

March 16, 2026

Ashley Schriewer  
9120 Huber Road  
Seguin, TX 78155

Dear Ashley Schriewer:

The purpose of this letter agreement ("agreement") is to set out our agreement regarding the cessation of your employment with New Braunfels Utilities ("the Company") and all rights, benefits, and obligations arising from this action. Please read the entire contents of this letter, as it contains important information regarding your rights, responsibilities, and the benefits you may receive should you agree to fully comply with its terms.

**Separation from Employment and Severance:** Your last active day of work will be 3/16/2026. You will be paid for the work performed through your last day of employment. However, if you accept and comply in full with the consideration, release, and all other terms contained in this agreement, you will also receive a severance in the amount of \$75,724.08 less TMRS and standard withholdings. The severance amount will include 20 weeks of pay, plus all remaining time-off benefits. This payment will be made to you on the Company's next regularly scheduled payday after you sign this agreement.

**Benefits:** You will cease eligibility as a current employee in the Company's medical, dental, vision, cancer, and voluntary life plans on 3/16/2026. You may elect to continue participation in the Company's medical, dental, and vision plans under COBRA in accordance with existing law. COBRA election forms will be mailed to your residence.

**Release of All Claims:** In consideration of the Company's actions set out in this agreement, the adequacy and sufficiency of which you acknowledge and to which you agree you are not otherwise entitled, you agree to, and by signing this agreement hereby do, release the Company, its past, present and future corporate and/or partnership entities, including corporations, general and/or limited partnerships, parents, subsidiaries, affiliates and facilities, and all of their past, present, and future employees, officers, directors, board members, members, agents, insurers and legal counsel, in their individual and corporate capacities (hereinafter collectively referred to as "the Released Parties"), from any and all claims, demands, actions, or liabilities which you may have had, may now have, or may hereafter claim to have through the date you sign this agreement, whether known or unknown, contingent or otherwise, at law or in equity.

This Release of All Claims includes but is not limited to: (i) any claims relating to your employment with, and separation from, the Company; (ii) all compensation and benefits relating to your employment (with the sole exception of the compensation set out in this agreement); (iii) any claim of discrimination based upon your race, color, religion, sex, age, national origin, genetic information, disability, or any other category protected by law; (iv) any claim that the Company or Released Parties have violated any federal, state or local statute, regulation, or ordinance with respect to your employment or the separation thereof, including without limitation any claims under the Texas Payday Law, Texas Labor Code § 21.001 *et seq.*, the Age Discrimination in Employment Act (29 U.S.C. § 621, *et seq.*), the Older Workers Benefit Protection Act, Title VII of the Civil Rights Act of 1964 (42 U.S.C. § 2000e, *et seq.*), the Civil Rights Act of 1866 (42 U.S.C. § 1981, *et seq.*), the Civil Rights Act of 1991 (42 U.S.C. § 1981a), the Americans with Disabilities Act (42 U.S.C. § 12101 *et seq.*), the Fair Labor Standards Act (29 U.S.C. § 201, *et seq.*), the Family Medical Leave Act (29 U.S.C. § 2601, *et seq.*), and the Equal Pay Act of 1963 (29 U.S.C. § 206); (v) any claim that the Company or Released Parties have constructively and/or wrongfully terminated your employment or breached any oral, written, express, or implied employment agreement; (vi) any claim that the Company or Released Parties have intentionally or negligently inflicted emotional distress, mental anguish, or humiliation on you; (vii) any claim of the breach of any implied covenant of good faith and fair dealing; (viii) any claim of damages, monetary or other personal relief, and/or attorneys' fees in any administrative and/or

judicial proceeding initiated by you, by any third party on your behalf, or by any governmental authority prior to or following your signing of this agreement; (ix) any claim of libel, slander, and/or defamation of character; (x) any retaliation, "whistleblower," or public policy claim; and (xi) any other claim of whatever kind not specifically identified in this agreement.

You acknowledge that you have not previously assigned, sold, conveyed, or otherwise transferred any claim released in this agreement. You further acknowledge that, as of the date you sign this agreement, you do not have any claims pending against the Company or Released Parties, whether judicial, administrative, or otherwise and whether brought by you, by any third party on your behalf, or by any governmental authority.

