



FAXED

BOARD OF REGENTS OF
THE UNIVERSITY SYSTEM OF GEORGIA

MR. ROB WATTS
CHIEF OPERATING OFFICER
270 WASHINGTON STREET, S.W.
ATLANTA, GEORGIA 30334

PHONE (404) 657-7099
FAX (404) 651-9444
ROB.WATTS@USG.EDU

November 19, 2009

BOR RECORDS

Dr. John Black
President
East Georgia College
131 College Circle
Swainsboro, GA 30401

Dear John:

The Board of Regents is aware that you have given more than forty years of service to the University System and are eligible to retire at any time. Given the progress that East Georgia College has made under your leadership and given the important projects currently under way there, the Board, Chancellor Davis, and I would like for you to continue to serve as President of East Georgia College and postpone your retirement for up to two years.

If you decide to postpone your retirement for up to two years, effective January 1, 2010, your annualized salary will be \$192,938, inclusive of all allowances. Your retirement would then be effective on or before December 31, 2011. This agreement would constitute your presidential transition under Board policy 2.4.4. No post-presidential leave or employment would be offered.

This letter is not an employment contract, and this agreement is subject to all applicable policies of the Board of Regents.

If you are in agreement with the terms set out above, please sign this letter below and return it to me. I look forward to your continuing leadership of East Georgia College. Please let me know if you have questions.

Sincerely,

Robert Watts
Chief Operating Officer

I am in agreement with the terms of the letter above regarding my salary effective January 1, 2010; my retirement on or before December 31, 2011; and the presidential transition policy.

Dr. John Black

16 December 2009
Date

cc: Chancellor Erroll B. Davis, Jr.
Ms. Usha Ramachandran