

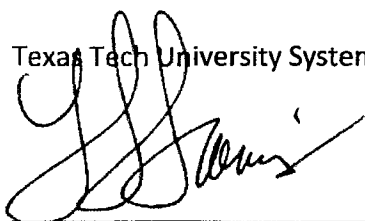
## Transition Agreement

Inasmuch as the Board of Regents has not acted to extend the term of the employment contract of Chancellor Duncan, Chancellor Duncan has stated his intent to retire as of June 30, 2019.

There being a need, however, to facilitate a prompt transition of duties to an interim chancellor, it is agreed that the Chancellor will cease his duties as of August 31, 2018. In return for the Chancellor's cooperation to facilitate this important transition, the Chancellor will receive payment of all sums which would have been paid under his contract as if he had retired as of June 30, 2019.

Further, in order to facilitate this transition, and in accordance with past policy, the System will reimburse the Chancellor for reasonable moving expenses supported by documentation as required by Texas Tech University policy, but not to exceed \$12,000.

Texas Tech University System



Chairman of the Board of Regents

Robert L. Duncan



Executed: 08-13-2018

08-13-2018