

March 4, 2022

Dr. Carrie Castille


Dear Carrie,

It is our pleasure to offer you the position of Senior Vice Chancellor and Senior Vice President of the University of Tennessee Institute of Agriculture, effective July 1, 2022 at the rate of \$33,333.00 per month (\$400,000.00 annualized), subject to the terms and conditions outlined in this letter and subject to approval by the University of Tennessee Board of Trustees at their Executive Committee meeting on May 6, 2022.

To assist you with relocation, the University will provide a one-time moving allowance of \$35,000.00 consistent with Fiscal Policy FI0450. This allowance will be reported as taxable income and included on your W-2 statement. The IRS required that applicable taxes be withheld and reported.

Your appointment is at the will and the pleasure of the Chancellor of the University of Tennessee, Knoxville, and the President of the University of Tennessee System. This is a regular, 100 percent full-time, exempt position and does not carry tenure. As a full-time employee, you are also eligible for various benefits. For benefits information, please visit <https://hr.tennessee.edu/benefits/>

While you serve in this role, the Chancellor and President will review your performance annually, and may conduct periodic comprehensive performance reviews. The dual reporting responsibilities of this role are outlined in the attached document.

This offer letter does not constitute a contract of employment. Your employment with the University of Tennessee is on an at-will basis, which means that the employment relationship may be terminated at any time by either the employee or the University of Tennessee with or without cause and with or without notice. The university conducts a criminal background check on all new employees and reserves the right to terminate any employee whose background check includes criminal history that the university deems to be disqualifying.

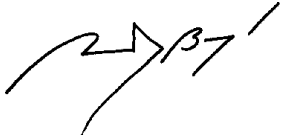
This job offer is contingent upon documentation of citizenship and/or work authorization as required by the Immigration Reform and Control Act of 1986. You will be presented the required *Employment Eligibility Verification* form (I-9) and a list of acceptable documents. You **must** complete the I-9 form and provide the necessary documentation to the Human Resources Office on or before your first day of work.

If the vacancy announcement for your position required any educational/special licenses documentation, you should submit the required transcript or documentation to the Human Resources office prior to the first day of your employment. Please note, misrepresentation of academic credentials is a Class A misdemeanor in Tennessee.

We are excited to have you as part of the University of Tennessee and look forward to working with you.

To indicate your acceptance of this position, please sign below and return the signed letter to me.

Sincerely,



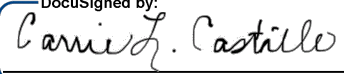
Randy Boyd
President



Donde Plowman
Chancellor

cc: Human Resources

ACCEPTANCE: I accept the appointment to serve as Senior Vice Chancellor and Senior Vice President of the University of Tennessee Institute of Agriculture under the terms and conditions outlined above and with the understanding that the offer is not binding until and unless the appointment and compensation is approved by the University of Tennessee Board of Trustees.

DocuSigned by:

Signature

3/4/2022 | 08:41:30 PST
Date

