

GENERAL RELEASE

This GENERAL RELEASE (hereinafter referred to as the "Release") is made by Releasor Kellie Keiser (hereinafter referred to as "Keiser" or "Releasor") (including herself and her legal representatives and agents), for the benefit of Central Regional High School, Central Regional School District Board of Education including its administrators, officers, agents, representatives, employees, members and Michael Jordan (hereinafter collectively referred to as "Released Parties") (hereinafter Keiser and the Released Parties are collectively referred to as the "Parties") for the following purposes and with reference to the following background.

BACKGROUND

A. Keiser filed a Complaint with the Superior Court of New Jersey Law Division, Ocean County, OCN-L-2962-20, asserting a violation of the New Jersey Law Against Discrimination, N.J.S.A. 10:5-1 et seq.; and

B. The Released Parties have denied, and continue to deny, any and all liability for all the claims alleged by Keiser and deny that any of the Released Parties violated any laws, engaged in any inappropriate, unlawful and/or wrongful conduct, discriminated or retaliated against Keiser, are in any way responsible for any injuries to Keiser, and/or deprived her of any of her rights in any manner or caused any loss of income or future income to her; and

C. The Parties desire to make a full and final settlement of any and all of Keiser's claims and potential claims against the Released Parties and any of their administrators, officers, agents, representatives, employees and members, known or unknown, asserted or unasserted, based on any facts, events, acts or omissions, whether now known or unknown, occurring on or before the effective date of this Release, without any judicial, administrative, or

arbitral resolution of them and without any admission with respect to any issues presented or capable of being presented.

NOW THEREFORE, in consideration of the payment described herein and for other good and valuable consideration, and intending to be legally bound, the undersigned parties agree as follows:

1. Non-Admission. This Release is not, and shall not in any way be considered or construed as, an admission by any of the Released Parties of any tortious conduct, or of any violation of any laws, common laws, or federal, state or local statutes or regulations, policies, or of any alleged duty owed by any of the Released Parties to Keiser, or of any unlawful or wrongful acts whatsoever by Released Parties. The payment hereunder is made solely to avoid the inconvenience and cost of litigation and to resolve completely all of Keiser's claims against the Released Parties, known or unknown, asserted or unasserted, as more fully detailed in Paragraph 7 below.

2. Cooperation. The Parties agree to cooperate fully in connection with any steps required to be taken as part of their obligations under this Release.

3. Withdrawal and Dismissal of Lawsuit and Promise Not to Sue. Keiser understands that this Release extinguishes any and all claims and potential claims as to the Released Parties and she agrees not to file, revive any claims, or initiate a lawsuit in any way. Keiser further agrees not to file any other Charges with any state and/or federal agencies against the Released Parties and/or any of its current or former elected officials, employees, agents or administrators.

Keiser further agrees that neither she, nor any person, organization, agency, or other entity on her behalf, will file, charge, claim or sue, or cause to be filed, charged, claimed or sued, any lawsuits, legal proceedings, actions, or claims of any nature with any court or agency (including

any action for damages, attorneys' fees, injunction, declaratory, monetary, equitable or other relief) against any of the Released Parties, based on any matters, facts and/or events occurring prior to the effective date of this Release, whether now known or unknown, or involving any continuing effects of any acts or practices which may have arisen or occurred prior to the effective date of this Release, whether now known or unknown.

4. Payments and other Considerations. In exchange for the promises, Releases, and legal releases stated herein, and other good and valuable consideration, Keiser will be paid a lump sum of Seven Hundred Seventy-Five Thousand Dollars (\$775,000.00) within thirty (30) days from the effective date of this Release from the insurance carrier. The effective date of this Release shall be the date upon which the Released Parties receive Keiser's signed and notarized Release, a W-9 form and a child support search report. The payment will be made in the following manner: One check for Seven Hundred Seventy-Five Thousand Dollars (\$775,000.00) made payable to Law Offices Rosemarie Arnold to be held in trust for Kellie Keiser. It shall be the responsibility of Keiser's counsel to distribute Keiser's portion of her settlement proceeds to her.

This payment is entirely being issued on account of Keiser's personal physical injuries and personal physical injuries resulting from psychological injuries, and as such, no IRS Form 1099 shall be issued. Keiser understands and agrees that she will not be considered a prevailing party under any statute, common law, or otherwise as a result of this Release.

Keiser further agrees that she will never apply for employment whether as a direct employee or as a contractor with the Central Regional School District Board of Education at any time in the future.

5. Keiser's Tax Indemnification. Keiser agrees to indemnify and hold all of the Released Parties harmless from any and all federal, state, and local tax liabilities, deficiencies, levies, interest, and penalties that may be assessed as a result of not withholding income, payroll and any other taxes on the monies paid pursuant to this Release, if she fails to properly pay any taxes to which her settlement may be subject.

6. Full and Complete Settlement. Keiser agrees that the payment described in Paragraph 4 will be received by Keiser in full and complete settlement, as more fully detailed in Paragraph 7 below, of all known or unknown claims, asserted or unasserted, allegedly arising out of any and all conduct or actions of the Released Parties, as more fully detailed in Paragraph 7 below.

