

**RESOLUTION 16-2019
OF THE
CAPITALIZE ALBANY CORPORATION**

WHEREAS, the Board realizes that the successful implementation of CAC's mission is due to CAC being able to attract and retain talented and motivated officers and staff;

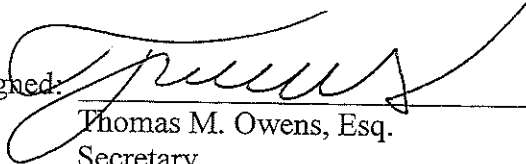
WHEREAS, the CAC Board believes that attracting/retaining talented and motivated management and staff is due in part to the benefit programs offered to CAC employees; and

WHEREAS, following a review by the CAC Governance Committee, and based on the recommendations of the CAC Governance Committee that CAC's Compensation Policy and Time and Attendance Policy be amended, and

NOW THEREFORE BE IT RESOLVED, that the CAC President is authorized to implement the following policy amendments effective January 1, 2020:

- (1) Amend the Compensation Policy to:
 - a. Revise the Fringe Benefits to include a company-sponsored 401(k) plan, replacing the existing SEP-IRA plan, and
 - b. Eliminate at-risk compensation; and
- (2) Amend the Time and Attendance Policy to:
 - a. Provide guidelines for Remote Work;
 - b. Revise the Holidays Resulting in Office Closure; and
 - c. Adopt an Unlimited Encouraged Leave plan, replacing the existing personal, vacation and sick leave plans.

Signed: _____


Thomas M. Owens, Esq.
Secretary

Date of Authorization: August 27, 2019

Prepared by: Thomas M. Owens, Esq.

The question of the adoption of the foregoing resolution was duly put to a vote on roll call, which resulted as follows:

Board Member	Voting	Board Member	Voting	Board Member	Voting
Kaweeda Adams	Absent	John Harris	Absent	Anders Tomson	Aye
Heather Briccetti	Aye	David Parente	Absent	Karen Torrejon	Absent
Michael Castellana	Aye	Susan Pedo	Aye	Michele Vennard	Aye
Bob Curley	Absent	Matthew Peter	Aye	John Vero	Absent
Sonya del Peral	Aye	Havidan Rodriguez	Aye	Aye: 9; No: 0	
Michael Fancher	Absent	Jeffrey Sperry	Aye	Recused: 0	