This Release of All Claims does **not**: (i) include any rights or claims that may arise after the date you execute this agreement or that cannot lawfully be waived; (ii) prevent you from filing a complaint, or cooperating in an investigation or proceeding with, any governmental agency, including but not limited to a charge of discrimination or complaint with the Equal Employment Opportunity Commission ("EEOC"), National Labor Relations Board ("NLRB"), or any similar federal, state, or local agency or prevent you from filing a claim for unemployment compensation benefits with the Texas Workforce Commission ("TWC"); provided, however, that—with the exception of any unemployment compensation benefits—you waive your rights to any monetary or other recovery should any claim be pursued with or by the EEOC, NLRB, TWC, or other federal, state or local agency on your behalf and arising out of or related to your employment with and/or separation from the Company; (iii) prevent you from engaging in any future activities protected under the whistleblower statutes administered by OSHA, or receiving and fully retaining a monetary award from a government-administered whistleblower award program for providing information directly to a government agency; (iv) bar you from pursuing or receiving any claims or compensation due to a workplace injury under the Texas Workers' Compensation Act (provided, however, that this Release of Claims does bar you from pursuing any retaliation claim under Texas Labor Code § 450.001 *et. seq.*); or (v) bar you from seeking to enforce, or contest the validity of, this agreement.

**Confidentiality:** You agree to maintain this agreement and all of its terms and provisions in confidence and to not disclose it, directly or in response to a question, to any person or entity including, but not limited to, any former, current, or future employees of the Company. You may disclose the terms of this agreement to your lawyer, accountant or tax preparer, spouse, and in response to a lawful subpoena, court order, or governmental inquiry.

**Confidential and Proprietary Information:** You acknowledge that, during your employment with the Company, you have been given access to, and use of, confidential and proprietary information of the Company. You acknowledge that you have not used or disclosed any such information during your employment with the Company except as authorized by the Company or while exercising your right to engage in concerted protected activity under the National Labor Relations Act. You further acknowledge that, with the exception of engaging in any concerted activity authorized under the National Labor Relations Act, you have a continuing obligation after ceasing your employment with the Company to not disclose, authorize the disclosure of, or use (for your or any other person's or entity's benefit) any confidential or proprietary information in any way acquired during your employment with the Company. You agree that the disclosure of any confidential and/or proprietary information or trade secrets, the use of such information for your personal benefit, and/or the use of such information for the benefit of any third party would cause substantial and irreparable harm, loss of goodwill, and injury to the Company. You further agree that if there is a breach or threatened

breach of this obligation, the Company shall be entitled, in addition to any other relief to which it may be entitled, to seek and obtain restraining orders, injunctions, monetary damages, court costs and attorneys' fees in compensation for your disclosure of any such confidential, proprietary, or trade secret information.

**Return of Company Information, Passwords, and Usernames:** You agree that you have delivered to the Company the originals and any copies of all documents, information and things of any nature relating in any way to the business of the Company that were obtained by you during your employment with the Company and which are in your possession or under your control, including, without limitation, equipment, correspondence, files, notebooks, policies, procedures, reports, computer programs, software and records, manuals, passwords and usernames, and any and all other confidential information of the Company. Should you fail to deliver to the Company all company information as described in this paragraph, you agree that the Company will have no obligation to provide to you the severance amount described above.

**Non-Disparagement:** Following your signing of this agreement, and except as may be required as part of a governmental investigation, you agree not to engage in communications (verbal or written) with any person or in any actions that would denigrate or disparage the Company or the Released Parties, or that would otherwise adversely affect their business and/or personal reputations; provided, however, that nothing in this agreement prohibits you from exercising any rights you may have to engage in concerted protected activity under the National Labor Relations Act.

**Future Cooperation:** You agree to reasonably cooperate with the Company in the future by responding to questions and attending meetings, depositions, governmental proceedings or court hearings, and by cooperating with the Company and its accountants and attorneys with respect to any investigation, claim, or litigation for which you have personal and/or business knowledge as a result of your employment with the Company. You further agree to maintain in confidence any information regarding past, current, or potential claims, governmental proceedings, third party investigations, litigation, or settlements relating to the Company.

Reasonable expenses for travel, meals, and lodging which you incur while providing cooperation to the Company at its request will be reimbursed in accordance with the Company's policies. You will not be eligible for any additional compensation or fees for providing cooperation to the Company at its request. You further agree to maintain in confidence any information regarding past, current, or potential claims, governmental proceedings, third party investigation, or litigation relating the Company. Finally, you agree not to communicate with any party(ies), their attorneys, investigators, or others who are adverse or potentially adverse to the Company, except with notice to and in the presence of the Company's designated attorneys.

