

UConn HEALTH

December 31, 2015

Andrew Agwunobi, MD, MBA
22250 East Bennett Lane
Liberty Lake, WA 99019

Dear Dr. Agwunobi:

Welcome to UConn Health! This letter confirms your acceptance of the position of Executive Vice President of Health Affairs in Health Affairs, search number NonGT-136. Your full time annual equivalent salary is \$685,000.00 paid on a biweekly basis. The effective date of this appointment is December 31, 2015.

In accordance with the UConn Health policy and procedures, all appointments are subject to clearance of a criminal background, federal sanctions check and a pre-employment physical. Continuation is contingent upon successful completion of a probationary period, satisfactory employment performance, adherence to all applicable UConn Health policies and compliance regulations and other terms and conditions as indicated in your offer letter.

Details on the medical, dental and retirement options are included with this letter. Please review all of the benefit options. You need to note the social security numbers and dates of birth of dependents and beneficiaries where applicable and provide the documentation as required for the enrollment of dependents for health benefits. Failure to do this could result in a considerable delay in receiving your benefits. Please be aware that these benefits are subject to change based on negotiated agreements. You must also bring with you a valid photo ID and social security card for employment eligibility purposes.

If you have any questions or require additional information, please do not hesitate to call me at (860) 679-1784. Congratulations and best wishes in your future endeavors at UConn Health.

Sincerely,

Joyce L. Smith
Director, Employment Services

File

UConn

UNIVERSITY OF CONNECTICUT

Office of the President
Susan Herbst
President

November 23, 2015

Andrew Agwunobi, MD, MBA
22250 East Bennett Lane
Liberty Lake, WA 99019

Dear Dr. Agwunobi:

I am very pleased to offer you the position of Executive Vice President for Health Affairs at UConn Health effective as of Thursday, December 31 2015. The responsibilities are as defined in The University of Connecticut By-Laws. In this position your functional title will be Chief Executive Officer of UConn Health. This position reports to the President of the University. You will be a member of the President's cabinet. Your appointment is at will and you will serve at the pleasure of the President.

This is a full-time position with a base salary of \$685,000. You will be evaluated at least once each year in the same manner as other members of the President's cabinet. It is my expectation that you will receive a comprehensive review at least every five (5) years.

In addition to your appointment as Chief Executive Officer, I am pleased to offer you a faculty position as Professor, In-Residence, Department of Pediatrics, in the School of Medicine. Your appointment at the rank of Professor, In-Residence, is contingent upon review by the Senior Appointments and Promotions Committee and approval by the Dean, the Provost, and the University of Connecticut Health Center (UConn Health) Board of Directors.

The terms and conditions of all faculty appointments include and are subject to The University of Connecticut By-Laws. One of the provisions contained therein is the longstanding University policy that full-time faculty at the Schools of Medicine and Dental Medicine are prohibited from practicing privately.

In accord with University policies, as a member of the faculty, you will be entitled to engage in outside consulting activities, provided these activities do not interfere with your responsibilities to the University.

In the event that you are asked to step down from your position for reasons other than cause you will be entitled to a one-time payment equal to twelve (12) months base salary. The University may terminate your employment at any time for cause, which shall include the following: (i) a deliberate or serious violation of your duties, or refusal or unwillingness to perform such duties in good faith and to the best of your abilities; (ii) a violation by you of any of the other terms and conditions of this appointment letter that is not remedied after thirty (30) days' written notice thereof to you; (iii) any conduct by you that fails to maintain high moral and ethical standards or might bring public disrespect, contempt, or ridicule upon the University or UConn Health; or (iv) a deliberate or serious violation of any law, rule, regulation, Constitutional provision, or bylaw of the University, or local, State, or federal law, which violations may, in the sole judgment of the President, reflect adversely upon the University.

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PHONE 860.486.2337
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You will receive the first of your biweekly pay checks two weeks after the close of the pay period in which you are hired. Your continued employment is conditional upon the timely completion of an approved I-9 (Employment Eligibility Verification Form).

In addition to your salary, the University offers a full range of comprehensive benefits, including health, life, disability and retirement plans. You are entitled to 22 days of paid vacation per year, consistent with Board Policy. You may carry over a maximum of (10) vacation days from year to year with the prior permission of the President. Please be aware that the benefits attached to this position may be modified or augmented by the State of Connecticut or by the University Board of Trustees in the future provided that your benefits shall be comparable to the benefits provided to other similarly situated executive positions within the University. A representative from the Employee Benefits Unit is available to discuss enrollment in these benefits. Please contact the Employee Benefits Unit at (860) 679-3073 to schedule an enrollment session.

Please indicate your acceptance of the offer by signing below and returning one copy of this letter to me, with your original signature, no later than Friday, December 4, 2015.

Sincerely,



Susan Herbst

I ACCEPT THIS APPOINTMENT UNDER THE TERMS DESCRIBED ABOVE



Andrew Agwunobi, MD, MBA

12/1/15

Date

cc: Department of Human Resources

Enclosures: Code of Conduct guide
Form I-9, Employment Eligibility & Verification

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