



## TEXAS TECH UNIVERSITY SYSTEM™

Office of the General Counsel

March 16, 2010

Robert Shindell  
11113 Persimmon Gap Dr.  
Austin, Texas 78717

Dear Mr. Shindell:

This is to confirm that your separation from Texas Tech University was not “for cause” and not related to any alleged violations of University EEO policies. Your personnel file reflects that you are eligible for re-hire by the Texas Tech University System and its affiliates. Had you been terminated for cause, such as a violation of University EEO policies or procedures, this would not be the case.

Sincerely

  
Pat Campbell  
Vice Chancellor and General Counsel