SETTLEMENT AGREEMENT AND FULL AND COMPLETE GENERAL RELEASE OF ALL CLAIMS

Jason B. Quick ("Quick"), and the City of Tullahoma, Tennessee and the Board of Mayor and Aldermen of the City of Tullahoma, Tennessee, a municipal corporation (the "City") (collectively hereinafter "the Parties") agree to the following Settlement Agreement and Full and Complete General Release of All Claims ("Agreement"). In this Agreement, the "City" refers to the City of Tullahoma, Tennessee, Mayor Lynn Sebourn, Alderman Bobbie Wilson, Alderman Busch Thoma, Alderman Jerry Mathis, Alderman Kurt Glick, Alderman Matthew Bird, and Alderman Sernobia McGee, past and present City employees, any past or current City elected officials, any agents of the City, insurers, agents, representatives, successors, assigns, departments, divisions, branches, attorneys, specifically Stephen Worsham and Brittany Hoskins, and every other person, partnership, corporation, association, organization, or entity acting directly or indirectly in the City's interest and all others acting with or on behalf of the City, personally, officially, or in any capacity whatsoever (collectively "Released Parties"). Quick's Counsel means Garth R. Segroves and Gilbert W. McCarter. The City's Counsel means Adams & Reese LLP.

Recitals

A. On January 30, 2026, Quick filed an action styled *Jason Quick, individually and as City Administrator of the City of Tullahoma v. City of Tullahoma, Mayor Lynn Seabourn, Alderman Bobbie Wilson, Alderman Busch Thoma, Alderman Jerry Mathis, Alderman Kurt Glick, Alderman Matthew Bird, and Alderman Sernobia McGee*, Case No. 26CV-41, in the Chancery Court of Coffee County at Manchester, Tennessee (the "Action"). In the Action, Quick alleged two breaches of his employment agreement with the City.

B. The Parties engaged in their own fact investigations. Based upon the respective investigations of Quick and the City to date, and taking into account the contested factual and legal issues involved, the expense and time necessary to prosecute the Action through trial, the risks and costs of further prosecution of the Action, the uncertainties of litigation, and the benefits to be received pursuant to this Agreement, Quick and the City have each separately concluded that a settlement by the Parties on the terms set forth in this Agreement is fair, reasonable, adequate, and in the best interests of Quick and the City. The Parties have agreed to settle this Action on the terms set forth in this Agreement.

C. The City denies the claims asserted in the Action and makes no admission whatsoever of liability or violation of Quick's employment agreement with the City. The City nevertheless desires to settle the Action on the terms set forth in this Agreement for the purpose of avoiding the burden, expense, and uncertainty of continuing litigation, and for the purpose of putting to rest any controversies engendered by the Action or existing between the Parties.

NOW, THEREFORE, IT IS HEREBY STIPULATED AND AGREED among the Parties that in consideration of the foregoing and of the promises and mutual covenants contained herein, and other good and valuable consideration, the Action and all disputes between the Parties shall be settled, released, and dismissed in their entirety with prejudice, upon and subject to the following terms and conditions:

TERMS

1. Effective Date. This Agreement is effective as of February 26, 2026 ("Effective Date").

2. Total Settlement Payment. In consideration for the dismissal of the Action with prejudice and the other promises and mutual covenants and releases described herein, the maximum total consideration the City has agreed to pay Quick for this settlement, in full, final, and complete settlement of all Quick's claims asserted in the Action and all claims that were or could have been asserted by Quick up to the date of the execution of this Agreement is **FIFTY FIVE THOUSAND NINE HUNDRED AND TWENTY THREE DOLLARS and 36/100's ($55,923.36)** (the "Settlement Amount"). The Settlement Amount includes all amounts to be paid by the City, including amounts for payments to Quick, attorneys' fees of Quick's Counsel, litigation costs, and expenses of Quick, and costs incurred in administering this settlement. Under no circumstances shall the City be obligated to pay an amount in excess of $55,923.36, except for the employer's share of payroll taxes on the payments made to Quick as W-2 income. Said amount is in exchange for and in consideration of all agreements contained herein, is to be paid and allocated as follows:

a. The gross sum of **FIFTY ONE THOUSAND NINE HUNDRED AND TWENTY THREE DOLLARS AND THIRTY-SIX CENTS ($51,923.36)**, ***subject to and less all customary tax withholding,*** to Quick, as four (4) months of severance, to be paid in equal bi-weekly installments in accordance with the City's normal payroll practices, with the first bi-weekly installment to be paid no sooner than eighth day after the seven (7)-day revocation period has expired, and for which a W-2 will be issued; *provided also*, no payment shall be paid to Quick until all City property is returned to the City. The installment checks shall be made payable to "Jason Quick" and sent to Quick by wire transfer/direct deposit.

