

BRUCE A. BLAKEMAN
NASSAU COUNTY EXECUTIVE



MARISA E. HOWARD
DIRECTOR OF HUMAN RESOURCES

OFFICE OF HUMAN RESOURCES

February 2, 2026

Dear Nassau County Employee:

Nassau County is pleased to announce that, pursuant to an agreement between Nassau County and the PBA, DAI and SOA, we have implemented a Voluntary Separation Incentive Program for 2026 (2026 VSIP). This Incentive Program offers \$2,000 per year for each year of consecutive full-time completed County service to Full-Time Nassau County employees represented by the PBA, DAI and/or SOA with a minimum of ten (10) years of consecutive full-time County employment immediately preceding the County resignation/retirement date, who voluntarily retire or resign on or before March 5, 2026. The VSIP has been approved by the PBA, DAI and SOA, the Legislature and NIFA.

Should you have any questions or require additional information, please contact the Nassau County Office of Human Resources. One West Street in Mineola, Room 100, or email VSIP@nassaucountyny.gov.

Sincerely,

A handwritten signature in black ink, appearing to read "M. Howard", is written over a horizontal line.

Marisa E. Howard
Director of Human Resources

ONE WEST STREET - MINEOLA, NEW YORK 11501-4895
Telephone: 516-571-3072
Fax: 516-571-4384

**NASSAU COUNTY 2026
VOLUNTARY SEPARATION INCENTIVE PROGRAM
(PBA, DAI and SOA)**

1. Voluntary Participation: Participation in the Program is voluntary. If you are eligible and choose not to participate in the Program, your decision not to participate will not affect your employment status or benefits in any way.
2. Eligibility: You are eligible for the Program if you are a Full-Time Nassau County employee represented by the PBA, DAI or SOA with a minimum of ten (10) years of consecutive full-time County employment immediately preceding the County Resignation/Retirement Date (i.e. no breaks in service). Consecutive full-time County employment shall include any paid or unpaid suspension and/or leave of absence periods.
3. Separation Incentive Window: You have until close of business March 5, 2026 to decide whether to participate in the Program.
4. Resignation/Retirement Letter: If you are eligible for the Program and choose to participate, you must submit a signed irrevocable letter of resignation/retirement from County employment to the Nassau County Office of Human Resources, One West Street, Room 100, Mineola New York, by no later than close of business March 5, 2026. See, **ATTACHMENT A**.
5. County Resignation/Retirement Date: If you are eligible for the Program and choose to participate, the effective date of your Nassau County Resignation/Retirement shall be no later than the close of business on March 5, 2026.
6. Waiver and General Release: If you are eligible for the Program and choose to participate, you must sign a Waiver and General Release **on your County Resignation/Retirement Date**, in front of a Notary Public, and deliver it to the Nassau County Office of Human Resources One West Street, Room 100, Mineola New York by no later than close of business on your County Resignation/Retirement Date. See, **ATTACHMENT B**.
7. Benefit: Eligible employees who opt-in on or before March 5, 2026 and who: (i) resign/retire within the Separation Incentive Window, and (ii) submit a valid Waiver and General Release that has not been revoked within seven (7) days of its execution, and (iii) submit an irrevocable letter of resignation/retirement from County employment, will receive the following incentive bonus offerings:
 - i. A lump sum payment equal to \$2,000 per year for each year of full-time completed County service as of the employee's County Resignation/Retirement date (e.g. an employee with 20 years of completed service reflected in County records would result in a one-time lump sum incentive payment of \$40,000). The definition of "years of completed service" shall be consistent with "years of completed service" with Nassau County only; and
 - ii. Subject to IRS Regulations, the 401(a) plan mandatory participation criteria and maximum individual employee and/or plan contribution limits, the lump sum incentive payment will be made to the employee's 401(a) plan. Nassau County shall make all reasonable and best efforts to make this incentive payment to each departing employee's 401(a) plan within ninety (90) calendar days of his/her County Resignation/Retirement Date. If payment cannot be made to the 401(a) plan for any reason, the 2026 VSIP shall be paid directly to the employee; and

