

- ") (&H/3! ? %3#!\$+J\$+&+(3.3%2+&!)5!3##+! 1 (%2+\$&%34!) (!+=3+\$ ' % (N!=.3+&! . (=!/)- .3%) (!5)\$!%(3+\$2%+ ? &L!
 - [.M+!./!/! ' ++3%(N!.\$\$. (N+ ' +(3&! ? %3#!#)3+\ ' ++3%(N!2+(H+L!
 - * -#+=H/+! (3+\$2%+ ? !3% ' +! . (=!=.3+! ? %3#!+ . -#!- . (=%=.3+L!
 - < &&%&3!- . (=%=.3+&! ? %3#!. %\$. (= \)\$!N\$)H(=!3\$.2+!/.\$\$. (N+ ' +(3&L!
- * -#+=H/+!)\$!.&&%&3!(!&-#+=H/(N!.==%3%) (.!%(3+\$2%+ ? &!5)\$!5% (.!/-. (=%=.3+&L!

- **6 2&!/&1)#2!7) B!A755!1//7/0!02&! , -78&)/709!A702!%)&%1)7-4!' \$)!7-0&)87&A/;!0\$!7-#53 .&+!**

F+2+/) J%(N!.!/%&3!)5!. J J\$) J\$%.3+!%(3+\$2%+ ? !OH+&3%) (&L!
 <=2%&% (N! 1 (%2+\$&%34!\$+J\$+&+(3.3%2+&!) (!. J J\$) J\$%.3+!%(3+\$2%+ ? % (N!3+-# (%OH+&6! .&! (+-+&& . \$4L!

-



Q.\$M+\$!R8+-H3%2+!*+. \$-#!+(-)H\$.N+&13#+!H&+)5!.'+')\$. (=H'!)5!H(=+\$&3.(=%(N! ? %3#13#+!
5%(.!/-.(=%=.3+&!. (=! ? %//! ?)\$M! ? %3#13#+! 1 (%2+\$&34!3)!=\$.53!3#+!)-H' +(3!
V(!.==%3%)(6!3#+!5%\$ '! ? %//!-) (3%(H+!3)! ?)\$M! ? %3#13#+!&H--&&5H/!-. (==%=.3+&!. (=!' .%(3.%(!!
-/) &+!-) (3.-36!(-/H=%(N!OH.\$3+\$/4!3+!/J#)(+!-)(2+\$&.3%)(&!3)!+(&H\$+!.!&')3#13\$. (&%3%)(L!

● **G1-.7.10! I\$5\$AH, %=!**

O#+!&+. \$-#!5%\$ '! ? %//!5//) ? DHJ! ? %3#!./!/-.(=%=.3+&! ? #)! ? +\$+!()3!&+/-3+!5)\$!5%(.!
% (3+\$2%+ ? &6!)\$!H/3% '.3+/4!+83+(=+!.(!)55+\$!5)\$!3#+!J)&%3%)(L!
V3!&13#+!+=&%\$+!)5!3#+!&+. \$-#!5%\$ '! 3)!+(&H\$+!3#.3!3#+! 1 (%2+\$&34!#.&!I++(!\$+J\$+&+(3+!
J\$)5+&&%) (.//46!. (=!.//!%(3+\$+&3+!J.\$3%+&15+!/!3#.3!3#+!4!# .2+!I++(!N2+(!5.%\$!. (=!)J+(!
. --+&&!3)!3#+!&+. \$-#!J\$)-&&&L!

1 (/+&&!)3#+\$? %&!&3.3+!6!3+\$ ' &!)5!3#%&!+(N.N+' +(3!.\$+!I .&+!)(! 1 (%2+\$&34!QHS-#.&%(N!<N\$++' +(3!
] ^ ^ EEEEE; BEAL!

G+!. \$+!J\$+J.\$+!3)!\$+J\$+&+(3!O#+! 1 (%2+\$&34!)5!O+((+&&+6!7 ()82%//+!(13#%&!-\$%3%-.!/&+. \$-#!.&&N(' +(3!5)\$!
. !3)3./!&+3!5+!)5!_ : `E6EEEL!O#+15+!+! ? %//!I+!%(2)%-+!% (13 ?)!+OH./!\$+3.%(+\$&!5!_CE6EEEE!.3!3#+!I+N\$((% (N!))5!
3#+!&+. \$-#!.(=!HJ)(!#%\$(N!)5!3#+!&H--&&5H/!-. (==%=.3+!V(13#+!+2+(3!3#+!&+. \$-#!J.\$.' +3+\$&!. \$+!')=5%+!
? #%-#!\$+OH\$+&!.==%3%)(./! ?)\$M!I4!H&6!)\$!%5!3#+!' /%+(3!\$+OH+&3&!H&!3)!\$+-)' '+(-+!)\$!+8J.(=!3#+!&+. \$-#!
I+4)(=!3#+!)\$%N\$(!/\$+-)' '+(-.3%)(&6! ? +!.\$+!+(3%3/+!3)!.(!.==%3%)(./!5+! ? #%-#! ? %//!I+!(+N)3%.3+!J\$)\$!
3)!3#+!-) ' '+(-+' +(3!)5!. (4!.==%3%)(./! ?)\$M!

