

## SEPARATION AGREEMENT AND GENERAL RELEASE

This is a Separation Agreement and General Release (hereinafter "Agreement") entered into on July 12, 2019, between [REDACTED] phany LLC (hereinafter "Company") and [REDACTED] [REDACTED] (hereinafter "Employee");

WHEREAS, Employee's employment with the Company commenced on or about September 11, 2018.

WHEREAS, Employee's employment with the Company ended July 26, 2019;

WHEREAS, Company and Employee mutually desire to resolve amicably all matters relating to Employee's employment with Company and the cessation thereof.

NOW, THEREFORE, IT IS HEREBY AGREED by and between Employee and Company, for and in consideration of the promises and releases herein contained, and the undertakings of the parties herein set forth, as follows:

### 1. GENERAL RELEASE AND COVENANT NOT TO SUE

(a) Employee agrees not to sue and to release and forever discharge Company with respect to and from any and all claims, demands, actions, suits, damages, or liabilities of whatever kind, known and unknown, that Employee has or may have against Company, resulting from any act or omission by or on the part of Company committed or omitted at any time up to and including the date and time Employee signs this Agreement, and any continuing effects thereof, including but not limited to claims which are related in any way to Employee's employment with Company, or the cessation thereof.

(b) Employee understands that the term "Company" as used herein includes, but is not limited to, Team Epiphany LLC, and its principals, officers and employees, as well as its affiliates, parents, subsidiaries, divisions, assigns, predecessors and successors (by merger, acquisition or otherwise), and the respective officers, directors, trustees, shareholders, employees, agents, representatives, volunteers, consultants, insurers and attorneys of and for each of the foregoing, and their respective heirs, executors, administrators, legal representatives and assigns (collectively, the "Company Releasees").

(c) Employee agrees to this release of claims on Employee's own behalf, and also on behalf of any heirs, executors, representatives, agents, successors and assigns that Employee may have now or in the future.

(d) Employee understands that this Agreement covers, but is not limited to, any civil or agency claims arising under Title VII of the Civil Rights Act of 1964, the Civil Rights Act of 1866, the Civil Rights Act of 1991, the Age Discrimination in Employment Act (ADEA), as amended, the Americans with Disabilities Act (ADA), the Rehabilitation Act of 1973, as amended, the Family and Medical Leave Act (FMLA), ERISA, the Older Workers Benefit Protection Act (OWBPA), the Equal Pay Act (EPA), the Immigration Reform and