

**SEPARATION AGREEMENT
AND GENERAL RELEASE**

This Separation Agreement and General Release (hereinafter "Agreement") is made and

against the College and/or any affiliated officers, directors, agents, employees, successors and assigns, which arose in whole or in part from his employment with the College and any other dealings of any kind between Mr. Klinzman and the College and/or any officer, director, agent or employees of the College, which have transpired prior to the execution of this Release, including

[REDACTED]

has read this Agreement, that he is fully aware of its contents and of its legal effect, and that he freely and voluntarily enters into it.

8. Iowa Law. This Agreement shall be construed and governed by the laws of the State of