- iii. Notwithstanding any Collective Bargaining Agreement provision or past practice to the contrary, any Termination Pay to which the employee is otherwise entitled pursuant to the Nassau-PBA, DAI or SOA Collective Bargaining Agreement, shall be made in one lump sum payment, within ninety (90) calendar days of his/her County Resignation/Retirement Date. Nothing contained in this Agreement shall alter any provision, amendment and/or past practice regarding any modification to Termination Pay provisions of the Nassau-PBA, DAI or SOA Collective Bargaining Agreements imposed by any agreement, amendment, past practice and/or interest arbitration award, including but not limited to, all modifications to Termination Pay imposed on the PBA by the June 29, 2007 Interest Arbitration Award (item #16b), imposed on the DAI by the January 9, 2008 Interest Arbitration Award (item # 13), and imposed on the SOA by the May 6, 2009 Interest Arbitration Award (item #13). The 2026 VSIP will not be considered Termination Pay pursuant to any of those Agreements or Awards and shall not impact their calculation in any way. This provision does not alter the treatment of Termination Pay in connection with the requirement that such pay be contributed to the 401(a) plan, subject to IRS regulations, mandatory participation criteria and individual employee or plan maximum contribution limits.
 - iv. Payments, as outlined in subparagraphs (ii) and (iii) above, shall be made within ninety (90) calendar days of his/her County Resignation/Retirement Date. The payment of Termination Pay, pursuant to subparagraph (iii), shall be consistent with all other agreements and/or contracts and/or memoranda of understanding between Nassau County and the PBA, DAI and/or SOA with regard to interest paid on Termination Pay, except the applicable period for Termination Pay payments under this Agreement only, is extended to ninety (90) calendar days. There shall be no interest paid on the Lump Sum Incentive Payment as referenced in subparagraph (ii), for failure to pay within the time specified herein.
- 8. Return to County Employment: An employee, who is eligible and chooses to participate in the Program, shall not be permitted to return to County employment within six (6) months from the employee's County Resignation/Retirement Date.
 - 9. Extension Period: The County Executive, at his sole discretion, shall have the authority to extend the 2026 VSIP for a period not to exceed ninety (90) calendar days from the last day of the Separation Incentive Window (herein the "Extension Period"). In the event that the County Executive extends the 2026 VSIP, the close of the Separation Incentive Window shall become the last day of the Extension Period. The County Resignation/Retirement Date and the date by which a participating employee must submit his/her Resignation/Retirement Letter and Waiver and General Release shall become the last day of the Extension Period. All other terms and conditions of the 2026 VSIP shall remain unchanged and in full force and effect.
 - 10. Deferral Period: In the event an employee, whose absence will result in the County's inability to perform governmental functions, is eligible and elects to participate in the 2026 VSIP, the County Executive may, in his sole discretion, defer said employee's participation in the 2026 VSIP for up to one (1) year following the employee's County Resignation/Retirement Date. This right is subject to the affected employee's express approval and may not be revoked by either party once approved by both the County Executive and the affected employee. If the County Executive defers an employee's participation, the employee will have until one day prior to the deferral date to deliver notice to the Director of Human Resources of the employee's decision to rescind his/her letter of resignation/retirement and forego the benefits contained herein. If the employee elects to

proceed with the 2026 VSIP, subject to the deferral, the County Resignation/Retirement Date and the date by which a participating employee must submit his/her Resignation/Retirement Letter and Waiver and General Release shall become the last day of the deferral period.

11. 401(a) Plan: Pursuant to the 401(a) plan, the incentive payment under the 2026 VSIP would be treated under the same eligibility requirements as termination pay, subject to IRS regulations and maximum contribution limits.

HOW TO PARTICIPATE IN THE NASSAU COUNTY 2026
VOLUNTARY SEPARATION INCENTIVE PROGRAM
(PBA, DAI and SOA)

1. Check that you meet the eligibility requirements as set forth in Paragraph 2 (Eligibility) of the Voluntary Separation Incentive Program. If you are not eligible then you will not receive the Benefits of the Program.
2. Read all the documents in this packet carefully. It contains information regarding your separation of service with Nassau County, the Benefits you may receive and an Agreement to waive all rights and release all claims against Nassau County.
3. Prior to making a final decision, you are strongly encouraged to speak with your retirement system (where applicable), your union representative and/or an attorney, if you so choose.
4. Deliver **ATTACHMENT A** (Irrevocable Letter of Resignation/Retirement from County Employment for Separation Purposes), in person, to the Nassau County Office of Human Resources, at One West Street, Room 100, Mineola, New York, 11501, by the close of business on March 5, 2026.
5. **On your County Resignation/Retirement Date**, deliver a signed and notarized **ATTACHMENT B** (Waiver and General Release of Claims), in person, to the Nassau County Office of Human Resources, at One West Street, Room 100, Mineola, New York, 11501. The Waiver and General Release of Claims must be signed on your County Resignation/Retirement Date.

