



Office of the President
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December 9, 2013

Ms. Cindy Bontrager
105 Anderson Hall
Kansas State University
Manhattan, KS 66506

Dear Cindy:

Following an extensive national search, I am pleased to appoint you to the position of Vice President for Administration and Finance and Chief Financial Officer (VPAF) effective December 15, 2013. Below you will find summarized the major conditions and elements of the formal offer that we have discussed.

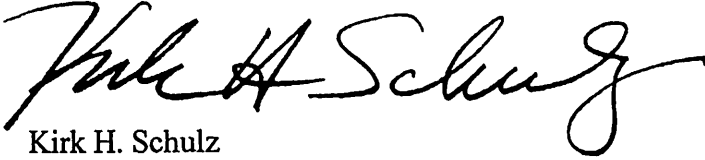
The 12-month salary for the position is \$235,000. Standard State of Kansas health and life insurance and retirement benefits are also provided. As the interim Vice President for Administration and Finance, you are familiar with K-State benefits. The background check that was performed when you were first hired fulfills that which is required by the Kansas Board of Regents.

As the VPAF, you will be charged with providing institutional leadership, ensuring the highest standards of quality including the National Association of College and University Business Officers Code of Ethics. You will promote the mission of the Administration and Finance division which is to provide the supportive environments and services to effectively facilitate and enhance the instructional, research, and public service activities of the university.

In your first year of employment, resources will be made available for you to attend the Harvard Institute for Management and Leadership in Education or the Institute for Educational Management. Also, I would expect you to conduct a national search to fill an Assistant VP or its equivalent to provide support for you in your role as VPAF.

I am delighted to offer you this appointment as Vice President for Administration and Finance and Chief Financial Officer and look forward to working with you as a Cabinet member and as you provide excellent leadership to advance Kansas State University.

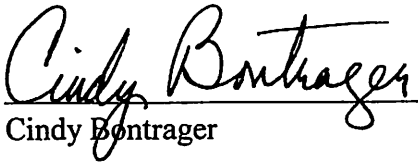
Sincerely,

A handwritten signature in black ink, appearing to read "Kirk H. Schulz". The signature is fluid and cursive, with the first name "Kirk" being more prominent.

Kirk H. Schulz
President

Jlh

I accept this position as outlined above.

A handwritten signature in black ink, appearing to read "Cindy Bontrager". The signature is cursive and written over a horizontal line.

Cindy Bontrager

12/10/13
Date