

**Blendon Township, Franklin County, Ohio and Officer Connor Grubb
Separation Agreement & Release of All Claims
February 13, 2026**

This Separation Agreement and Release of All Claims (hereinafter "Agreement"), is made and entered into by and between Officer Connor Grubb (hereinafter "Employee"), on behalf of himself, his heirs, executors, administrators, successors and assigns, and Blendon Township, Franklin County, Ohio (hereinafter "Employer"), which includes Blendon Township, as well as any and all names this entity formerly went by or currently goes by, its Board of Trustees, successors, assigns, members, officers, directors, employees, insurers, reinsurers, attorneys, departments, employees and agents, both past and present.

In consideration of the mutual promises and agreements set forth herein, the sufficiency of which is hereby acknowledged, and in full settlement, satisfaction, release, and waiver of all matters, known and unknown, the parties agree as follows:

1. **Resignation and Effective Date of Resignation.** Employee agrees to voluntarily resign from his employment with Employer. Employee's voluntary resignation shall be irrevocable effective the date of this signed Agreement and shall be effective at the close of business on February 20, 2026. Employer and Employee acknowledge and agree that Employee is resigning from the Blendon Township Police Department in good standing.
2. **Letter of Resignation.** The Employee shall submit a letter of voluntary resignation, and this Agreement shall further serve as the Employee's resignation. Further, by signing this Agreement, Employer hereby accepts Employee's voluntary resignation. Employer agrees to file the Notice Of Peace Officer Separation From Service with the State of Ohio and designate Resignation-In Good Standing (No Pending Discipline) as the reason for separation. Employee understands that this is a voluntary resignation and that Employer reserves its right to oppose any application for unemployment compensation.
3. **Severance Payment.** Employee shall receive a severance payment of \$150,000.00, payable as a lump sum after the effective date of his resignation on February 20, 2026, subject to the terms of this Agreement, and subject to applicable withholdings and taxes. This amount shall serve as the Employee's severance payment. This amount is separate from any contractually entitled payouts the Employee is entitled to under the Collective Bargaining Agreement between Blendon Township and the Fraternal Order of Police, Capital City Lodge No.9.
4. **No Consideration Absent Execution of this Agreement.** Employee acknowledges that he is not entitled to severance pay or benefits from Employer under any other severance or termination plan, agreement, or policy, aside from all contractually entitled payouts.

Employee understands and agrees that he would not receive and would not be entitled to receive the severance benefits specified herein except for his execution of this Agreement, and his fulfillment of the promises contained herein, and that such consideration is greater

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than any amount to which he would otherwise be entitled. Employer's obligation to provide Employee the severance benefits is contingent upon Employee's compliance with all terms of this Agreement. Employee further acknowledges that said sums and promises are adequate and sufficient legal consideration to support this Agreement.

Employee expressly understands that Employer is not otherwise required to pay him this money and Employer is offering to pay him this money only in exchange for the promises he makes in this Agreement.

5. **Receipt of All Compensation.** By signing this Agreement, Employee acknowledges that he has, or will have by terms of this Agreement, already received all of the wages, payments, vacation, wage statements, leaves of absence, meal and rest breaks, and other rights and benefits to which he was entitled under federal, state, and local law, including the Fair Labor Standards Act, as amended (29 U.S.C. § 4301 et seq.); the Uniformed Services Employment and Reemployment Act, as amended (38 U.S.C. § 4301 et seq.); the Occupational Safety and Health Act (29 U.S.C. § 651 et seq.); and all state and local laws of similar effect. Employee has already been fully paid in accordance with those laws for all hours he worked for Employer, including overtime. The Employee has received full reimbursement for all expenses that he incurred as part of his job.
6. **No Legal Proceedings.** Employee represents and warrants that he has not filed any complaints, claims, charges, lawsuits, or arbitration demands against the Employer. Employee agrees not to file any new lawsuits, complaints, claims, charges, or arbitration demands against the Employer based on any claim that he is releasing in this Agreement.
7. **Personnel File.** In consideration of the mutual promises and agreements set forth herein, the Employer agrees to place in the Employee's personnel file a copy of the voluntary letter of resignation and a copy of the Notice of Peace Officer Separation from Service. The Employee's personnel file will be designated as "resignation in good standing." Upon request, the Employer will provide a letter of employment history. All parties recognize that records are subject to the public records laws.

The parties understand that, as a public employer, the Employer must also comply with records requests under Ohio's Public Records Act; and existing documents may not be permanently redacted and/or destroyed. The parties recognize that in the event a lawful and appropriately specific public records request is submitted, this Agreement shall be produced in compliance with Ohio Public Records law. This Agreement shall be maintained in a file separate and apart from Employee's personnel file.

8. **Employee Has Not Sold or Assigned Any Claims.** Employee represents and warrants that he is the sole legal and equitable owner of all rights, claims, and causes of action that he releases in this Agreement. Employee further represents and warrants that there has been no assignment, sale, or other transfer of any interest in any such matters, claims, or demands that Employee may have against Employer. Employee understands that

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Employer is relying on his representations in making its decision to enter into this Agreement.

