

**RESOLUTION 27-2020  
OF THE  
CAPITALIZE ALBANY CORPORATION**

**WHEREAS**, in accordance with Article IV, Section 9 of its bylaws, the Capitalize Albany Corporation (“CAC”) has a Governance Committee, and

**WHEREAS**, pursuant to the Board-approved Governance Committee Charter, the Committee shall periodically review its Charter and recommend any changes to the Board, and

**WHEREAS**, the Committee has performed such review of its Charter and recommends updating the Corporation’s Equal Employment Opportunity policy language to match recent changes to the law, and

**NOW THEREFORE BE IT RESOLVED**, that the Board of Directors approves the attached Equal Employment Opportunity policy, as amended.

Signed:                     John Vero                      
John Vero Esq., Secretary

Date of Authorization: December 15, 2020  
Prepared by: Sarah Reginelli

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

<b>Board Member</b>	<b>Voting</b>	<b>Board Member</b>	<b>Voting</b>	<b>Board Member</b>	<b>Voting</b>
Kaweeda Adams	Aye	John Harris	Aye	Anders Tomson	Aye
Heather Briccetti	Aye	David Parente	Aye	Karen Torrejon	Aye
Michael Castellana	Aye	Susan Pedo	Aye	Michele Vennard	Aye
Bob Curley	Aye	Matthew Peter	Absent	John Vero	Aye
Sonya del Peral	Aye	Havidan Rodriguez	Aye	Aye: 15; No: 0	
Michael Fancher	Aye	Jeffrey Sperry	Aye	Recused:	