

## **Terms and Conditions**

### **Base Pay Rate:**

Hourly rate of \$250, with minimum billing of eight (8) hours per week. There will be no billing for lunchtime, other personal board service meetings or other community activities unless these activities are within the scope of this contract. This contractor is not eligible for any healthcare benefits, vacation pay or retirement benefits as provided to county employees.

### **Billing & Estimate of Services:**

Contractor will provide weekly timesheet, itemizing time spent on contract assignment. Contractor will provide weekly estimates of anticipated hours to be billed for upcoming week. Contractor will provide status presentations to the Mecklenburg County Board of Commissioners at each meeting or as requested by the board.

### **Contract termination:**

Either party with two (2) weeks notice can terminate this contract. This contractor serves at the pleasure of the Mecklenburg County Board of Commissioners.

### **Expenses:**

Mileage, meals or other expenses will be reimbursed by Mecklenburg County if associated with explicit agreed upon work plan. Any travel expenses will be paid by Mecklenburg County based on current county policies and reimbursement rates.

### **Support provided by Mecklenburg County:**

Mecklenburg County will provide the contractor workspace, office or cubicle, Internet connection and other necessary support. The County will provide parking access pass/sticker as provided to other senior county employees. Appropriate file, personnel and document access will be provided, as determined by work plan. The county will provide basic office supplies, copies, etc., as needed to accommodate work plan.

## Krista S. Tillman

Through her varied senior leadership positions with BellSouth (Fortune 50 company), Queens University of Charlotte and community organizations, Krista Tillman has developed expertise in business strategy, operations management and assessment, public policy strategy and new market assessment. She has extensive governance experience via many leadership positions in healthcare, education and economic development boards. Ms. Tillman has a proven track record of innovative leadership with her focus on teamwork, business transformation and goal achievement. Her public and private entity work has gained her the reputation as a key North Carolina community leader.

During Ms. Tillman's career at BellSouth Corporation spanning twenty-eight (28) years, she served in progressive levels of leadership. She was elected a corporate officer of this publicly traded company, serving for ten (10) years, including roles as President, North Carolina Operations, 2000-2007, and Small Business Market President, 1997-2000. In these and other senior management positions she led transformational projects focused on business development, corporate strategy, consumer marketing, industry marketing, customer service, technological innovation and public policy modifications to address the new competitive telecom landscape.

Ms. Tillman also transitioned her business operations and management experience into the academic world by serving as Dean of Adult Studies, Queens University of Charlotte. In this role she transformed the service delivery model for adult students, including marketing, admissions processes, and student support processes.

While the bulk of Tillman's career has been in the business sector, she has a long-standing passion for community service. Since 2005, Ms. Tillman has served on the Novant Health corporate board in various leadership roles including: Secretary/Treasurer, Chair of Audit and Compliance Committee, and Chair of Governance and Nominating Committee. She is also on the boards and has held chair positions for Straight Allies Charlotte, MeckEd and Charlotte Center City Partners. Previously, she served on many non-profit boards and statewide task forces, including chair of University of North Carolina-Wilmington board of trustees, chair of Erskine Bowles Presidential Advisory Committee for Efficiency and Effectiveness of the University of North Carolina system, trustee of Presbyterian Healthcare, trustee of the Blumenthal Performing Arts Center, and executive committee board member of the Charlotte Chamber.

Tillman earned a bachelor's degree in mathematics from Georgia State University, and a master's degree from Georgia Institute of Technology School of Industrial Engineering. She is a past recipient of the Charlotte Business Woman of the Year and Charlotte Business Journal Women in Business Achievement Awards. She was recognized by Georgia Tech as a Distinguished Engineering Alumna and was honored with the Women of Achievement Award in 2003, as well as the Excellence in

Management Award by the Charlotte Chamber and the Business Journal in 2004, and the N.C. Governor's Business Partnership Awards in 2002.

Krista lives with her husband, Paul, in Charlotte, North Carolina. They have one son, Garrett. She enjoys many outdoor activities, including running, tennis, golf, and hiking.

