



August 24, 2020
William Swinney
Head Coach-Football
Clemson University

Re: FY2021 Voluntary Salary Reduction (COVID-19)

Dear Dabo:

On behalf of Clemson University and its Athletics Department, I want to thank you for agreeing to reduce your compensation due to continuing and projected financial impact of the COVID-19 pandemic. We are grateful for your leadership and example in helping us navigate through these uncertain times. As we discussed, you have agreed to the following provisions:

- Elimination of a one million dollar (\$1,000,000) retention bonus due on January 15, 2021
- Postponement of a two hundred fifty thousand (\$250,000) scheduled increase from January 1, 2021 to January 1, 2022 (with the result that your Supplemental Compensation rate will remain at \$5,505,000 for 2021).

Please sign below to confirm our understanding and to authorize the University to adjust your compensation in accordance with this agreement, which constitutes a short-term amendment to your employment agreement to the benefit of the University and its athletic program. The other provisions of your employment agreement remain unaffected by this temporary salary reduction.

Thank you for your generosity and dedication to Clemson University and the Athletics Department.

Sincerely,

A handwritten signature in black ink that reads "Dan Radakovich".

Dan Radakovich
Director of Athletics

ACCEPTED AND AGREED:

A handwritten signature in black ink that reads "William Swinney".
William Swinney (Aug 25, 2020 15:19 EDT)

Employee Signature

Aug 25, 2020

Date