



WILLIAM & MARY

CHARTERED 1693

OFFICE OF THE PRESIDENT

March 9, 2017

Samantha K. Huge

College Station, TX 77845

Dear Samantha,

With delight, I will recommend to William & Mary's Board of Visitors that you be appointed the university's Director of Athletics. We look forward with great anticipation to welcoming you as the next leader of Tribe Athletics. Let me lay out the highlights:

- Your term of employment will begin on May 1, 2017, with an initial term of five years until the same date in 2022.
- You will receive an annual salary of \$255,000, paid semi-monthly as a salaried exempt employee under federal wage-hour laws. All deductions required by law (for instance, federal and state taxes) must be made plus any you authorize.
- In addition to this base salary, you will receive an annual car allowance not to exceed \$6,500 and membership in a local country club, both of which are subject to federal and state tax law. A cell phone or cell phone allowance will be provided within university policy.
- Performance bonuses are available as follows:
 - \$10,000 for finishing in the top-100 in the National Association of Collegiate Directors of Athletics Cup, currently known as the "Learfield Directors' Cup."
 - \$10,000 for achieving a scholarship athlete federal six-year graduation rate (as reported to the NCAA) equal to the university's overall rate for the same cohort. This bonus may be partially awarded for progress to within three percentage points (25%), two percentage points (50%), and one percentage point (75%) of the university's overall rate.
 - \$10,000 for increasing the portion of Tribe Athletics' revenue generated independent of student fees by two percentage points over the prior fiscal year, a target never to fall below 50% in a given year, according to the publicly audited financial statements. Half of this bonus may be awarded for progress to within one percentage point of the target.

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- \$5,000 for each sport reaching NCAA national championship postseason competition that has not done so in the previous 10 years, thus broadening the championship experiences in Tribe Athletics.
- Annual leave, accrued at the rate of two days per month, is 24 days a year.
- You will be reimbursed for moving costs up to the maximum allowed under current state guidelines, which provides for a house hunting trip with a spouse, the relocation trip for you and your family, and carrier transportation of your belongings to the new residence. In addition, William & Mary will provide up to \$10,000 in additional one-time assistance for reimbursable costs that exceed the state maximum.

Now a bit of legal boilerplate:

This is an executive level appointment that carries no departmental teaching or research duties; thus, academic tenure is not applicable. Executive level appointments at William & Mary do not become official until approved by the Board of Visitors. This appointment will be on the agenda of the April 19-21, 2017, meeting of the Board. Once approved by the Board, your appointment will be finalized, subject to the conditions stated in this letter.

In addition to your salary, you will be covered by such options as you choose under the health, retirement, and insurance benefit programs offered by the Commonwealth of Virginia and William & Mary. The details of these benefits are available through the Office of Human Resources; this and other information useful to new employees can be found at: <http://www.wm.edu/offices/hr/newemployees/index.php>

This offer of employment is contingent upon the results of a background investigation conducted on final candidates for employment, which includes, at a minimum, a criminal history check. If these checks reveal information that affects the university's decision to hire you, we will provide you with an opportunity to respond to or explain the information prior to any decision to withdraw the job offer. Further information is provided in the university Employee Background Checks Policy available at: http://www.wm.edu/offices/compliance/policies/documents/background_checks_policy.pdf

In addition, this offer of employment is contingent upon either your being a United States citizen or your procurement of an appropriate immigration status prior to the effective date of the appointment and maintenance of an appropriate status for the duration of your appointment. This will be your responsibility. In order to be placed on the William & Mary payroll, you must complete an I-9 form verifying that you have U.S. citizenship or that you have obtained the appropriate visa to be allowed to work in the U.S. You will be asked to present official documentation verifying employment eligibility.

An appointment at William & Mary implies an undivided commitment to the service of the university. Thus, outside employment or appointment(s) of a remunerative nature must be approved in writing through the Office of the Provost.

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In addition, this letter sets forth the terms of your employment and supersedes any prior representations or agreements, including but not limited to any representations made during your recruitment, interviews or pre-employment negotiations, whether written or oral. This letter may not be modified or amended except by a written agreement signed by you and me.

As an executive employee at William & Mary, you are subject to the Employment Policy for Executives that can be found at: http://www.wm.edu/about/administration/provost/documents/ppf_exec_employment_policy.pdf. You will also be expected to abide by the university's policies, rules, and standards, as amended from time to time. These policies are available from the Compliance Office and can be found online at: <https://www.wm.edu/offices/compliance/policies>

If your employment ends during your term of employment for any reason other than "for cause" (as defined and determined pursuant to the Employment Policy for Executives), William & Mary will pay you an amount equal to your base monthly salary determined at the time of termination times the number of months remaining in the term of employment. Fifty percent of this amount will be paid within 14 days of your termination date, with the remaining fifty percent paid within 180 following your termination date.

Please indicate your acceptance of this offer and the terms and conditions of employment by signing below and returning the original to me on or before March 12, 2017, at 5:00 p.m. If unsigned, this offer is voided at that time.

William & Mary has an old and great athletic tradition. We do varsity athletics the way they should be done. In our judgment, you are the person to build upon this tradition and excellence and lead us in our pursuit of a championship experience for every Tribe athlete and fan.

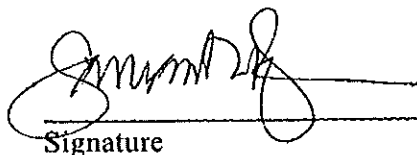
Welcome to William & Mary!

Cordially,



W. Taylor Reveley, III
President

I accept and agree to the terms of this appointment.



Signature

3-9-2017
Date