**Employment Verification:** In consideration of your signing this agreement, the Company agrees that, if the Company is contacted by a prospective employer of you, the Company will only confirm your dates of employment and position. Wage information may also be provided upon written request or authorization from you. However, the Company's obligations under this paragraph apply only if you direct all employment verification requests to [hr@nbutexas.com](mailto:hr@nbutexas.com). The Company will be entitled to disclose complete information regarding your employment in response to a subpoena, court or administrative order, in response to any claim filled by you or on your behalf, and as otherwise required by law.

**Non-Admission:** Nothing contained in this agreement shall be construed in any way to acknowledge or imply that the Company has acted improperly, violated any federal, state, or local statute, regulation, or ordinance, or breached any agreement with respect to our employment relationship.

**Governing Law, Consent to Personal Jurisdiction, and Mandatory Venue:** This agreement shall be governed by the laws of the State of Texas, without regard for conflicts of law principles, and shall bind you and all of your heirs, estates, successors, and assigns. If any term or provision of this agreement is found to be invalid or unenforceable, the remaining terms and provisions shall continue in full force and effect notwithstanding such determination. You acknowledge that this agreement sets out the entire understanding with the Company relating to your employment and cessation of employment. You waive any objection you may now or hereafter have to venue or inconvenience of forum, and agree that any claims arising out of this agreement shall be litigated in federal and/or state courts located in Comal County, Texas. By executing this letter agreement, both you and the Company expressly consent to the jurisdiction and mandatory venue of any state and/or federal court located within, or having jurisdiction over Comal County, Texas.

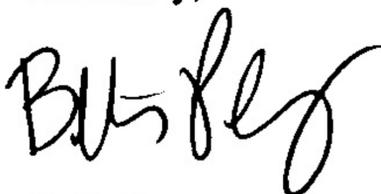
**Entire Agreement:** You acknowledge that this agreement sets out the entire understanding with the Company relating to your employment and cessation of employment. No term of this agreement may be modified in any way except by a writing signed by all parties to this agreement. No person has any authority to make any representations or promises on behalf of any of the parties that are not set forth in this agreement. You agree that this agreement has not been executed in reliance upon any representation or promise other than those set out in this agreement.

**Severability:** Each part, paragraph, term, or provision of this agreement is severable from the others. Notwithstanding any possible future finding by a duly-constituted authority that a particular part, term, or provision is invalid, void, or unenforceable, this agreement has been made with the clear intention that the validity and enforceability of the remaining parts, terms and provisions shall not be affected thereby.

**Time to Consider:** You may take up to five (5) days from your receipt of this agreement to decide whether to accept it. You may accept and sign this agreement at any time during this period, but are not required to do so. This agreement will become effective on the date that you sign it.

Please give careful consideration to the terms of this agreement. Your agreement is necessary to secure the compensation and benefits described above. If you have any questions about this agreement, please do not hesitate to call me. If you agree with all of the terms of this agreement, please signify by signing the agreement where indicated and returning a signed copy to me, together with any required company documents, information, or things.

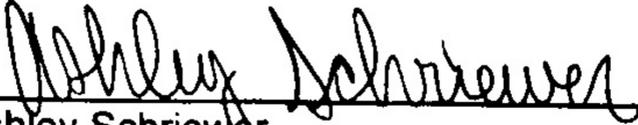
Sincerely,

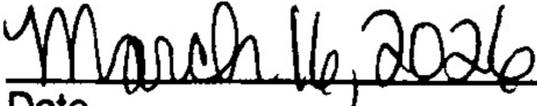


Beth Perez  
Human Resources Manager

**ACKNOWLEDGMENT AND AGREEMENT**

I acknowledge that I have read and thoroughly examined the terms and provisions of this agreement between New Braunfels Utilities ("the Company") and me. I acknowledge and represent by my signature below that I am mentally competent to sign this agreement and that the consideration provided to me under the terms of this agreement are sufficient, adequate, and constitute benefits to which I would not otherwise be entitled. I fully understand this agreement and voluntarily accept all of its terms and provisions. I am signing this agreement voluntarily and without coercion by anyone associated with the Company.

  
\_\_\_\_\_  
Ashley Schriewer

  
\_\_\_\_\_  
Date