b. A one-time, gross lump sum payment of **FOUR THOUSAND DOLLARS AND ZERO CENTS ($4,000.00),** ***subject to and less customary tax withholding,*** to Quick, which Quick can apply towards any COBRA premium payments should Quick so choose, to be paid no sooner than eighth day after the seven (7)-day revocation period has expired, and for which a W-2 will be issued; *provided also*, no payment shall be paid to Quick until all City property is returned to the City. The check shall be made payable to "Jason Quick" and sent to Quick by wire transfer/direct deposit. The City does not guarantee that Quick is eligible for COBRA, and Quick agrees and acknowledges that Quick is solely responsible to secure his own health insurance and/or timely elect and pay for COBRA continuation coverage.

A. **Tax Consequences of Settlement**. Quick acknowledges that no assertions, promises, or guarantees have been made to him by the City concerning the federal and/or state tax treatment of the Settlement Amount. Quick hereby acknowledges and agrees that the Settlement Amount is the entire amount that the City will pay to him without regard to such tax treatment. Quick shall be obligated to obtain his own independent tax advice concerning the proper income reporting and tax obligations regarding any and all payments

and/or other remuneration he receives or obtains pursuant to this Agreement, and shall further assume the responsibility of remitting to the Internal Revenue Service and any other relevant taxing authorities any and all amounts required by law to be paid out of any monies received, or other remuneration obtained, under this Agreement, without any contribution whatsoever from the City. Nothing in this Agreement shall be construed as the City providing any advice regarding the reporting or payment of taxes or the tax consequences of Quick entering into this Agreement. Quick further agrees to hold the City harmless from and against any tax or tax withholding claims, amounts, interest, penalties, fines, or assessments brought or sought by any taxing authority or governmental agency with regard to the Settlement Amount. In the event the City received written notice that any claim or assessments for taxes, withholding obligations, penalties, and/or interest arising out of this settlement are being or will be made against the City, the City shall promptly, after receipt of such written notice, notify Quick by letter.

B. Quick understands and agrees that the Settlement Amount under this Section 2 of this Agreement will be the full, final, and complete payment of all settlement monies owed to Quick under this Agreement, and includes without limitation any attorneys' fees and costs associated with the investigation, if any, discovery, settlement, and/or prosecution of the Action. Quick hereby irrevocably and unconditionally releases, acquits, and forever discharges any claim Quick may have against the City for attorneys' fees or costs arising from or relating to the Action or any claims or matters identified in this Agreement. Furthermore, Quick represents and warrants that no attorney has any attorney's fee lien on or claim to any proceeds arising out of, by virtue of, or in connection with the Action, and that the terms of this Agreement shall fully satisfy any and all claims by any attorney, if any, arising out of or by virtue of or in connection with the Action.

C. If Quick breaches any portion or provision of this Agreement, Quick agrees and acknowledges that any remaining unpaid severance under Section 2.a. above shall be forfeited and no longer required to be paid by the City and Quick shall be required to immediately repay the City for any severance under Section 2.a. already paid to Quick.

3. General Release of All Claims. In exchange for the Settlement Amount provided for in Section 2 of this Agreement, Quick, on behalf of his heirs, beneficiaries, devisees, legatees, executors, administrators, trustees, conservators, guardians, personal representatives, successors-in-interest, and assigns, hereby knowingly and voluntarily releases and discharges the City and the Released Parties (as defined on page 1 above) from any and all claims, demands, charges, complaints, liabilities, obligations, actions, causes of action, suits, costs, expenses, losses, attorneys' fees, and damages of any nature whatsoever, known or unknown, up to the date of the execution of this Agreement, for relief of any nature at law or in equity, which Quick now has, owns or holds, or claims to have, own or hold, or which he at any time heretofore had, owned or held, or claimed to have, own or hold against the Released Parties, including, but in no way limited to, any claim that Quick asserted or could have asserted in the Action, any claim under Title VII of the Civil Rights Act of 1964, as amended ("Title VII"); 42 U.S.C. §1981; the Americans With Disabilities Act, as amended ("ADA"); the Age Discrimination in Employment Act, as amended ("ADEA"); the Older Workers Benefit Protection Act ("OWBPA"); the Genetic Information Nondiscrimination Act of 2008 ("GINA"); the Family Medical Leave Act, as amended ("FMLA");