ATTACHMENT “A”

ATTACHMENT "A"
(PBA, DAI and SOA)

**IRREVOCABLE LETTER OF RESIGNATION/RETIREMENT FROM COUNTY
EMPLOYMENT FOR SEPARATION PURPOSES**

Marisa Howard, Director
Nassau County Office of Human Resources
One West Street
Mineola, New York 11501

Dear Ms. Howard:

Pursuant to the terms and conditions of the 2026 VOLUNTARY SEPARATION INCENTIVE PROGRAM ("2026 VSIP") offered by the County of Nassau, please accept this letter as an irrevocable letter of ☐ resignation / ☐ retirement for separation purposes. **My resignation/retirement from Nassau County shall be effective upon close of business:** _____, 2026 (*between February 1, 2026 and March 5, 2026, c.o.b.*)

I understand that my resignation/retirement is irrevocable, unless notice of revocation is received by you at the above address within seven (7) calendar days of today.

I further understand that, should the 2026 VSIP not become activated or should the 2026 VSIP be cancelled for any reason, then this letter shall be null and void. Thereafter, should I desire to do so, I may still resign/retire by submitting a letter of resignation/retirement but understand that I will not receive any benefits pursuant to the 2026 VSIP. I will, however, receive any benefits to which I may be entitled pursuant to the Nassau-PBA, DAI or SOA Collective Bargaining Agreement, whichever is applicable.

In addition, as required by the terms of the 2026 VSIP, I will submit my signed Waiver and General Release of Claims to the Office of Human Resources on the Nassau County Resignation/Retirement Date listed above.

Sincerely,

Signature

TODAY'S DATE: _____, 2026

Print Name

ATTACHMENT “B”

ATTACHMENT "B"
(PBA, DAI and SOA)

WAIVER AND GENERAL RELEASE AGREEMENT

PLEASE READ THIS DOCUMENT CAREFULLY. IT INCLUDES A RELEASE OF ALL CLAIMS AND A WAIVER OF ALL RIGHTS TO MAKE A CLAIM AGAINST THE COUNTY OF NASSAU AND THE PBA, THE DAI, AND THE SOA THAT YOU HAVE BEEN DISCRIMINATED AGAINST BECAUSE OF YOUR AGE OR FOR ANY OTHER REASON, AS WELL AS ANY CLAIM OF RETALIATION.

IF YOU DECIDE TO PARTICIPATE IN THE 2026 VOLUNTARY SEPARATION INCENTIVE PROGRAM, PLEASE SIGN AND SUBMIT THIS AGREEMENT TO HUMAN RESOURCES ON YOUR NASSAU COUNTY RESIGNATION/RETIREMENT DATE.

IF YOU DO SIGN THIS AGREEMENT, YOU HAVE SEVEN (7) DAYS TO CHANGE YOUR MIND AND TERMINATE THIS AGREEMENT, THEREBY RELEASING ALL PARTIES OF ANY OBLIGATIONS SET FORTH IN THIS AGREEMENT.

YOU SHOULD CONSULT WITH AN ATTORNEY BEFORE SIGNING THIS AGREEMENT.

WHEREAS, NASSAU COUNTY ("Employer") and THE POLICE BENEVOLENT ASSOCIATION OF THE POLICE DEPARTMENT OF THE COUNTY OF NASSAU, INC. ("PBA"), THE NASSAU COUNTY DETECTIVES' ASSOCIATION INC. ("DAI") AND THE SUPERIOR OFFICERS ASSOCIATION, POLICE DEPARTMENT OF NASSAU COUNTY, NY., INC. ("SOA") (collectively the "Unions"), entered into an Agreement dated January 6, 2026, (the "January 6 Agreement") which, *inter alia*, includes a Voluntary Separation Incentive Program (the "Incentive"), all of the terms and conditions of which are expressly incorporated in this Agreement as though fully and completely set forth in the Agreement; and

WHEREAS, pursuant to the terms and conditions of the Incentive, Employee represents that he or she meets the terms and conditions of the Incentive and has submitted an irrevocable letter of resignation/retirement in accordance with the terms and time frames set forth in the Incentive; and

WHEREAS, as a condition of the Employer entering into the Incentive, and Employee being deemed an Eligible Employee pursuant to the Incentive, Employee has agreed to execute this Agreement.

