

## SEPARATION AGREEMENT AND GENERAL RELEASE

---

**The parties have reached a contingent settlement of all claims, the terms of which are set forth below. The settlement is contingent on Employer approval. Should that approval be given the terms of settlement are as follows:**

1. Seminole County, Florida, hereinafter referred to as Employer and Johnny Crowell, hereinafter referred to as Employee, desire to reach an amicable resolution of all issues related to Employee's employment and termination of employment with Employer.

2. The term "Employee" includes Johnny Crowell and all his heirs, estate, executors, administrators, successors and assigns. The term "Employer" includes Seminole County, Florida, its affiliated entities, present and former employees, officers, directors and agents as well as their successors and assigns.

3. In exchange for the execution of this Agreement and compliance with the promises made in it, Employer agrees to pay the sum of \$100.00 as consideration.

4. In exchange for the receipt of \$100.00, Employee voluntarily releases and forever discharges Employer, its affiliated entities, their present and former employees, officers, directors and agents, as well as their successors (hereafter referred to collectively as "Employer") from all claims Employee had, or now has, as of the date of the signing of this agreement. Employee promises not to sue or start any legal proceedings against Employer arising from his employment, including any and all claims arising under any of the following: Title VII; the Age Discrimination in Employment Act; the Americans with Disabilities Act of 1990; the Family and Medical Leave Act of 1993; the Employee Retirement Income Security Act; the Consolidated Omnibus Budget Reconciliation Act of 1985; the Occupational Safety and Health Act; the National Labor Relations Act; the Fair Labor Standards Act; the Civil Rights Act of 1866; the Civil Rights Act of 1964; the Civil Rights Act of 1991; the Florida Civil Rights Act of 1992; claims relating to retaliatory discharge under section 440.205, Florida Statutes; any other federal, state or local civil or human rights law including but not limited to the Florida Human Rights Act; any local, state, or federal law, regulation or ordinance; and

any claim based upon public policy, breach of implied or express employment contract or tort law.

5. This Agreement terminates all aspects of the relationship between Employer and Employee for all time. Employee voluntarily and without coercion resigns from his employment with Employer, effective immediately upon his execution of this Release and waives any right(s) to, and will not seek or otherwise apply for, reinstatement, employment or re-employment with Employer.

6. This Agreement is for the purpose of settling an existing dispute between Employee and Employer, and Employer does not admit by the entering into of this Agreement that it violated the ADA or any other federal or state law or regulation, and specifically denies any such violation.

7. Employee also agrees to execute the attached General Release of All Claims.

8. Employee is hereby given up to twenty-one (21) days from the date of presentation of this Agreement to consider its provisions and to consult with his attorney, accountant, spouse, or any other person whose advice he values.

9. Employee may revoke this Agreement within seven (7) days following the date of execution of this Agreement by all parties. The parties agree that the provisions of this Agreement do not become effective or enforceable until the seven-day revocation period has expired. If Employee were to revoke this Agreement, Employer has the option of voiding the entire settlement or proceeding with settlement of only the workers' compensation claims.

10. Upon expiration of the seven (7) day period, Employee and Employer shall be bound by the terms of this Agreement and the General Release of All Claims, and Employer shall have thirty (30) days from the date that the Judge mails the Order approving the attorney's fee and allocation of child support arrearage to pay the foregoing consideration.

11. Employee was represented by counsel or has had an opportunity to consult with his counsel before signing this Agreement and has read and fully understands the terms and conditions of this Agreement.

12. Should any portion, word, clause, phrase, sentence, paragraph or sub-paragraph of this Separation Agreement and General Release be declared void or unenforceable, such portion, word, clause, phrase, sentence, paragraph or sub-paragraph shall be modified, severed and/or deleted in such a manner as to make this Agreement as modified legal or enforceable to the fullest extent permitted under law.

This Separation Agreement and General Release was signed by the Employee on the 8 day of July, 2024.

Johnny Crowell  
Johnny Crowell  
Employee

STATE OF FLORIDA  
COUNTY OF Osceola

The foregoing instrument was acknowledged before me by means of  physical presence or  online notarization, this 8 day of July, 2024 by Johnny Crowell,  who is personally known to me or  who has produced FI-DI as identification.

Maria Borrero  
(Signature of person taking acknowledgment)

Maria Borrero  
(Name typed, printed or stamped)

\_\_\_\_\_  
(Title or rank)

\_\_\_\_\_  
(Serial number, if any)