9. **Administrative Proceedings.** Notwithstanding any other provision of this Agreement, Employee remains free to file administrative charges or complaints with government agencies, such as the Equal Employment Opportunity Commission and National Labor Relations Board, and remains free to participate in investigations and proceedings being conducted by those agencies. However, except where prohibited by law, Employee gives up his right to recover damages or any other type of relief that such an agency might obtain on his behalf.
11. **Release of All Claims.** In consideration for the promises and agreements set forth herein, Employee agrees to release and forever discharge Employer from all claims, causes of action, and liabilities of any kind, known or unknown, regardless of their kind, arising at any time prior to the date that Employee signs this Agreement.

This release and waiver includes, but is not limited to, all claims or charges, including without limitation, those which could have been raised under common law, breach of contract, promissory estoppel, defamation, invasion of privacy, intentional infliction of emotional distress, negligence, interference with contractual or other relationships, any federal, state or local statutes or laws, the United States Constitution (including and Amendments thereto), the Equal Protection Clause, or any Internal Policies of the Township that may have governed Employee's employment relationship with it, including any claim and charge that Employee has or may have which might arise out of the Fair Labor Standards and the Equal Pay Acts; Title VII of the Civil Rights Act of 1964; the Civil Rights Acts of 1964 as amended; the Civil Rights Act of 1991 as amended; the United States Constitution; the Civil Rights Acts of 1866 or 1871 (42 U.S.C. Sections 1981, 1983, 1985, et seq.); the Americans with Disabilities Act; the Age Discrimination in Employment Act; The Older Workers Benefit Protection Act; any Chapter of the Ohio Revised Code; tortious wrongful discharge claims under Ohio law; and any other Federal, State, City, County or other local law. This release does not include any claim, cause of action, or liability arising out of acts or occurrences that take place entirely after the dates that the parties sign this Agreement. Notwithstanding the foregoing, nothing in the Separation Agreement and Release of All claims negates the Township's legal obligation to defend and indemnify Employee pursuant to ORC 2744.

12. **Release of Claims, Known and Unknown.** Employee understands that the release he is giving includes claims that he does not have knowledge of at this time. Employee also understands that by signing this Agreement, he gives up his right to sue or pursue any claim or lawsuit against Employer for anything that occurred prior to the date that he signs this Agreement. Nothing in this Agreement shall be construed to impair any party's ability to bring a lawsuit to enforce this Agreement.
13. **Entire Agreement.** Employer and Employee agree that this Agreement contains and comprises the entire Agreement and understanding between the parties and that no other

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representation, promise, covenant or agreement of any kind whatsoever has been made to cause either party to execute this Agreement and that all agreements and understandings between the parties are embodied and expressed herein. This Agreement supersedes all prior agreements, contracts, understandings, and promises between the parties, whether express or implied, except for the vacation time and sick leave payout provisions set forth in this Agreement. Employee, in making his decision to sign this Agreement, is not relying on any promise that the Employer, or its officials, employees, or agents have made to him, other than the promises that are actually set forth in writing in the text of this document. The parties agree that the terms of this Agreement shall not be amended or altered except in writing and signed by the parties.

14. **Opportunity to Consult with Attorney.** The parties have read this document in full, have had the opportunity to consult with an attorney of their choice about its terms, and fully understand the terms and provisions of this Agreement and the consequences of signing this Agreement, and that each party enters into the Agreement voluntarily.
15. **Employer Not Liable.** Employer denies any liability to Employee in connection with Employee's employment and separation. This Agreement, its execution, and its implementation shall not in any respect be construed, and shall not be admissible in any proceeding, as evidence of (1) an admission by Employer of any unlawful practice under any federal, state or local statute, regulation, or order, or (2) any violation of any other law, regulation, or order, or the common law of the State of Ohio.
16. **Counterparts.** This Agreement may be signed in counterparts, and all such counterparts taken together shall constitute the same Agreement. Electronic and facsimile transmissions of this Agreement shall be deemed originals.
17. **Headings.** The Headings in this Agreement exist only for the sake of convenience. The Headings do not constitute part of the Agreement.
18. **Governing Law.** This Agreement shall be construed and interpreted in accordance with the laws of the State of Ohio and subject to enforcement in courts in Franklin County, Ohio.
19. **Severability and Reformation.** The Parties intend for all of the provisions of this Agreement to be severable and reformable. If any term, provision, clause or item of this Agreement is declared to be invalid or unenforceable by any body of competent jurisdiction, the term, provision, clause or item should be reformed (if possible, or severed if not) to give maximum effect to the intentions of the Parties, and the remaining portions of the Agreement shall be enforced to give effect to the Parties' intentions to the maximum extent possible.

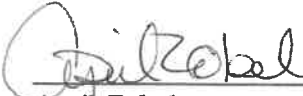
The undersigned Parties state that they have carefully read the foregoing and understand the contents thereof, and that they execute the same as their own free and voluntary act.

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IN WITNESS WHEREOF, the Parties have executed this Agreement on the day and date indicated below their respective signatures.



Connor Grubb 02-20-26
Date



April Zobel 2-20-06
Date
Board of Trustees Chair
On behalf of Blendon Township
Franklin County, Ohio