Exhibit 18

TENNESSEE BOARD OF REGENTS IMMIGRATION EXPENSE ALLOWANCE AGREEMENT

This Agreement is made on between (referred to herein as

“Institution”), and (referred to herein as “Employee”),

WITNESS:

Employee, whose effective employment date is , desires to become employed at Institution and to have Institution reimburse Employee for Employee’s own employment-related immigration expenses, and Institution desires to reimburse Employee for employment-related immigration expenses up to $ dollars. The parties therefore agree as follows:

1. Institution agrees to reimburse Employee an amount up to $ . Employee’s reimbursement shall not exceed employee's actual costs. All reimbursement claims must comply with the guidelines and policies of the Tennessee Board of Regents system and the Tennessee Comptroller's rules and regulations.
2. Employee must provide Institution with original receipts for all expenses in order to receive reimbursement.
3. Only employees who are required to pay immigration fees to work and live in the U.S. are eligible for reimbursement. The allowance cannot be used to defray non-immigration-related costs or any cost(s) not associated with the individual employee’s immigration expenses.
4. Reimbursement shall not exceed Employee’s actual, documented expenses. No TBR employee may receive reimbursement more than once.
5. Reimbursable expenses include: fees charged by a licensed immigration attorney retained in connection with the application, filing, permanent residence fee, fee for and application to enter the U.S., fee for application to remain in the U.S., and associated fees required in the application process, such as medical examinations, fingerprinting, photo identification, postal/courier fees, and costs of evaluating foreign academic credentials or translations of foreign documents.
6. Reimbursable expenses do not include: expenses, fees, or costs associated with employment based petitions filed by the Institution for the benefit of the employee with the U.S. Department of Labor and/or the U.S. Citizenship and Immigration Services Bureau of the U.S. Department of Homeland Security.
7. In consideration for the Institution reimbursing Employee for immigration expenses, the Employee agrees in writing to remain employed by the Institution for a period of twenty-four (24) months following the effective date of his/her employment agreement, unless separated for reasons beyond his/her control and acceptable to the Institution. The service agreement statement should be maintained in the employee’s personnel file. In case of a violation of the agreement, any funds expended by the Institution for such allowance shall be recoverable from the employee as a debt due the institution in the same manner as educational allowance payments.
8. Employee hereby gives the Institution an express lien on all salaries, wages, and other sums payable to him/her by the Institution, for the purpose of securing all amounts due under Section 5 above if Employee leaves prior to the expiration of two year's employment at the Institution. In the event that Employee voluntarily leaves Institution prior to the expiration of two years, Employee hereby expressly authorizes Institution to withhold all amounts due under this Agreement from any sum payable to Employee, including Employee's final paychecks and, if sufficient funds are not available from Employee’s final paychecks, from Employee' s retirement.
9. If Employee fails to remain employed as indicated in Section 6 above for reasons beyond his/her control considered sufficient by the Institution, all or part of the liability under Section 6 may be waived by the Institution. Any such waiver must be approved in writing by the Employee's department head or dean and the President. (The dean/department head, whose account paid for the Employee's immigration expense, must notify Human Resources if the Employee does not remain employed at the Institution for at least two years.)

Employee (Signature) President/Director (Signature)

Employee (Print or Type) President/Director (Print or Type)

Employee's Social Security No.

INSTRUCTIONS:

Each institution processes the attached agreement in accordance with individual institutional procedures. An example is provided below:

Submit this form in duplicate to the Purchasing and Business Services Department (all information must be complete and all signatures must be affixed, except that of the President, which will be obtained by Purchasing and Business Services). Attach the employment contract signed by the President that reflect immigration expenses have been approved (do not attach an Appointment Recommendation Form).

When this agreement has been fully executed, a copy will be returned to the Department by Purchasing and Business Services to process/attach a travel requisition. A copy will also be forwarded to the Human Resources Department to be placed in the Employee’s personnel file. The Employee may submit a travel claim after the immigration expense has been encumbered. All travel must be in compliance with TBR policy 4-03-03-00.