



January 8, 2010

VIA HAND DELIVERY

Coach Jim Leavitt
University of South Florida
4202 East Fowler Avenue, ATH100
Tampa, Florida 33620

Dear Coach Leavitt:

This letter is to advise you that the University of South Florida Board of Trustees ("USF") has concluded its review of the conduct reported on December 14, 2009. Based on the attached report you are hereby notified that your employment with USF is terminated effective at noon today. This letter also terminates any and all arrangements you have with the University of South Florida Foundation by virtue of the attached **Head Coaching Agreement Between Jim Leavitt [&] the University of South Florida** ("Contract"). Your remaining rights to compensation are contained in section 11.d of the Contract.

This action is taken pursuant to Section 8.c., Termination by the University for Cause, of the Contract. You are further advised that the Pre-termination Meeting contained in Section 8.d(1) of the Contract will not be provided given the extraordinary and exigent circumstances created by the demands of football operations, including but not limited to ongoing recruiting efforts.

As is presented in more detail in the report it was alleged that you inappropriately grabbed the throat and slapped the face of a student athlete. The report concluded that this allegation was accurate based on the independently corroborated statements of persons found to be in the best position to observe your conduct. The disparity in authority and power between you as the head coach and the student athlete makes your conduct more serious.

Your repeated denials of this conduct are noted; however, as indicated in the report, your description of your conduct toward the student athlete in question was consistently uncorroborated by credible witnesses, and in fact contradicted by a number of credible witnesses found to be in the best position to observe your conduct. USF is forced to conclude that your statements to the reviewers are not credible given the consistent lack of corroboration and frequent contradictions between your version of the events in question and those of credible witnesses. USF's conclusion as to the credibility of the statements you made to the reviewers makes your conduct all the more serious.

The recent statements of the student athlete who was the subject of the conduct at issue are also noted. As indicated in the report these statements are unpersuasive because they were contradicted by the same student athlete in his conversations with credible witnesses made close in time to when that conduct occurred.

The physical conduct at issue that is substantiated in the report is misconduct under the attached USF Regulation 10.212 (Discipline, Misconduct, and Incompetence) because it is not compatible with USF's educational mission and the health and welfare of USF student athletes. Under the terms of your Contract with USF you represented that you were familiar with USF Rules, including USF Regulations and Policies, and that you will abide by USF Rules in your duties as head coach. (Contract Sections: 3.b; 3.e; 5.a; and 5.d). Therefore, your conduct represents a serious violation as contained in Section 8.c(8) of the Contract and states grounds for dismissal for cause under the Contract.

The misconduct described above is independent and sufficient reason to terminate your employment for cause. Also apparent from the report is your interference with the University's investigation into this matter. Specifically, you had direct contact with material witnesses to the investigation at a time you knew or should have known was critical to the review process. Your conduct is both contrary and adverse to USF's public mission to insure the integrity of our review process. As such, your interference with USF's public interests represents misconduct under USF Regulation 10.212, a serious violation as contained in Section 8.c(8) of the Contract and an independent and sufficient grounds for cause dismissal under the Contract.

Moreover, the report documents that you treated a student athlete adversely during the investigation. This conduct is a serious violation of the attached USF System Policy 0-020 (Retaliation, Retribution, or Reprisal Prohibited) and a basis for disciplinary action including termination under USF Rules. This renders the reported conduct a serious violation as contained in 8.c(8) of your Contract. This is an independent and sufficient ground for cause dismissal under the Contract.

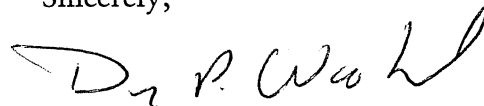
You may request a Post-termination Meeting under section 8.d(2) of your Contract. Please note that to engage the Post-termination process you must request a meeting in writing and in the manner contained in the Contract within forty-eight (48) hours of the effective date of your termination. If you so request the Post-termination Meeting will be held at 3:00 p.m. in the President's Conference Room on Monday, January 11, 2010. **In connection with the Post-termination meeting, you are being provided with a copy of the January 6, 2010 report that contains student records. The Family Educational Rights and Privacy Act ("FERPA") and the University of South Florida's Student Records Policy require that you must take every precaution to protect the integrity of USF student records entrusted to you. Under FERPA, information provided to you in connection with**

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official University business may not be used for other purposes, or be passed on to any other person without the written release of the student(s) identified in the records in your custody. This explicitly includes, but is not limited to, the names of students contained in Appendix A of the January 6, 2010 Report which will be made available to you at noon today.

This is an unfortunate outcome reached after a thorough and fair review, careful consideration of that review and direct consultation with President Genshaft.

Sincerely,



Doug Woolard
University Athletic Director

cc: Judy Genshaft, President
Neil M. Cornrich, via Certified Mail, Return Receipt

Four (4) Enclosures:

- 1) January 6, 2010 Report
- 2) Head Coaching Agreement Between Jim Leavitt, The University of South Florida
- 3) USF Regulation 10.212 (Discipline, Misconduct, and Incompetence)
- 4) USF Policy 0-020 (Retaliation, Retribution, or Reprisals Prohibited)