



October 15, 2018

Dr. Glenn Mack, Ed.D.  
*via hand delivery*

RE: Separation of Employment

Dear Dr. Mack:

Pursuant to our discussion, you and NorthWest Arkansas Community College/Brightwater: a Center for the Study of Food (hereinafter "NWACC") acknowledge that your employment with NWACC will be terminated effective Monday, October 15, 2018. In connection with your termination, NWACC agrees to provide you with severance pay, subject to your execution of this letter agreement and acceptance of the terms contained herein.

In consideration of the severance payment contemplated below, you agree not to make disparaging, critical, or otherwise detrimental comments to any person or entity concerning Brightwater: a Center for the Study of Food, NorthWest Arkansas Community College Foundation, Inc., or NorthWest Arkansas Community College, its trustees, officers, directors, employees, products, services, programs, academic affairs, business affairs, operation, management, financial condition, or the circumstances surrounding your employment or separation of employment from NWACC. For purposes of this letter agreement, "disparaging" means any negative statement, whether written or oral, about NWACC or any other parties listed above. Nothing in this letter agreement will preclude you from making truthful statements that are reasonably necessary to comply with any applicable law or legal process.

You acknowledge that except as specifically stated in this letter agreement, NWACC does not and will not have any other liability or obligation to you, and you hereby voluntarily waive and release any and all actions, claims and demands for damages you may have against NWACC. You further acknowledge that, in the absence of your execution of this letter agreement, you would not otherwise be entitled to the payments described above.

By agreeing to these terms, you will be entitled to receive the following severance payment from NWACC:

**INSERT PAYMENT INFORMATION FROM HR**

Sincerely,

Dr. Evelyn Jorgenson, Ph.D.

Accepted:

\_\_\_\_\_  
Dr. Glenn Mack, Ed.D.

\_\_\_\_\_  
Date