

**EMPLOYMENT SEPARATION AGREEMENT
And Release**

This Agreement made and entered into this ^{15th} day of December, 2017 by and between the Town of Warren, a Rhode Island Municipal Corporation (hereinafter referred to as the "Town") and Jan H. Reitsma (hereinafter referred to as "Employee").

WHEREAS, Employee is employed by the Town as its Town Manager, and
WHEREAS, the Town and Employee have decided to end the employment relationship between the Town and Employee

Now, therefore, in consideration of the mutual covenants and agreements contained herein, and other good and valuable consideration, the receipt whereof is hereby acknowledged, the parties agree as follows:

1. The employment relationship will terminate upon execution of this Agreement by both parties/effective December 30, 2017.
2. Upon termination by agreement, Employee shall:
 - (a) Receive payment of compensation for all accrued leave payments due and owing to him under his employment agreement;
 - (b) Be eligible to receive pension benefits accrued over the entire period of employment, including the period in which he served as Interim Town Manager;
 - (c) Receive payment in the amount of two (2) months of the current wage compensation for the position of Town Management, which Employee shall

receive as W-2 wages in January and February of 2018 and for which payroll taxes and withholding shall apply;

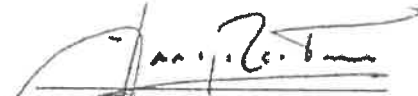
3. The Town will not contest an application for unemployment benefits if one is filed by Employee.

4. Employee, individually and on behalf of himself and his heirs, executors, administrators and assignees, hereby fully releases and discharges the Town from and with respect for any and all claims, demands, charges, liabilities, actions, contracts, debts, damages, suits, and causes of action of any cause or kind whatsoever, at law or in equity, which Employee now has or may have had against the Town pertaining to or arising out of his employment with the Town, except as set forth in Paragraph 5, below. Likewise, the Town hereby fully releases and discharges Employee from and with respect for any and all claims, demands, charges, liabilities, actions, contracts, debts, damages, suits, and causes of action of any cause or kind whatsoever, at law or in equity, which the Town now has or may have had against the Employee pertaining to or arising out of his employment with the Town, except as set forth in Paragraph 5, below.

5. The Parties mutually agree that they will not intentionally disparage or defame the other party in any respect or make any derogatory comments, written or oral, regarding the other party.

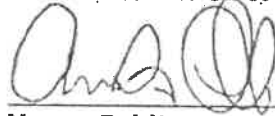
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Executed by the Parties on the day and date first above written.

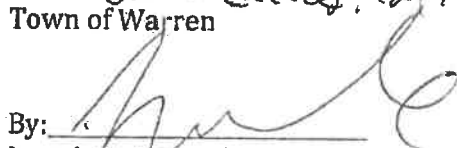


Jan H. Reitsma

Subscribed and sworn to before me this 20th day of December, 2017.

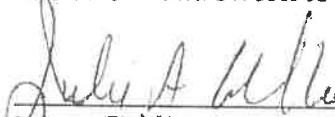


Notary Public
Joseph DePasquale
Notary Public
Notary Commission Expires: 12/7/21
Town of Warren

By: 

Joseph DePasquale
Town Council President

Subscribed and sworn to before me this 20th day of December, 2017.



Notary Public
Julie Arbetino
exp 7-1-18