V(!.==%3%)(!3)!3#+!J\$)5+&&%) (.//5+6!=\$+3!+8J+(&+&!. \$+!I%//+!)(!. (!)H3D)5DJ)-M+3!I .&&&! O#+&+!+8J+(&+&!
% (-/H=+!3+ ' &!&H-#!.&!S)) ' ! ' +3% (N! ? %3#13#+! 1 (%2+\$&34!&+H\$+!&%3+!. --+&&6!\$+&+. \$-#6!-) ' ' H(%-.3%)(!
. (=!+/%2+\$4!&+\$2%+&&6!&! ? +//!.&!3\$.2+!/.(=!%(3+\$2%+ ? !+8J+(&+&15)\$!3#+!&+. \$-#!-)(&H/3.(3&! G+!' .M+!+2+\$4!
+55)\$3!3)!#)/=!\$+% ' IHS&. I/+!+8J+(&+&13)!.' %(% ' H' 6!#) ? +2+\$!3#%&! (H' I+\$!2.\$%+&!+J+(=%(N!)(!3#+!(H' I+\$!
)5!' +3%(N!&!3! ? #%-#!3#+!-)(&H/3.(3&!. \$+!.&M+=!3)!I+!J\$+&+(3!. (=!)3#+!\$2.\$%. I/+&!\$+/.3+!3)!4(. ' %-\$!3\$.2+!
&%3H.3%)(&!Y%L+L! ? +.3#+\$6!5%N#3!+=/.4&6!+3-LZL!

<=2+\$3%&%(N6!I.-MNS)H(=!%(2+&3%N.3%)(&6!%(3+\$2%+ ? &6!3\$.2+!6!. (=!-. (==%=.3+!3\$.2+!+8J+(&+&!. \$+!)()3!(-/H=+!
% (13#+!&+3!5+!)5!.(=! ? %//!I+!%(2)%-+!% !&+J.\$3+/4!3)!3#+! 1 (%2+\$&34!./)(N! ? %3#13#+!J+!\$!)-H' +(3.3%)(L! O\$.2+!
+8J+(&+&! ? %//!I+!\$+% ' IHS&+!% (1.-)=\$. (-+! ? %3#1 1 (%2+\$&34!3\$.2+!/J)/%-4L!

a)H!' .4!3+\$ ' % (.3+!3#+!&+. \$-#!5)\$!. (4!\$+.&)(!HJ)(!)3%-+L!V5!3#%&!)-H\$&! ? %3#%(13#+!5%\$&3!3#%\$+!') (3#&!.53+\$!
?+!-) ' '+(-+!)H\$+(N.N+' +(36!3#+!5+!+5)\$!)\$!&+\$2%+&!HJ!3#.3!J)(3!&#./!I+!+OH./!3)!3#+!&+3!5+!+6!3#3%-!(%) - 1 (N.3) - 1 (%-

respect as we cannot be liable for any consequential or other damage from the termination of resumption of the candidate's employment.

We commit our professional staff to this service. We will continue until the position is filled. We are both parties to this agreement.

We are extremely pleased to have made a selection. We are extremely pleased to identify and recruit the best available candidate for this position. We are pleased to have this understanding. Please sign and return it for our files.

Best regards,

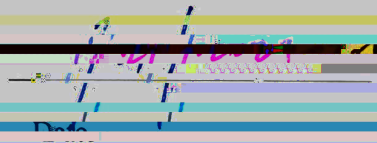


Daniel Parker
Vice President & Manager
Parker Executive Search

Agreed and accepted by:



Chris Cimino
Senior Vice Chancellor
The University of Tennessee Knoxville



Parker Executive Search accepts, with our reservation, in this agreement of employment. Parker Executive Search does not discriminate on the basis of age, race, sex, color, religion, national origin, pregnancy, disability, or any other basis.