

# Exhibit W



## OHIO STATE ATHLETICS

Fawcett Center | 2400 Olentangy River Rd. | Columbus, Ohio 43210

November 25, 2013

Lenée Buchman  
VIA HAND DELIVERY

Dear Lenée:

For the reasons set forth in my email of November 22, which we also discussed this afternoon, your employment as head coach of the Cheerleading/Spirit Squad is terminated effective today.

You may contact the Office of Human Resources, Benefits Services at 614-292-1050, with questions or to arrange for the continuation of your group life, hospitalization and medical insurance coverage. You will be entitled to any accrued, unused vacation leave in accordance with University policy. You must return all University property, such as keys, BuckID, computer, files, etc., today.

Upon termination, you may be eligible to convert your Unum Disability coverage to an individual policy. You must convert the coverage within 31 calendar days of the coverage termination date. To obtain an application, contact the Office of Human Resources, Integrated Disability Office, at 614-292-3439 or toll free at 1-800-678-6413 or visit the website at [www.hr.osu.edu/benefits/disability.htm](http://www.hr.osu.edu/benefits/disability.htm).

Sincerely,

A handwritten signature in black ink, appearing to read 'E. Smith'.

Eugene D. Smith  
Vice President and Director of Athletics