

RETIREMENT AGREEMENT

indemnification by Employer in any civil action brought against him based on any alleged act or omission relating to or based upon his public duties or employment.

5. Release of Claims. Employee agrees that by signing this Agreement, he does release and forever discharge the State of Nevada, Board of Regents for the NSHE, their officers, employees and agents from any and all claims, demands, costs, expenses, benefits, emoluments, damages and rights to compensation whatsoever, which are in any way the result of, arising out of or in any way related to

discharge of all claims, actions, causes of actions and suits, as above stated, up through the Effective Date of this Agreement. The terms and conditions of this Agreement are controlling to the extent they may conflict with