

PENALTIES

1. Financial Penalties: Over the next five years, Coach Bruce Pearl's compensation will be reduced by \$1.5 million compared with what he is currently scheduled to earn over the remainder of his current contract, which expires on June 30, 2015. In addition, a retention bonus of \$500,000 that is currently scheduled to be paid on November 30, 2012 will be delayed until June 30, 2015. The timing is as follows:
 - a. Coach Pearl's compensation for the period from July 1, 2010 to June 30, 2011 will be reduced by \$500,000.
 - b. Coach Pearl's compensation for July 1, 2011 to June 30, 2012 will be reduced by \$600,000.
 - c. Coach Pearl's compensation for July 1, 2012 to June 30, 2013 will be reduced by \$200,000. In addition, Coach Pearl is currently scheduled to receive a retention bonus of \$500,000 on November 30, 2012. He will not receive the retention bonus until June 30, 2015.
 - d. Coach Pearl's compensation for July 1, 2013 to June 30, 2014 will be reduced by \$100,000.
 - e. Coach Pearl's compensation for July 1, 2014 to June 30, 2015 will be reduced by \$100,000.
2. In addition to previously imposed recruiting penalties outlined below, Coach Pearl will not be permitted to engage in any off campus recruiting for a period of one year, beginning on September 24, 2010 and concluding on September 23, 2011.
3. In addition to previously imposed recruiting penalties outlined below, the following penalties will be imposed on the men's basketball assistant coaches:
 - a. Tony Jones will receive a 25% salary reduction beginning October 1, 2010 and will not be permitted to engage in any off campus recruiting from September 24, 2010 through June 23, 2011 (9 months).
 - b. Steve Forbes will receive a 25% salary reduction beginning October 1, 2010 and will not be permitted to engage in any off campus recruiting from September 24, 2010 through September 23, 2011 (1 year).
 - c. Jason Shay will receive a 25% salary reduction beginning October 1, 2010 and will not be permitted to engage in any off campus recruiting from September 24, 2010 through December 23, 2010 (3 months).
4. The following penalties previously imposed on the entire men's basketball coaching staff (Bruce Pearl, Tony Jones, Steve Forbes, and Jason Shay) after the University learned of impermissible phone calls will continue in effect to the extent they have not already been completed:
 - a. They were required to attend an NCAA Regional Rules Seminar in June 2010.

- b. They did not make recruiting telephone calls for a 7-day period from August 7, 2010 to August 14, 2010.
- c. The number of official visits during the 2010-2011 recruiting calendar will be reduced 33%, from 12 to 9.
- d. The number of recruiting opportunities off-campus during the 2010-2011 recruiting calendar will be reduced 20%, from 130 to 104.
- e. No official or unofficial visits will be allowed during the weekends of September 17-18, 2010 (Florida home football game weekend) or September 24-25, 2010 (UAB home football game weekend).

These penalties have been approved by Mike Hamilton, Men's Athletics Director, and Jimmy G. Cheek, Chancellor of The University of Tennessee at Knoxville.