the Fair Labor Standards Act, as amended ("FLSA") and any parallel state law; the Worker Adjustment and Retraining Notification Act ("WARN"); the Employee Retirement Income Security Act ("ERISA"); the Consolidated Omnibus Budget Reconciliation Act ("COBRA"); the Tennessee Human Rights Act; the Tennessee Disability Act; any Tennessee state laws (including statutory and common law claims for breach of contract, unjust enrichment or other common law claims relating to discrimination, harassment or retaliation) arising from the Quick's employment with the City or the January 22, 2024 Employment Agreement he signed with the City, up to the date of this Agreement. Quick releases and discharges the Released Parties, including without limitation, the City, from any and all causes of action, claims, damages, liabilities, charges of discrimination, harassment, retaliation, and equities, by virtue of any federal or state statute or constitution, local or municipal ordinance or code, or common law tort or contract claim, including, but not limited to or any other causes of action occurring or accruing prior to the Effective Date, including but not limited to any and all claims of defamation, invasion of privacy, wrongful separation, public policy violations, fraud, misrepresentation, emotional distress or other common law or tort matters, any claim of retaliation under any federal or state law, any claim for back pay, front pay, reinstatement, bonuses, compensation or benefits of any kind, other damages, and/or any claim for wrongful or retaliatory discharge, and all claims arising out of Quick's employment with the City of whatever kind and character, both known and unknown, disclosed and undisclosed, suspected and unsuspected, actual and consequential, including but not limited to any action for attorneys' fees and costs. Quick further waives any right he may have to recover financial damages through any proceeding initiated by the Equal Employment Opportunity Commission, the U.S. Department of Labor, or the Tennessee Department of Labor and Workforce Development, or any other federal or state agency against the Released Parties. The Parties intend and agree that this release will be as broad in scope as is legally permissible. Quick further represents and warrants that Quick owns the causes of action and all other claims hereby released and there has been no assignment of any nature of such claims to any third party.

Further, notwithstanding the foregoing, as of the "Effective Date" (as defined above), the City releases Quick from any and all claims, actions, or disputes they City may claim to have against Quick as of the date of this Agreement. It is agreed that this is a general release and is to be broadly construed as a release of all claims by all Parties; provided that, notwithstanding the foregoing, this Section 3 expressly does not include a release of any claims that cannot be released hereunder by law.

4. Reasonable Compromise of Bona Fide Disputes. The Parties agree that the terms of this Agreement represent a reasonable compromise of bona fide disputed issues, and agree to represent the same to the Court, if needed. The Parties further agree that the settlement is a fair, reasonable, and adequate resolution of Quick's claims in the Action and disputes between the Parties and is in the best interests of the Quick and the City.

5. Voluntary Dismissal of Action with Prejudice. Quick, through Quick's Counsel, agrees to enter a Joint Stipulation of Dismissal With Prejudice of the Action by Friday, February 27, 2026, at 11:00 a.m., with each party being responsible for their own attorneys' fees, expenses, and costs in any way related to the Action. Quick further agrees to file any other applicable filings as may be required to effectuate the dismissal of the Action in its entirety with prejudice against the City with respect to any and all claims raised by Quick in the Action.

6. No Admission of Wrongdoing. The Parties agree that neither this Agreement nor the furnishing of the consideration for this Agreement shall be deemed or construed at any time for any purpose as an admission by Released Parties/the City or by Quick of wrongdoing or evidence of any liability or unlawful conduct of any kind. This Agreement shall in no way be construed as an admission by the City or Quick that it has acted wrongfully with respect to the other or any other person, or that those individuals have any rights whatsoever against the City. The City is agreeing to the Agreement to avoid the burden and expense of continued litigation. The City, on behalf of the Released Parties, denies all claims of liability, wrongdoing, damages, penalties, interest, fees, injunctive relief, and all other forms of relief. The City agrees to resolve the Action via this Agreement, but to the extent that the Court does not dismiss the Action with prejudice, the City does not waive, but rather expressly reserves, all rights to challenge any and all claims and allegations asserted by the Quick in the Action should the case proceed, upon all procedural and substantive grounds, and the Parties shall revert to their positions *status quo ante* their execution of this Agreement. The Parties agree that this Agreement does not constitute an adjudication of the merits of the Action, or any other matters released in this Agreement. The Parties agree that nothing in this Agreement may be cited or used as evidence in any court proceeding or serve or be construed as evidence against any Party. However, nothing in this provision shall prevent the Parties from bringing an action to enforce the terms of this Agreement. The Parties further agree that this Agreement, whether executed or unexecuted, shall not be used in any other proceeding or for any purpose other than enforcement of the terms of this Agreement.