7. General Release and Waiver of all Claims by Keiser. In consideration for the payment and promises described in Paragraph 4, and elsewhere in this Release, Keiser fully releases and forever discharges the Released Parties of and from any and all claims, actions, causes of action, back pay, front pay, contracts, agreements, compensation, pay, promises, charges, judgments, grievances, obligations, rights, demands, debts, sums of money, salaries, wages, benefits, physical injury, pain, suffering, emotional distress, compensatory damages, punitive damages, attorneys' fees, expenses, costs, losses liabilities, damages, or accountings of whatever nature, whether known or unknown, disclosed or undisclosed, asserted or unasserted, in law or equity, contract or tort or otherwise (herein collectively designated as "Claim" or "Claims"), from the beginning of time through the effective date of this Release, including, but not limited to, any and all Claims of race, gender, sex, age and national origin discrimination, retaliation; any and all tort Claims, contract Claims or Claims for general damages; any and all Claims arising under, made, regarding, or involving any federal, state or local laws or under the common laws; violations

of any federal, state or local fair employment practices or civil rights laws or ordinances; Claims for personal injury, defamation, wrongful conduct, or wrongful discharge; the Civil Rights Acts of 1866 and 1871, as amended, 42 U.S.C. §1981; the Civil Rights Act of 1964, as amended, including Title VII; the Americans with Disabilities Act; the Age Discrimination in Employment Act, as amended; the Older Workers Benefit Protection Act; the Employee Retirement Income Security Act; the Fair Labor Standards Act; the Rehabilitation Act of 1973; Executive Order 11246; the federal Family and Medical Leave Act; state Family and Medical Leave Acts; Claims alleging retaliation under the Worker's Compensation Act; the Unemployment Compensation Law; the National Labor Relations Act, as amended; CREAMMA, Coronavirus Aid and Economic Security Act; any and all state wage payment and collection laws; Pickering's policies, practices, collective bargaining agreements, contracts, benefits or understandings; any Claims arising out of any relationship, including employment relationship, between or among Keiser and the Released Parties predating the effective date of this Release; and all Claims for employment, reemployment, or reinstatement of employment any and all grievances, or demands for mediation or arbitration, or Claims or demands under any policies and procedures; and any and all Claims asserted, or which could have been asserted, in a state court lawsuit referenced above, including any Claims against any current or former agents or employees of the Released Parties.

Keiser hereby specifically waives, releases and gives up all Claims and rights, as described in the preceding paragraph, whether now known or unknown, which she currently has and may have in the future, against the Released Parties, based on any fact, act, event, or omission, whether now known or unknown, occurring before the effective date of this Release. Keiser understands that she is waiving, releasing and giving up all Claims and rights known to her of any and all kinds and all Claims and rights unknown to her of any and all kinds.

8. Liens. It is further understood that as a condition of this settlement, all claims and/or liens, past, current and/or future arising out of this settlement or asserted against the proceeds of this settlement are to be wholly satisfied by Keiser and/or her Attorneys, including but not limited to any Medicare and Medicaid claims and/or liens, Worker's Compensation claims and/or liens, Social Security claims and/or liens, hospital/healthcare insurer claims and/or liens, physician and/or attorney claims and/or liens, or any of the statutory, equitable, common law and/or judgment claims and/or liens, including but not limited to claim based on subrogation and/or any other legal and/or equitable theory. Releasor therefore agrees, upon prompt presentation of any such claims and/or liens, to defend the Released Parties against any and all such claims and/or liens, and to indemnify and hold the Released Parties harmless against any judgment entered against the Released Parties based on such claims and/or liens, including the payment of any fines, charges, and attorneys' fees that may be incurred as a result of any such liens. Failure to satisfy any such liens shall be considered a breach of this Release and Releasor and her attorneys agree to pay all costs, interest and attorneys' fees relative to any such liens.

9. Attorneys' Fees, Costs, and Expenses. Each party shall be responsible solely for its or their own attorneys' fees, costs and expenses. Keiser specifically waives all claims to attorneys' fees, costs, and expenses from the Released Parties including but not limited to all claims for reimbursement to her for any attorneys' fees, costs, and expenses she has incurred and/or paid, and/or which were incurred and/or paid on her behalf. The Parties agree that the prevailing party in any action brought to resolve a dispute arising from this Release or any provision hereof shall be entitled to an award of that party's reasonable attorneys' fees incurred in connection with such action to the greatest extent permitted by law.

10. Confidentiality and Non-Disclosure. Keiser agrees that the terms, conditions, fact of payment, amount of payment, and underlying facts of the settlement stated in this Agreement shall be held strictly confidential by her as permitted by law. Keiser further agrees that she shall not describe, characterize or disclose any such information in any manner whatsoever, directly or indirectly, orally or in writing to anyone not a party to this Agreement, except to the extent required by law or to say, "the matter has been resolved", if asked, and except that Keiser may disclose the terms of this Agreement to her immediate family, accountants, or financial advisors and attorneys, or when legally obligated to do so.

