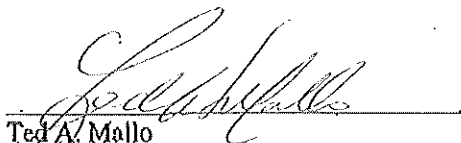


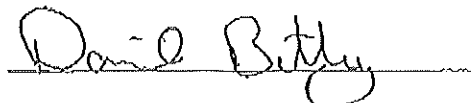
EXECUTION

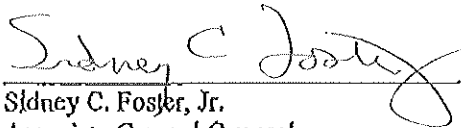
IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed this 1st day of JUNE, 2016.

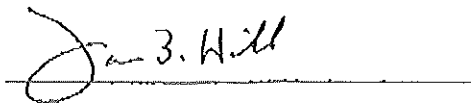
FOR THE UNIVERSITY OF AKRON

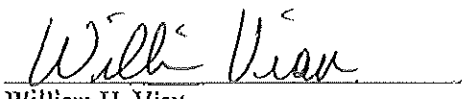
FOR THE FOP, OHIO LABOR COUNCIL, INC.

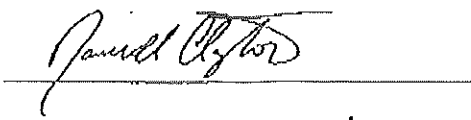

Ted A. Mallo
Vice President & General Counsel

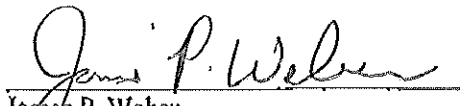

Committee Member

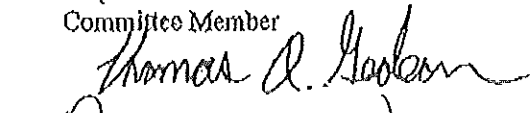


Sidney C. Foster, Jr.
Associate General Counsel


Committee Member


William H. Viau
Assistant Vice President
Human Resources


Committee Member


James P. Weber
Assistant Vice President, Campus Safety
Chief University Police



Brenda Goheen
Staff Representative
FOP, Ohio Labor Council, Inc.