employment agreement by being to reduce my annualized combined Base and Supplemental Pay with the following reduction scale:

- The amount of my Base Pay will be reduced by 5%.
- The amount of my Supplemental Pay will be reduced by 5%.
- The amount of my combined pay will be reduced by 5%.

These changes in my Base Pay and Supplemental Pay will be effective as of November 1, 2020, and will remain in effect until June 30, 2021.

Additionally, I am voluntarily agreeing to waive the payment of my medical compensation to which I am entitled for my employment during the Pandemic Reduction Period and I have achieved during the Pandemic Reduction Period, except that I am entitled to receive my medical compensation and annual championship amount specified in my contract.

In exchange for my agreement to reduce my Base Pay, Supplemental Pay, and Compensation, the University of Tennessee shall not exercise any rights that it may have to reduce my Base Pay, Supplemental Pay, or Compensation.

This special amendment does not modify any terms or conditions of my employment agreement, including the rights of the University of Tennessee to terminate my employment agreement for cause or without cause, subject to the University of Tennessee's policies.

UNIVERSITY OF TENNESSEE
By: Donde Plowman
E58D6E72BC174E...
Chancellor
University of Tennessee, Knoxville

COACH TONY VIELLO

[Signature]
Tony Viello

11/10/2020

Date:

Date:

11/1/20