

**STATE OF TEXAS**

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**COUNTY OF FORT BEND**

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**SEVERANCE AGREEMENT**

THIS AGREEMENT is entered into on September 1, 2025 by and between Shena Ureste (hereinafter referred to as 'CHIEF EXECUTIVE OFFICER'), acting in her position as Chief Executive Officer/Executive Director of Texana Center (a Community Center established and operated in accordance with the Texas Health and Safety Code, Chapter 534, Subchapter A), as authorized by the Board of Trustees in the CHIEF EXECUTIVE OFFICER'S Employment Agreement, and \_\_\_\_\_, (hereinafter referred to as "\_\_\_\_\_".)

BY THIS AGREEMENT, the CHIEF EXECUTIVE OFFICER hereby requires a severance package to be paid to \_\_\_\_\_ for the position of \_\_\_\_\_, in the event of termination without cause.

Payment shall be made in the form of an amount equivalent to compensation for a period of four (4) months, in addition to any other benefits incurred and earned up to the date of such termination.

This Agreement shall be governed by and construed in accordance with the laws of the State of Texas and all the obligations set forth herein are performable in Rosenberg, Fort Bend County, Texas.

EXECUTED this \_\_\_\_\_ day of \_\_\_\_\_ 2025, at Rosenberg, Fort Bend County, Texas.

\_\_\_\_\_  
Shena Ureste  
CHIEF EXECUTIVE OFFICER

\_\_\_\_\_  
Name:  
Position: