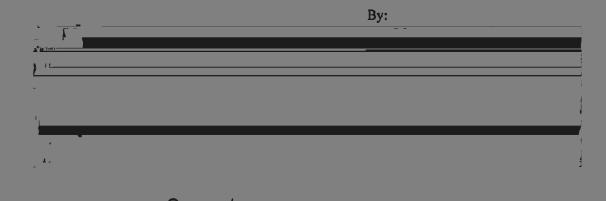
## SEPARATION AGREEMENT AND RELEASE

This Agreement is entered into by and between Tarleton State University, a member of The Texas A&M University System, an agency of the State of Texas Flocated in Stephenville, Texas ["Iniversity"] and Michael andis as individual employed by the University ("I andis"); these

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entities may be referred to collectively as the "parties."	
Landis has been employed by the University since	January 16, 2013 and <u>currently</u>
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serves as Assistant Professor of History in the Department of Social	ol Sciences.

2. Landis submits his resignation from his faculty position as Assistant Professor with the University, including all rights and benefits associated therewith, to pursue a professional

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information when required by legal process, or when posed by a governmental entity, response to a valid, enforceable subpoena. Landis expressly acknowledges that the Univers no control over words or actions of persons not named in this Agreement. Additionally, the University receive a request for a reference for Landis (including from a governmental of the University receive a request for a reference for Landis (including from a governmental of the University receive a request for a reference for Landis (including from a governmental of the University receives a request for a reference for Landis (including from a governmental of the University receives a request for a reference for Landis (including from a governmental of the University receives a request for a reference for Landis (including from a governmental of the University receives a request for a reference for Landis (including from a governmental of the University receives a request for a reference for Landis (including from a governmental of the University receives a request for a reference for Landis (including from a governmental of the University receives a request for a reference for Landis (including from a governmental of the University receives a request for a reference for Landis (including from a governmental of the University receives a request for a reference for Landis (including from a governmental of the University receives a request for a reference for Landis (including from a governmental of the University receives a request for a reference for Landis (including from a governmental of the University receives a request for a reference for Landis (including from a governmental of the University receives a request for a reference for Landis (including from a governmental of the University receives a request for a reference for Landis (including from a governmental of the University receives a request for a reference for Landis (including from a governmental of the University receives a request for a reference for Landis (including from a	ity has should
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Ву:

General Counsel
The Texas A&M University System

Date