



THE UNIVERSITY OF TENNESSEE



January 2, 2024

Mr. Jeff Smith  
The University of Tennessee System  
400 W Summit Hill Dr. - UT Tower 1256  
Knoxville, TN 37902

Dear Jeff,

It is my pleasure to offer you the position of Special Advisor to the President effective January 1, 2024. In this capacity, you will provide advice, serve as a liaison, and provide other services as may be requested to promote and enhance the University's relationship with the Oak Ridge National Laboratory ("ORNL") and federal funding agencies, including advice pertaining to the University's responsibilities under the UT-Battelle management and operations contract. This is a 50% appointment, and your compensation will be \$10,833.33 per month (\$130,000.00 annualized).

In connection with the Winter 2024 meeting of the Board of Trustees, I will recommend you to serve as the initial Vice President for National Labs at the University of Tennessee, effective March 1, 2024, with initial compensation of \$10,833.33 per month (\$130,000.00 annualized). The position of Vice President for National Labs will be a 50% appointment, which position is without tenure, without a definite term, is at-will, and serves at the pleasure of the President. The creation of the vice president position, the appointment, compensation, and other terms of employment