NOW, THEREFORE, based upon these mutual premises and agreement, the Employee agrees as follows:

1. Assuming the terms and conditions of the Incentive are met, and Employee signs this Agreement and complies with the various terms and conditions, Employee will receive benefits pursuant to the Incentive that are greater than those to which Employee would otherwise be entitled, including that Employee will receive \$2,000 per year for each year of consecutive full-time completed County service upon separation pursuant to the terms of the Incentive. This Paragraph is to be construed consistent with all the terms of the Memorandum of Agreement and Understanding.
2. Employee understands that the Incentive will only become effective if the conditions set forth in the Incentive occur. Should the Incentive not become effective, this Agreement will not become

effective even if Employee signs this Agreement and eight (8) days have passed following Employee's complete execution of this Agreement.

3. In exchange for the increased benefits as set forth in Paragraph 1 of this Agreement and in Paragraph 3 of the Incentive, Employee, on behalf of himself or herself and all current and future heirs, agents, administrators, executors, representatives, successors and assigns, hereby waives and releases the Employer and the PBA, the DAI and the SOA, including its present or former agents, trustees, directors, officers, employees, representatives, insurers, attorneys, successors and assigns, whether in its or their individual or official capacities, and all persons, acting by, through, under or in concert with any of them (collectively "Releasees") from any and all charges, complaints, claims, liabilities, obligations, promises, agreements, controversies, damages, actions, causes of action, suits, rights, demands, costs, losses, debts and expenses (including attorneys' fees and costs actually incurred) of any nature whatsoever, known or unknown, suspected or unsuspected, related to his or her employment, in any court, administrative agency or other forum, including a grievance brought pursuant to the CBA, that Employee may have, own or hold against the Releasees arising out of any act or occurrence prior to or on the date of execution of this Agreement, except for any such Assertion, which was pending in any court, administrative agency or other forum as of January 6, 2026.

This release includes such Assertions not commenced on or before the date of the execution of this Agreement, whether or not known at the time of the making of this Agreement, that may be deemed to have arisen under or may be deemed to exist pursuant to this or any other agreement, the Incentive, the CBA, and/or any federal, state or local law or ordinance, constitution or any rules, regulations or procedures promulgated thereunder.

This includes, but is not limited to, a release of any and all claims related to Employee's employment with Employer or the separation thereof, any claims related to compensation of any kind, including but not limited to salary; bonuses and severance pay, any and all claims arising under any federal, state or local law or ordinance dealing with discrimination in employment on the basis of race, color, sex, national origin, religion, disability, or age, equal opportunity, retaliation, or any other protected class, including, but not limited to: (i) Title VII of the Civil Rights Act of 1964, 1990, 1991; (ii) the Civil Rights Act of 1866, 42 U.S.C. 1981; (iii) the New York Human Rights Law; (iv) the Rehabilitation Act of 1973; (v) the Equal Pay Act; (vi) the Age Discrimination in Employment Act; (vii) the Americans With Disabilities Act; and (viii) Executive Order 11246; (ix) the Family and Medical Leave Act; (x) the Fair Labor Standards Act of 1938, as amended; (xi) Older Worker's Benefit Protection Act; (xii) Section 1981 of Title 42 of the United States Code; (xiii) the Pregnancy Discrimination Act; (xiv) the Consolidated Omnibus Budget Reconciliation Act of 1985 ("COBRA"); (xv) New York State Civil Service, Retirement and Social Security and General Municipal Laws; (xvi) New York State Public Employees' Fair Employment Act; (xvii) or any other federal, state or local act. This Release also includes all claims based on theories of contract or tort, including but not limited to any causes of action for tort, breach of contract, negligence, intentional infliction of emotional injury, negligent supervision, libel, slander, wrongful termination, sex discrimination, race discrimination, workers' compensation violations, employee health or disability benefit compensation violations, loss of consortium, mental anguish, pain and suffering, lost or future wages, punitive exemplary damages, attorneys' fees, and pre or post judgment interest whether based on the common law or otherwise, and all claims arising under the Employee Retirement Income Security Act of 1974, other than your right to non-forfeitable accrued benefits (within the meaning of section 203 and 204 of the Employee Retirement Income Security Act of 1974, as amended), if any, under any Employer Retirement Plan.

