



copy

Office of the President
11000 University Parkway
Pensacola, FL 32514-5750

October 12, 2011

Mr. Lee P. Gore
14 98 Place
P.O. Box 18138
Hattiesburg, MS 39404

Dear Mr. Gore:

I am pleased to offer you an appointment to the position of General Counsel beginning on or before November 1, 2011. This position reports directly to me. Your primary responsibility is to oversee all legal matters for the University of West Florida and our Board of Trustees. You will also oversee the Office of the General Counsel and the incumbents within that office will report to you. You will also serve as a member of the President's Cabinet.

The annual salary for this position will be \$120,000. You will also be given a cell phone and data allowance in the amount of \$50 per pay period. We will also pay for reasonable moving expenses not to exceed \$5,000. This position is considered executive service, which under present law offers health insurance, life insurance, and long term disability insurance at a nominal fee, and leave accruals at 9.2 hours of annual leave and 5 hours of sick leave per pay period. During your service, you will also receive all legislatively mandated salary and benefit changes. Additionally, should your services no longer be required, executive service allows for a 60 day termination notice.

You are expected to become a member of the Florida Bar within one year of your employment, and failure to do so can result in termination of your employment. I assure you my full support in your role as General Counsel at the University of West Florida. If you accept the terms and conditions of this appointment, please sign where indicated at the end of this letter.

Sincerely,

Judith A. Bense, Ph.D.
President

I accept the terms set forth above.

Oct 12, 2011
Lee P. Gore Date

cc: Personnel File, Office of the President
Personnel File, Human Resources