7. Resignation and Termination of Employment Relationship and Employment Agreement; No Re-Apply; No Rehire. As part of this Agreement, Quick has immediately and irrevocably resigned his employment with the City as City Administrator effective February 26, 2026, and Quick understands and agrees that his employment relationship with the City permanently ended as of February 26, 2026. The City and Mr. Quick agree that Mr. Quick's Employment Agreement with the City, entered into on January 22, 2024, is terminated as of February 26, 2026. Quick will receive no City benefits past February 28, 2026, subject to the terms and conditions of the applicable benefits plans. Furthermore, Quick agrees that he will not apply for or otherwise seek employment with the City in any capacity or enter into any contract of any kind, including without limitation for goods or services, with the City in the future. In the event that Quick is ever mistakenly employed by the City, Quick agrees to have his employment terminated with no resulting claim or cause of action against the City. In the event the City ever mistakenly enters into a contract with Quick of any kind, Quick agrees the City has the right to immediately terminate that contract with no resulting claim or cause of action against the City. For a period of two (2) years following the Effective Date of this Agreement, Quick further agrees not to solicit City employees to leave their employment with the City.

8. Non-Disparagement. Quick and the City's Mayor and Board of Aldermen ("BOMA") agree that they will not indulge in any conduct that is critical of or intended to, or is reasonably foreseeable as likely to, reflect adversely upon the other. Quick agrees that he will not, directly or indirectly, make any derogatory statements about the City, BOMA as a whole or the individual members of BOMA, the City's present or former employees, supervisors, managers, agents, elected officials, officers, consultants, insurers, or attorneys, directly or indirectly, verbally or in writing, including without limitation on social media, to the media, or otherwise. Quick agrees that he will not encourage any third parties to disparage the City, BOMA as a whole or any

individual City elected officials, and any present or former City employees and/or agents, and Quick specifically agrees that Quick will not provide information to third parties to disparage the City, BOMA or any City elected officials, and any present or former City employees and/or agents. The City agrees that BOMA will not make any derogatory statements about Quick, directly or indirectly, verbally or in writing, including without limitation on social media or otherwise. Quick and BOMA also agree not to engage in any conduct that seeks to or could harm the reputation of the other or the City and/or discourage anyone from associating or doing business with BOMA or the City. Quick further agrees that he will not disclose information about the claims Quick has raised in the Action or regarding his employment with the City, except as required by law or applicable court procedures. Quick agrees that Quick will not disparage or retaliate in any way against any member of BOMA or current or former City employees or agents who Quick believes may have raised concerns about him or participated in any way in the City's investigation and research related to the Action.

The City agrees that at BOMA's Executive Session on February 26, 2026, the City's Counsel will orally present BOMA with information and findings regarding the City's Counsel's independent legal investigation and research as it relates to the Action. The City will not disseminate or provide BOMA with written documents regarding information and findings regarding the City's Counsel's investigation and research at the February 26, 2026 presentation, and if such written documents were to be disseminated or provided to BOMA at such meeting, the City agrees that the City would be subject to a $5,000 fee to Quick per violation plus reasonable attorney's fees in pursuit thereof. The City agrees that there will be no public presentation of the City Counsel's independent legal investigation and research and the results therefrom as it relates to Mr. Quick's lawsuit outside of a BOMA Executive Session. The City agrees that there will be no public statement by BOMA at the Special Called Meeting on February 26, 2026 regarding details of any allegations made about Quick or the results of the independent legal investigation; ***provided***, at such Special Called Meeting BOMA can state that Quick has resigned his employment with the City and that the City accepts his resignation and the settlement agreed upon by the Parties. The Parties agree that the Special Called Meeting on February 26, 2026, will be a brief meeting wherein the Board will accept the resignation and approve the settlement terms herein without disclosure of any allegations against Quick or the results of the independent legal investigation. If Quick violates any portion of this non-disparagement provision, Quick agrees to pay a liquidated damages fee of $5,000.00 per violation, plus attorney's fees in pursuit thereof, in addition to the other consequences included herein (See Section 9). Quick agrees not to disparage or retaliate against any member of BOMA or current or former City employees and/or agents of the City that may have or who he believes may have participated in any way in the investigation referenced herein.

