

## Severance Agreement and General Release

*Sample US severance agreement — generated for Lifeboat demo. Not a real legal document.*

### SEVERANCE AGREEMENT AND GENERAL RELEASE

This Severance Agreement and General Release ("Agreement") is entered into between Jordan Rivera ("Employee") and Northstar Analytics, Inc. ("Company").

1. **SEVERANCE PAY.** In consideration of Employee's signed release of claims, Company will pay Employee a severance payment equal to eight (8) weeks of base salary, less applicable withholdings, payable within thirty (30) days of the Separation Date. Employee's last day of employment ("Separation Date") shall be November 14, 2025. Employee was hired on March 2, 2018.
2. **COBRA.** Employee shall be eligible to continue health coverage under COBRA at Employee's own expense. Company will not subsidize any portion of Employee's COBRA premiums.
3. **EQUITY / VESTING.** All unvested equity awards held by Employee as of the Separation Date shall be forfeited immediately. No acceleration of vesting shall occur.
4. **NON-COMPETE.** For a period of eighteen (18) months following the Separation Date, Employee shall not directly or indirectly engage in, own, manage, or work for any business that competes with the Company anywhere in the United States or any country in which the Company operates.
5. **NON-DISPARAGEMENT.** Employee agrees not to make any statements, public or private, that disparage the Company, its officers, directors, or products. This restriction shall continue indefinitely.
6. **NON-SOLICITATION.** For twelve (12) months following the Separation Date, Employee shall not solicit any employee, customer, or vendor of the Company.
7. **RELEASE OF CLAIMS.** Employee hereby releases and forever discharges the Company from any and all claims, including but not limited to claims under Title VII, the Age Discrimination in Employment Act (ADEA), the Fair Labor Standards Act, and any state-law wage and hour claims.
8. **WAIVER OF UNEMPLOYMENT BENEFITS.** Employee agrees not to apply for unemployment insurance benefits in any state.
9. **REFERENCE.** Upon request, Company will confirm Employee's dates of employment and last title only.
10. **GOVERNING LAW.** This Agreement shall be governed by the laws of the State of Texas.
11. **CONFIDENTIALITY.** Employee agrees not to disclose the terms of this Agreement to any person other than a spouse, attorney, or financial advisor.
12. **REVIEWS AND REVOCATION.** Employee acknowledges they have been given twenty-one (21) days to review this Agreement and seven (7) days to revoke acceptance after signing.