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Routing/Review Approval of Personnel Settlement Agreement

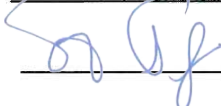
Please sign/date where indicated below noting the approval or denial of the attached proposed Personnel Settlement Agreement. ****After signing, please return to the attention of BOR – General Counsel.**** If "denied," please return to BOR – General Counsel.

In the matter of: Louay Ghonaym

Institutional Staff: Todd Rent, Sr., JD, MHRIR, Senior Director, HR Services

Office of the Attorney General

Reviewed by (Print Name): Stan Thompson, Deputy Attorney General for Civil Litigation

Reviewer's Signature: 

Date: 11/13/2023

Reviewed:

Redacted:

Institution: State University of Iowa

Institutional Head's Printed Name: Barbara J. Wilson, President

Institutional Head's Signature: 

Date: 11/9/2023

Approve:

Deny:

Board of Regents

Executive Director's Printed Name: DocuSigned by: Mark Braun

Executive Director's Signature: 

Date: 11/10/2023

Approve:

Deny:

**BOARD OF REGENTS, STATE OF IOWA, STATE
UNIVERSITY OF IOWA AND LOUAY K. GHONAYM
SEPARATION AGREEMENT**

The **STATE UNIVERSITY OF IOWA** ("Employer") and **LOUAY K. GHONAYM** ("Employee") enter into the following Separation Agreement, which reflects the Parties' mutual desire to resolve any disputes arising from the Employee's employment. Accordingly, the parties agree to the following:

1. **Employee Resignation.** Employee agrees to voluntarily resign from his at-will position of Director of Engineering and Facilities at UI Pharmaceuticals ("UIP"), effective December 4, 2023 (Separation Date).
 - a. Consistent with university policies, practices, and procedures, Employee will receive a payment equivalent to the value of any unused remaining vacation leave accruals as of the Separation Date.
 - b. Employee will retain health and dental coverage under Employer's plan through December 31, 2023. To secure coverage beyond December 31, 2023, Employee must enroll in coverage through the Consolidated Omnibus Budget Reconciliation Act ("COBRA"). Information regarding this enrollment will be sent to Employee within thirty (30) days of Employee's loss of coverage under Employer's plan.
2. **Unemployment.** Employer agrees not to contest the Employee's unemployment compensation claim arising from Employee's resignation. Notwithstanding such agreement, Employer reserves the right to respond to any governmental inquiries regarding Employee's separation in a manner that is truthful, adequate, and complete.
3. **Good Faith Resolution.** This agreement is a good faith settlement of all issues arising from the Employee's employment. No promises for any other or future consideration have been made by anyone. Both Parties agree that the aforementioned consideration is all that will be received for any claims or potential causes of action arising from or relating to the Employee's employment, and the Parties that such consideration is sufficient.
4. **University Property.** Employee agrees to return to Employer all university property on or before Separation Date. Such property includes without limitation any university keys or access cards, electronic computing devices, mobile phones, purchasing cards, and parking passes in Employee's custody, possession, or control.
5. **Restriction on Contact with Employer Staff.** Employee agrees not to initiate contact with any member of the UI Pharmaceuticals ("UIP") staff other than those with whom this Agreement specifically directs contact, without the prior written authorization of Employer. Unauthorized contact will be considered a breach of this Agreement and may subject Employee to remedies as provided by this Agreement. Moreover, in the event of such contact, the university reserves the right to recover any compensation paid out pursuant to this Agreement or during the previous paid administrative/investigatory leave in the event of such breach.

6. **Restriction on Reentry to Employer Facilities.** Employee agrees that he shall not reenter the premises of UIP facilities without the prior written consent of Employer. Unauthorized entry into these facilities will be considered a breach of this Agreement and may subject Employee to remedies as provided by this Agreement. Moreover, Employer reserves the right to recover any compensation paid out pursuant to this Agreement or during the previous paid administrative/investigatory leave in the event of such breach.