Further, except as provided above with respect to actions that have been commenced on or prior to

January 6, 2026, Employee shall, to the fullest extent permitted by law, upon the full execution of this Agreement, waive any and all Assertions Employee has or may have against the Releasees for wages or benefits of any kind except for those provided for in this Agreement and Employee affirmatively represents that as of the date of execution of this Agreement, (s)he has been paid all monies and benefits to which (s)he is entitled, except Employee has not received (i) his/her final paycheck, (ii) any Termination Pay, if applicable, and/or (iii) any Incentive Payments due under the January 6 Agreement.. This release is intended to be specific where applicable, as well as general and unconditional.

Notwithstanding any provision of this Agreement, the waiver and release of claims provided in this Paragraph 3 shall not apply to workers' compensation claims and/or claims brought pursuant to 207-c of the General Municipal Law. Furthermore, the waiver and release of claims provided in this Paragraph 3 shall not release, waive, limit or otherwise alter the County's obligations to defend and/or indemnify the Employee pursuant to law. This provision is intended solely to preserve existing indemnification rights and shall not be construed to create any new or additional rights beyond those otherwise provided by law.

4. In addition, in exchange for Employee's receipt of \$2,000 per year for each year of consecutive full-time completed County service pursuant to the terms and conditions of the Incentive and as set forth in Paragraph 1 above, Employee, for himself or herself, and his or her successors, administrators, executors and assigns, hereby waives and releases the Releasees from any and all claims, charges, complaints or damages, including attorneys' fees, Employee has or may have against the Releasees at the time of the execution of this Agreement, pursuant to the Age Discrimination in Employment Act and the Older Workers Benefit Protection Act, from birth through and including the date of this Agreement, against each or any of the Releasees.
5. Employee represents and agrees that (s)he has not filed any lawsuits that relate in any way to this Agreement, the Incentive or the January 6 Agreement against the Releasees and, to the greatest extent permitted by law, Employee agrees not to do so in the future, with respect to any claim released by this Agreement, the Incentive, or the January 6 Agreement. In addition, in the event any such action may be brought by a third party, to the extent consistent with applicable law, Employee expressly waives any claim to any form of monetary or other damages, or any other form of recovery or relief in connection with any such action, or in connection with any such action. If Employee violates this Agreement by filing or bringing any claims or action contrary to this Paragraph, in addition to any other rights and remedies the Employer may have, Employee shall immediately reimburse the Employer for all amounts paid to Employee pursuant to this Agreement and to which Employee would not otherwise be eligible.
6. Employee certifies by his/her signature below that Employee has carefully reviewed all the terms of this Agreement and understands its full meaning and effect, including the release of claims. Employee acknowledges that (s)he has had sufficient time to obtain the benefit of, consultation with, and review of this Agreement by, counsel of independent choosing.
7. Employee acknowledges that his/her waiver and release of rights and claims as set forth in this Agreement is in exchange for valuable consideration that (s)he would not otherwise be entitled to receive.
8. Employee understands that he/she is releasing claims that he/she may not know about. That it is Employee's knowing and voluntary intent, even though Employee recognizes that someday he/she might learn that some or all of the facts that he/she currently believes to be true are untrue. Nevertheless, Employee is assuming that risk and Employee agrees that this Release shall remain

effective in all respects in any such case. Employee expressly waives all rights she might have under any law that is intended to protect Employee from waiving unknown claims that arose during Employee's employment with Employer.