A. Quick specifically agrees that he will remove any and all posts, reviews, comments, pictures, symbols, emoji's etc., if any exist, about the City or any of its present or former employees, agents, officers, directors, partners, consultants, affiliated companies, insurers, or attorneys that Quick, directly or indirectly, has placed on any websites (including without limitation social media websites) or social medial platforms, including but not limited to Facebook, X formerly known as Twitter, Tumblr, LinkedIn, Snapchat, TikTok, WhatsApp, Messenger, Reddit, online chat rooms, Flickr, Instagram, Yelp,

personal or other blogs, YouTube, message boards, job or company review boards/websites/chat rooms, and any other such websites or social media platforms.

B. Quick further specifically agrees not to review, post, or write anything, directly or indirectly, about the City, BOMA as a whole or any individual members of BOMA, or any of its present or former employees, elected officials, agents, partners, officers, consultants, insurers, or attorneys, in violation of this entire Section 8 on Facebook, X formerly known as Twitter, Tumblr, LinkedIn, Snapchat, TikTok, WhatsApp, Messenger, Reddit, online chat rooms, Flickr, Instagram, Yelp, personal or other blogs, YouTube, message boards, job or company review boards/websites/chat rooms/blogs, and any other such websites or social media platforms, or on any other website, on social media or elsewhere (including any written document or publication) as of the date his execution of this Agreement or in the future.

9. Confidentiality. To the extent Quick has knowledge of confidential information of the City or any of its current or former employees that Quick has learned through his employment with the City as City Administrator, Quick agrees to keep any and all such information confidential indefinitely. Quick agrees that if asked about the status of any dispute between Quick and the City, he will respond, "We resolved our differences, and I would prefer not to talk about it" or substantially similar words. The City agrees that if BOMA is asked about the status of any dispute between the City and Quick, BOMA will respond, "We resolved our differences, and I would prefer not to talk about it" or substantially similar words. Moreover, Quick agrees that the promise by the City for the payment of money as set forth in this Agreement is conditioned, in part, upon Quick's compliance with Sections 8, 9, and 10 of this Agreement. Upon any breach of Sections 8, 9, and/or 10, by Quick, the City shall have the right to avail itself of any and all judicial relief. Upon any breach of Sections 8, 9, and/or 10, by BOMA, Quick shall have the right to avail himself of any and all judicial relief. Any disclosure or dissemination, other than as described above in this Paragraph 9, will be regarded as a breach of this Agreement and a cause of action shall immediately accrue for damages and injunctive relief. The Parties agree that damages sustained by such breach would be impractical or extremely difficult to determine and, therefore, agree that in the event that if Quick violates Sections 8, 9, or 10, Quick shall pay the City liquidated damages in the sum of FIVE THOUSAND DOLLARS and No CENTS ($5,000.00) for each violation plus attorneys' fees in pursuit thereof. The Parties further agree The Parties further agree that such damages are not intended to be, and shall not be construed as, a penalty. The City is subject to Tennessee Records Act and cannot guarantee confidentiality of this Agreement if a lawful request is made.

10. Quick specifically agrees and acknowledges that Quick will not personally or through any third party or agent solicit, refer, recommend, contact, assist, facilitate, encourage or otherwise influence, whether it be orally or in writing, any present or former employees of City to file any type of claim, charge, cause of action, or lawsuit of any kind (including but not limited to any claims released by Quick in Section 3 of this Agreement, any claims raised in the Action by Quick, or otherwise) against City. Nothing in this Section 10 prevents Quick from testifying if compelled by court order or subpoena in future litigation. Quick agrees to waive any objection to the City's request that the document production or testimony be done *in camera* and under seal.

