SEVERANCE AGREEMENT

This Severance A	Agreement	("Agreement")	is entered into	on	, 20	, by and between
		("Employer") loc				
("Employee").						
WHEREAS, the E 20; and	Employee's	employment wit	th the Employ	er will be termii	nated effective _	,
WHEREAS, the E certain payments certain terms and	and benefi	ts to be made to	the Employe		•	•
NOW, THEREFO Employer and Em			mutual promi	ses and coven	ants contained l	nerein, the
1. Severance Pay to make any payn						
☐ In lump sum. \$ Severance Agree		in a lump sum	payment on _		, 20 and o	execution of this
☐ In installments.			llment every _		_ [Payment sche	edule], continuing
This payment is s	ubject to ap	plicable state a	nd Federal ta	xes and withho	oldings.	
2. Continued Berbenefits □ will □ Employee will be during this period	will not con responsible	tinue for a perio	d of mo	onths following	the termination	date. The
3. Release of Cladirectors, employed arising out of or reclaims for wrongfer	ees, and ag	ents from any a Employee's er	and all claims, nployment wit	demands, cau h the Employe	ses of action, ar	nd liabilities
4. Non-Competitic competitor of the time]. "Direct compete directly what the opportuninecessary.	Employer v petitor" is d with produc	vithin lefined as a bus ts or services of	[Geogr iness that offe ffered or provi	aphical distanders or provides ded by Employ	ce] for products or serv er. Employee a	[Period of vices that grees that they



-	oyee agrees to keep confidential and descrets of the Employer, including, eting strategies.	
its subsidiaries, affiliates, officagrees likewise it will not in an	ers, or stakeholders in any way, whet	olic or private statements or comments.
	on of this Agreement shall be held invidered invalid, the remainder of this A	
_	ement shall be governed by and cons without regard to conflicts of laws or p	
	greement constitutes the entire agreer nts and understandings, whether writt	
The prior Employment Agreer Severance Agreement. (Option	ment signed by the Employee is includenal)	ded as an attachment with this
	ement may be executed in counterpar her shall constitute one and the same	
IN WITNESS WHEREOF, the	parties have executed this Agreemer	nt as of the date first above written.
Employee Signat	ure	Employee Name
Employer	Employer Representative	Employer Representative
Name	Signature	Name and Title