9. This Agreement has not been made as a result of pressure or time constraints, and has been made freely and voluntarily by Employee. Employee acknowledges that no representations or promises have been made which are not specifically set forth in this Agreement. Employee affirmatively states that (s)he has not been required to participate in the Incentive, that (s)he could have continued in the Employer's employ and that (s)he has freely and voluntarily decided to resign/retire from employment.
10. Employee has at least twenty-one (21) days from the date of receipt of this Agreement to consider the terms and conditions of this Agreement. Employee acknowledges that: (a) he/she has carefully read this Agreement in its entirety; (b) he/she has had an opportunity to consider fully the terms of this Agreement for at least twenty-one (21) days; (c) he/she has been advised by Employer to consult with an attorney of his/her choosing in connection with this Agreement; (d) he/she fully understands the significance of all of the terms and conditions of this Agreement; (e) he/she has discussed it with her independent legal counsel, or has had a reasonable opportunity to do so; (f) he/she has had answered to his/her satisfaction any questions he/she has asked with regard to the meaning and significance of any of the provisions of this Agreement; (g) he/she voluntarily assents to all terms, conditions, and obligations contained herein; (h) he/she is signing this Agreement voluntarily and of his/her own free will and assents to all the terms and conditions contained herein; (i) he/she has been advised that she has seven (7) days following his/her execution of this Agreement to revoke it; and (j) he/she has neither solicited nor received any legal or tax advice from Employer or Employer's attorneys.
11. If Employee does not return this Agreement fully executed to the Director of Human Resources, Nassau County, One West Street, Mineola, New York 11501 on his or her County Resignation/Retirement Date, any offer implied by this Agreement is withdrawn in its entirety at that time. Employee further understands that (s)he has seven (7) days after execution of this Agreement within which to provide the Employer with written notice of revocation of this Agreement. If written notice of revocation is not received by the Director of Human Resources at the address set forth above by the close of business on the seventh day following Employee's execution of this Agreement, the Employer agrees that, upon the expiration of the eighth day following the complete execution by Employee of this Agreement, and Employee's compliance with all of the Incentive's terms and conditions, provided that the Incentive is activated, Employee shall be deemed to be an Eligible Employee pursuant to the terms and conditions of the Incentive and this Agreement shall be final, binding and irrevocable. Employee acknowledges that the Employer encouraged Employee to seek advice from an attorney before agreeing to and signing this Agreement.
12. The provisions of this Agreement shall be deemed separate and severable. Should any provision or portion of the Agreement be held invalid or unenforceable, the affected provision shall be modified to the extent necessary to make it legal, valid and enforceable. If it cannot be so modified, it shall be severed from the Agreement, and the remainder of this Agreement shall remain unaffected and continue in full force and effect. No party shall be deemed a maker of this agreement.
13. The interpretation and application of the terms of this Agreement shall be governed by the laws of the State of New York, excluding its conflicts of law provisions that would result in the application of the laws of any jurisdiction other than New York. Furthermore, the Parties hereby select the courts in the State of New York, County of Nassau as the sole appropriate jurisdictions for the

purposes of any suit, action or other proceeding arising out of this Agreement, and, to the extent permitted by applicable law, the Parties waive and agree not to assert, by way of motion, as a defense or otherwise, that the suit, action or proceeding is brought in an inconvenient forum, that the venue of the suit, action or proceeding is improper or that this Agreement may not be enforced in or by such courts.

14. This Agreement represents the complete and full agreement and fully supersedes any and all prior agreements or understandings between the Parties hereto pertaining to the subject matter hereof. This Agreement may not be changed in any respect, except by writing duly executed by the Parties or authorized representatives of the Parties.
15. Nothing shall limit the right of any of the Parties to bring an action to enforce this Agreement.

WHEREFORE, the Employee has read the foregoing Agreement and General Release and accepts and agrees to the provisions contained herein, and hereby has caused this Agreement to be made effective as of the date below written.

PLEASE READ AND CONSIDER THIS AGREEMENT CAREFULLY BEFORE EXECUTING. THIS SETTLEMENT AGREEMENT AND GENERAL RELEASE INCLUDES A RELEASE OF ALL KNOWN AND UNKNOWN CLAIMS AND ALL RELEASEES WHO ARE NOT PARTIES TO THIS AGREEMENT ARE AND SHALL BE THIRD PARTY BENEFICIARIES OF THIS RELEASE AND SETTLEMENT AGREEMENT.

(Employee's Signature)

Dated: _____, 2026

(Print Employee Name)

STATE OF NEW YORK)
)ss.:
COUNTY OF NASSAU)

On the _____ day of _____ in the year 2026 before me personally appeared _____
_____ personally known to me or proved to me on the basis of
satisfactory evidence to be the individual whose name is subscribed to the within instrument and
acknowledged to me that he/she executed the same in his/her capacity, and that by his/her signature on the
instrument, the individual executed the instrument.

NOTARY PUBLIC