11. Return of City Property. Quick will return all City property and documents (whether in paper, electronic or any other format) and stored on any smart device, electronic device, computer, or cloud-based system. Mr. Quick agrees to sign a certification under penalty of perjury that he has returned and not retained any City property or documents, including any copies in any format. Quick agrees that he will not attempt to log in to any City email accounts, computers, or other City accounts. Quick agrees to turn all keys, key fobs, and access cards to any and all City facilities, offices, and locations, as well as return the City's laptop to Police Chief Sons at City Hall at 8:00 a.m. on Friday, February 27, 2026, and he will immediately leave the property. On February 26, 2026, Quick agreed to provide a list of all passwords to any City computer system or City account to Chief Sons at City Hall at 8:00 a.m. on Friday, February 27, 2026. Because Quick did not provide the list of passwords or the keys to the City's Codes Department on February 27, 2026, Quick must provide a list of all passwords to any City computer system or City account, the keys to the City's Codes Department, and any other City property or documents (after a diligent search for the same by Quick) by 5:00 p.m. on Thursday, March 4, 2026 to Police Chief Sons in front of the Police Station (behind City Hall) at a time as agreed upon and directed by City Attorney Brittany Hoskins. If Quick discovers after 5:00pm on March 4, 2026, that he is still in possession of any City property or documents, including without limitation keys, key fobs, and access cards to any and all City facilities, offices, and locations, Quick shall contact the City's City Attorney Brittany Hoskins to arrange a time to promptly return such City property and/or documents. Quick agrees that Quick will not return to City Hall.

12. If litigation by or against the City arises later or continues (in matters unrelated to the Action or this Agreement, but that occurred during Quick's employment with the City), Quick agrees to reasonably cooperate, and there will be no additional compensation for same. If Mr. Quick moves out of state, the City will make reasonable accommodations to enable Quick to reasonably cooperate and participate in said litigation, including allowing video/Teams/Zoom appearances or the like when possible.

13. Entire Agreement. This Agreement sets forth the entire agreement between the Parties hereto, which fully incorporates the binding settlement terms agreed upon by the Parties on February 26, 2026, and fully supersedes any other prior agreements or understandings between the Parties not specifically identified herein. The Recitals set for the above are hereby incorporated into and made a part of this Agreement as if fully set forth herein. This Agreement may not be changed, altered, or modified, except in writing and signed by the Parties. The rights granted to the City in this Agreement shall also inure to the benefit of the successors and assigns of the City and any other Released Parties.

14. Disputes Arising From Agreement. Any dispute that may arise under this Agreement, including any dispute with respect to administration of the Settlement Payment, shall first be submitted by mutual agreement of the Parties to a mediator, who will be mutually agreed upon by the Parties, for mediation before the dispute is submitted to the Court.

15. Construction. The Parties agree that the terms and conditions of this Agreement are the result of lengthy and intensive arm's-length negotiations between the Parties through their respective legal counsel, and that this Agreement shall not be construed in favor of or against any party by reason of the extent to which any party or counsel for any party participated in the drafting

of this Agreement. The Parties request that before declaring any provision of this Agreement invalid, the Court shall first attempt to construe all provisions valid to the fullest extent possible consistent with applicable precedents and the intent expressed in this Agreement.

16. Costs and Attorney's Fees. Each Party will bear their own costs and attorney's fees except as otherwise provided in this Agreement.

17. Counterparts and Signatures. This Agreement may be executed in separate counterparts, each of which when so executed and delivered shall be an original, but such counterparts shall together constitute one and the same instrument. This Agreement may be executed by electronic signatures via DocuSign, PDF, or email, which shall be deemed to be originals.

18. Applicable Law. The terms of this Agreement shall be governed and construed in accordance with Tennessee law. This Agreement and its subject matter have substantial contacts with Tennessee, and all actions, suits, or other proceedings with respect to this Agreement shall be brought only in a court of competent jurisdiction sitting in Coffee County, Tennessee, or in the United States District Court having jurisdiction over that County.

19. Dismissal with Prejudice and Withdrawal of Charges/Complaints. Quick agrees to execute and/or file all orders, pleadings or other documents as may be required by the appropriate court, governmental agency, arbitrator, or other party to dismiss with prejudice the claims of Quick in the Action or any other legal dispute with Released Parties. This includes Quick's withdrawal of any charge/complaint filed against the City with a local, state, or federal agency.

