

RELEASE OF CLAIMS UNDER EXECUTIVE ORDER 11246

This Release of Claims (“Release”) under Executive Order 11246, is a legal document. This document states that in return for Midwest Canvas Corporation (“Midwest Canvas”) paying you money, you agree that you will not file any lawsuit against Midwest Canvas for allegedly violating Executive Order 11246, as amended, in connection with its selection procedures for applicants for Laborer positions. It also says that Midwest Canvas does not admit it violated any laws. This Release says you had sufficient time to look at the document, to talk with others about the document, including an attorney if you choose, and that no one pressured you into signing the document. Finally, it says that if you do not sign and return the document by a certain date, you will not receive any money.

In consideration of the payment of at least \$593.31 (less deductions required by law) by Midwest Canvas to me, which I agree is acceptable, I agree to the following:

I.

I hereby waive, release and forever discharge Midwest Canvas, its predecessors, successors, related entities, parents, subsidiaries, affiliates and organizations, and its and their shareholders, directors, officers, employees, agents, successors, and assigns, of and from any and all actions, causes of action, damages, liabilities, and claims arising out of or actionable under Executive Order 11246, as amended, which I or my representatives (heirs, executors, administrators, or assigns) have or may have had which relate to the selection of applicants for the Laborer position at Midwest Canvas on the basis of my race at any time through the effective date of this Release. By signing this agreement, I agree that I have been made whole for any claim that could have been brought under Executive Order 11246, as amended, relating to my non-selection with Midwest Canvas through the Effective Date of this Release.

II.

I understand that Midwest Canvas denies that it treated me unlawfully or unfairly in any way and that Midwest Canvas entered into a Conciliation Agreement with the U.S. Department of Labor, Office of Federal Contract Compliance Programs (“OFCCP”) and agreed to make the payment described above to resolve alleged disparities in hiring and to resolve the matter without further legal proceedings in the compliance review initiated by OFCCP on March 30, 2020. I further agree that the payment of the aforesaid sum by Midwest Canvas to me is not to be construed as an admission of any liability by Midwest Canvas.

III.

I declare that I have read this Release and that I have had a full opportunity to consider and understand its terms and to consult with my advisors and seek legal advice. I further declare that I have decided of my own free will to sign this Release.

IV.

I understand that if I do not sign this Release and return it to the contact listed on the enclosed Notice to Affected Applicants, by the deadline listed on the Notice, I will not be entitled to receive any payment (less deductions required by law) from Midwest Canvas.

IN WITNESS WHEREOF, I have signed this document of my own free will.

Printed Name

Signature

Date