11. Mutual Non-Disparagement. Keiser agrees not to disparage or criticize Michael Jordan and the Central Regional School District Board of Education, including its officers, directors, managers, supervisors, or employees, or otherwise speak of Michael Jordan and Central Regional School District Board of Education in any negative or unflattering way to anyone, including, but not limited to Central Regional School District Board of Education's employees. Michael Jordan agrees not to disparage Keiser to the public or to her prospective employers. Central Regional School District Board of Education agrees not to disparage Keiser to the public or to her prospective employers and will provide a neutral reference to any such prospective employer.

12. Applicable Law and Severability. This Release shall be governed by and construed in accordance with the laws of New Jersey, except where federal law controls. Should any provision of this Release be declared or determined by any Court of competent jurisdiction to be illegal or invalid, the validity of the remaining parts, terms or provisions shall not be affected thereby and said illegal or invalid part, term, or provision shall be deemed not to be a part of this Release.

13. Entire Release. This Release sets forth the entire Release between the Parties and fully supersedes any and all prior Releases, agreements and/or understandings between the Parties.

14. Keiser's Certification. Keiser agrees, certifies, acknowledges, and represents: (a) that she has been and is hereby advised in writing to consult with an attorney of her choice and at her expense, prior to signing this Release; (b) that she has had adequate time and opportunity to review and discuss, and has reviewed and discussed, all of the terms and sections of this Release thoroughly with her attorney; (c) that her attorney has explained this entire Release to her; (d) that she does not waive any rights or claims that may arise after the date this Release becomes effective; (e) that she shall have and was given at least twenty-one (21) days to consider the terms and conditions of this Release before signing it; and (f) that her waiver of Claims and this Release shall not become effective until the effective date of this Release.

If Keiser decides to sign this Release before the expiration of the 21 (twenty-one) day period, Keiser specifically acknowledges that she has had sufficient time and opportunity to review and understand all of the terms of this Release and specifically waives and gives up any rights for additional time or opportunity to review it.

The check for payment of the amount set forth in Paragraph 4 shall be delivered to Law Offices Rosemarie Arnold. In the foregoing manner: Lawyers Service.

KEISER FURTHER CERTIFIES, ACKNOWLEDGES, AND REPRESENTS THAT SHE IS ABLE TO READ AND UNDERSTAND ENGLISH, THAT SHE UNDERSTANDS ALL OF THE PROVISIONS HEREIN, WITH THE ADVICE AND ASSISTANCE OF HER ATTORNEY, AND THAT SHE MAKES THIS RELEASE KNOWINGLY AND VOLUNTARILY. KEISER ACKNOWLEDGES THAT SHE HAS NO PHYSICAL OR MENTAL PROBLEM, CONDITION, OR IMPAIRMENT OF ANY KIND WHICH HAS

INTERFERED WITH HER ABILITY TO READ AND UNDERSTAND THE MEANING OF THIS RELEASE OR ITS TERMS. KEISER FURTHER REPRESENTS THAT IN SIGNING THIS RELEASE, SHE DOES NOT RELY ON ANY PROMISES OR REPRESENTATIONS MADE BY ANYONE OTHER THAN THOSE STATED SPECIFICALLY HEREIN.

15. Full Knowledge. Keiser further warrants, represents, and agrees that in signing this Release, she does so with full knowledge of any and all rights which she may have with respect to the Released Parties or the Lawsuit. ALTHOUGH THE PARTIES MAY HAVE AGREED TO KEEP THE SETTLEMENT AND UNDERLYING FACTS CONFIDENTIAL, SUCH A PROVISION IN AN AGREEMENT IS UNENFORCEABLE AGAINST THE EMPLOYER IF THE EMPLOYEE PUBLICLY REVEALS SUFFICIENT DETAILS OF THE CLAIM SO THAT THE EMPLOYER IS REASONABLY IDENTIFIABLE.

16. Headings. The headings of the paragraphs in this Release are for convenience only and shall not control or affect the meaning or construction of, or limit the scope or intent of, any of the provisions of this Release.

17. Effective Date. The effective date of this Release shall be the date upon which the Released Parties receive Keiser's signed and notarized Release, a W-9 form and a child support search report.

IN WITNESS WHEREOF, and intending to be legally bound, Kellie Keiser has executed this Release as of the dates set forth below.

By: Kellie Keiser

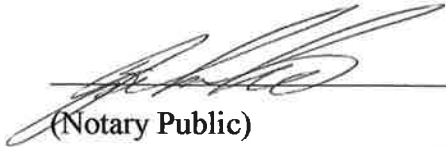
By Kellie Keiser Dated: July 15, 2023
(Signature)

STATE OF NEW JERSEY, COUNTY OF Ocean:

I CERTIFY that on 15th July, 2023, Kellie Keiser personally came before me and acknowledged under oath, to my satisfaction, that this person (or if more than one, each person):

(a) is named in and personally signed this document; and

(b) signed, sealed and delivered this document as his or her act and deed.


(Notary Public)

(Raised seal)