7. **Waiver and Release.** In consideration for SUI's agreement to the terms set forth above, Employee hereby irrevocably and unconditionally releases, remises, and forever discharges and covenants not to sue SUI, the State of Iowa, and the Board of Regents for the State of Iowa, and each of their respective agents, directors, officers, employees, representatives, attorneys, divisions, subsidiaries, affiliates (and agents, directors, officers, employees, representatives and attorneys of such divisions, subsidiaries and affiliates), and their predecessor, successors, heirs, executors, administrators and assigns, and all persons acting by, through, under, or in concert with any of them (collectively, the "Releasees"), or any of them, of and from any and all grievances, actions, causes of action, suits, debts, charges, claims, liabilities, obligations, promises, agreements, controversies, damages, and expenses (including attorneys' fees and costs actually incurred), of any nature whatsoever, in law or equity, which Employee ever had, now has, or Employee or Employee's heirs, executors and administrators hereafter may have, particularly against each or any of the Releasees, from the beginning of time to the date of this Agreement, by reason of any claims against SUI or any of its directors, officers, agents, employees or representatives, arising from or related to Employee's employment relationship with SUI (and compensation and benefits related thereto) or the end thereof, including, but not limited to, any claims arising from any alleged violation by SUI of any federal, state or local statutes, ordinances or common laws, including but not limited to, the Rehabilitation Act of 1973 (29 U.S.C. § 701, *et seq.*), Title VII of the Civil Rights Act of 1964 (42 U.S.C. § 2000, *et seq.*), Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681, *et seq.*), the Age Discrimination in Employment Act (29 U.S.C. § 626 *et seq.*); the Equal Pay Act (29 U.S.C. § 206(d)); the Iowa Civil Rights Act (Iowa Code Chapter 216); Iowa Wage Payment and Collection Law (Iowa Code Chapter 91A); the Americans with Disabilities Act (42 U.S.C. § 12101 *et seq.* and related sections and amendments); and any claims in violation of common law or public policy of this state. Employee acknowledges this release includes all claims against employees of SUI, the State of Iowa, and the Board of Regents for the State of Iowa in their official and individual capacities.
 - a. Employee has read this Agreement in its entirety and understands all of its terms.
 - b. Employee knowingly, freely, and voluntarily agrees to all of the terms and conditions stated in this Agreement, including without limitation, the waiver, release, and covenants contained in it.
 - c. Employee is advised to consult with an attorney prior to executing this Agreement.
 - d. Employee acknowledges that Employee was informed that Employee has had at least twenty-one (21) days in which to review and consider this Agreement, to review the

information as required by the ADEA, a copy of any materials attached to and made part of this Agreement, and to consult with an attorney regarding the terms and effect of this Agreement.

e. Employee may revoke the waiver of any ADEA claim for a period of seven (7) days following the date on which Employee signs this Agreement, and the waiver/release of any age discrimination claims shall not become effective or enforceable until the revocation period has expired.

8. **Reference and Employment Verification.** Employer shall make good faith efforts to inform applicable university officials and management staff that requests for employment references concerning the Employee from prospective external employers should be referred directly to UIP Human Resources for response. Upon receipt of a request for employment references from prospective external employers, Employee shall refer such employers to UIP Human Resources.

a. Upon receipt of such referrals, UIP Human Resources shall provide basic employment verification information to the requesting party, which includes: (1) the position(s) held by Employee, (2) Employee's date of hire, (3) Employee's date of separation, and (4) Employee's compensation history.

b. Both Parties acknowledge that Employee shall maintain access to their ePersonnel file, which contains annual performance evaluations, through the Separation Date. The duration of access following the Separation Date shall be maintained in accordance with the standard procedures of the university's Information Technology Services (ITS) department.

Both Parties agree that these performance evaluations provide a detailed, factual, and job-based overview of workplace performance.

9. **Representation of Comprehension of Agreement.** Employee and Employer enter into this Agreement knowingly and voluntarily with full understanding of the terms and provisions herein, having been advised to and had the opportunity for consultation with legal counsel.

10. **No Admission of Liability.** This Agreement is not and shall not in any way be construed as an admission by SUI or by the State of Iowa or the Board of Regents of the State of Iowa or any of the Releasees that it engaged in any wrongful acts against Employee or that it violated any federal, state, or local law.

11. **Approvals.** This agreement is subject to Iowa Code section 22.13A and must be approved by the Executive Director of the Board of Regents and the President of the State University of Iowa and reviewed by the Attorney General or her designee. This agreement shall become effective once it has received all necessary approvals and review. Once in effect, it shall be posted to the Board of Regents website.

12. **Public Record.** This agreement is subject to Open Records and is available for public

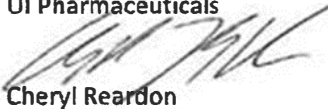
inspection and copying.

13. **Extinguishment of All Claims, Known or Unknown.** Employee expressly acknowledges that this Agreement is intended to include all claims, whether known or unknown to Employee, that have arisen prior to or as of execution of this Agreement, and that this Agreement contemplates the extinguishment of any such claims, including but not limited to equitable relief.
14. **Governing Law and Venue.** This Agreement is made and entered into in the State of Iowa and shall in all respects be interpreted, construed, enforced, and governed under the laws of the State of Iowa. In the event any proceeding of a quasi-judicial or judicial nature is commenced in connection with this Agreement, the exclusive jurisdiction for the proceeding shall be in Johnson County District Court for the State of Iowa. This provision shall not be construed as waiving any immunity to suit or liability, including without limitation sovereign immunity in state or federal court, which may be available to the State of Iowa and the State University of Iowa as its instrumentality.
15. **Entire Agreement.** This Agreement contains the entire agreement between the parties and supersedes any and all prior agreements, understandings, arrangements, and communications, whether oral or written, pertaining to the subject matter of this Agreement. This Agreement is binding upon and inures to the benefit of the Parties and their respective successors and assigns.
16. **Modification of Agreement.** This Agreement shall not be modified or amended except by written agreement of the parties.

FOR THE EMPLOYER:



Dennis Erb
Managing Director
UI Pharmaceuticals



Cheryl Reardon
Chief HR Officer & Associate VP, University Human
Resources

27 OCT 2023

Date

11/6/2023

Date

FOR THE EMPLOYEE:



Louay K. Ghonaym

26 Oct 2023

Date