UNIVERSITY OF MISSOURI SYSTEM HIRING AND RETENTION INCENTIVE AGREEMENT

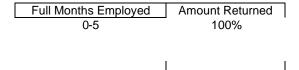
I, ("Employee"), in consideration of the Incentive paid to me by The Curators of the University of Missouri (the "University"), hereby acknowledge and agree to the following terms:

1. The University has agreed to pay Employee a special Incentive in accordance with University Human Resources Policy HR-104 Hiring and Retentionncentives

Payments shall be issued as follows:

One payment the amount of \$ to be issued on or around R U7 Z R Sayments each in the amount to be issued on or around and

2. In consideration of the payment of said Incentive, Employee agrees to remain employed by Undiversity twoyear periodcommencing on Employee's first date of employment, or if Employee is a current University e, on the first date after this agement is signed if Employee does not remain employed by University on the two-year period because Employee untarily resigns or is terminated by inversity for cause, Employee agrees the Incentive shall be returned to University in accordance with the following schedule:



Any leave of absence thirty consecutive days more shall not be considered determining the number