20. Severability. Should any clause, sentence, provision, paragraph, or part of this Agreement be adjudged by any court of competent jurisdiction, or be held by any other competent governmental authority having jurisdiction, to be illegal, invalid, or unenforceable, such judgment or holding shall not affect, impair, or invalidate the remainder of this Agreement, but shall be confined in its operation to the clause, sentence, provision, paragraph, or part of the Agreement directly involved, and the remainder of the Agreement shall remain in full force and effect.

21. Acknowledgments of Quick. Quick, individually and specifically agrees and acknowledges as follows:

Quick has carefully read and reviewed this Agreement, understands its contents, and is satisfied with the terms and conditions of this Agreement and believes that the terms provide a fair and reasonable resolution of the Action and disputes between the Parties;

Quick suffers from no legal disabilities or mental or physical disabilities which would disable him from executing this Agreement, nor has he taken any drugs or medication prior to the execution of this Agreement which would prevent him from understanding the terms hereof;

Quick does not rely and has not relied upon or been influenced to any extent by any representation, promise, agreement or statement made by any of the Released Parties or their

representatives or agents with regard to the subject matter, basis or effect of this Agreement or otherwise in executing this Agreement except for those set forth in this Agreement;

Without limiting the scope of the General Release set forth in Section 3 of this Agreement, Quick understands that by executing this Agreement, he is waiving all claims for age discrimination under the Age Discrimination in Employment Act ("ADEA"), 29 U.S.C. § 621, et seq, as amended.

Quick further acknowledges and confirms that the only consideration for signing this Agreement is the terms and conditions stated in writing in this Agreement, and that no other promise or agreement of any kind, other than those set out in writing in this Agreement, has been made by any person to cause him to sign this Agreement.

The Parties acknowledge and agree that Quick has been given twenty-one (21) days to consider whether to sign this Agreement. If he signs the Agreement, the Parties acknowledge and agree that Quick has seven (7) days thereafter to revoke the Agreement and that the Agreement shall not become effective or enforceable until the seven (7) day revocation period has expired. Quick and Quick's Attorneys acknowledge and agree that notwithstanding any other provision to the contrary, no payment or other consideration will be paid or due if Quick revokes this Agreement. If Quick decides to revoke this Agreement, he must notify the City's Counsel Margaret R. T. Myers (at margaret.myers@arlaw.com) in writing prior to the expiration of the seven-day revocation period.

Specifically, Quick understands that Quick will not receive any settlement payments referred to in Section 2 above, until after the Effective Date, including after Quick has signed and returned this Agreement to the City's Counsel Margaret R. T. Myers (at margaret.myers@arlaw.com), including Quick returning to the City all City property which remains in his possession, or after the seven (7) day revocation period has expired, whichever is later in time (in other words, the Court must have dismissed the Action with prejudice and Quick must have signed and returned this Agreement and the seven (7) day revocation period must have expired); and

BY SIGNING THIS AGREEMENT, QUICK ACKNOWLEDGES HE HAS CAREFULLY READ THIS AGREEMENT, UNDERSTANDS ITS TERMS AND THE FACT THAT IT RELEASES QUICK'S KNOWN AND UNKNOWN CLAIMS, HAS HAD FULL OPPORTUNITY TO OBTAIN INDEPENDENT LEGAL ADVICE, AND HAS VOLUNTARILY ENTERED INTO THIS AGREEMENT WITH THE INTENTION THAT IT WILL BE LEGALLY BINDING.

[*Remainder of Page Left Blank Intentionally; Signature Page to Follow*]

The Parties knowingly and voluntarily sign this Agreement as of the date(s) set forth below:

IT IS SO STIPULATED.

Dated: 3/10/2026

JASON B. QUICK

By: DocuSigned by: Jason Quick
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Jason B. Quick

Dated: 3/11/2026

THE CITY OF TULLAHOMA, TENNESSEE,
MAYOR LYNN SEBOURN,
ALDERMAN BOBBIE WILSON,
ALDERMAN BUSCH THOMA,
ALDERMAN JERRY MATHIS,
ALDERMAN KURT GLICK,
ALDERMAN MATTHEW BIRD, and
ALDERMAN SERNOBIA MCGEE

By: Signed by: Mayor Lynn Sebourn
11480B39D54A45A...
Mayor Lynn Sebourn On behalf of The City of Tullahoma, Tennessee, Alderman Bobbie Wilson, Alderman Busch Thoma, Alderman Jerry Mathis, Alderman Kurt Glick, Alderman Matthew Bird, and Alderman Sernobia McGee

Name (Print): Mayor Lynn Sebourn