

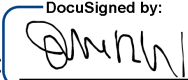
**RESOLUTION 11-2023
OF THE
CAPITALIZE ALBANY CORPORATION**

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 Time and Attendance Policy be amended, and

NOW THEREFORE BE IT RESOLVED, that the CAC President is authorized to implement the amendment of the Time and Attendance Policy to revise the Remote Work section to replace it with a Remote and Hybrid Arrangements providing additional guidelines.

Signed: 
0653E2259DC848D...
John Vero, Esq., Secretary

Date of Authorization: October 24, 2023

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:

Board Member	Voting	Board Member	Voting	Board Member	Voting
Kaweeda Adams	<u>Aye</u>	Heather Mulligan	<u>Absent</u>	John Vero	<u>Aye</u>
Michael Castellana	<u>Absent</u>	David Parente	<u>Aye</u>		
Sonya del Peral	<u>Absent</u>	Matthew Peter	<u>Absent</u>		
Michael Fancher	<u>Absent</u>	Havidan Rodriguez	<u>Aye</u>		
Anthony Gaddy	<u>Aye</u>	Anders Tomson	<u>Aye</u>	Aye: 7	No: 0
John Harris	<u>Aye</u>	Karen Torrejon	<u>Absent</u>	Recused: 0	