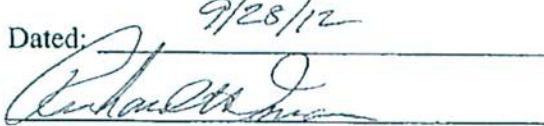
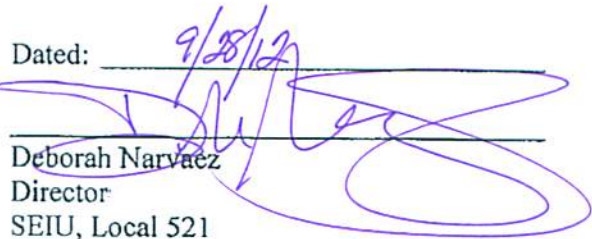


**SETTLEMENT AGREEMENT BETWEEN SEIU, LOCAL 521
AND THE COUNTY OF SAN BENITO**

In order to avoid the cost and uncertainty of future litigation, Service Employees International Union (SEIU), Local 521 and the County of San Benito agree as follows:

1. The County of San Benito agrees to amend its current Political Activity Policy as set forth in Attachment 1 to this Agreement.
2. The County of San Benito agrees to pay SEIU 521 a one-time payment in the amount of \$10,000 to reimburse SEIU for legal fees and costs associated with the lawsuit filed by SEIU in regards to the County's Political Activity Policy.
3. This Agreement, along with Attachment 1, will be posted in County Employee break rooms for a period of no less than ninety (90) days after the signing of this agreement.
4. In exchange for the forgoing, SEIU 521 agrees to withdraw the Complaint filed by the Union on or about September 19, 2012, alleging that the County's current Policy violates the United States and Federal Constitutions.
5. Nothing in this Agreement is intended to be, nor will it be, alleged to constitute evidence of, or be an admission of any wrongdoing or any violation by the County or its elected officials, agencies, departments, management staff, employees, agents, counsel, Board of Supervisors, County Administrative Officer or their successors or assigns, of the Constitutional rights of any employees represented by SEIU 521.
6. The parties agree that this Agreement and Attachment 1 constitutes the entire agreement between the parties regarding the matters set forth herein.

Dated: 9/28/12

Rich Inman
County Administrative Officer
County of San Benito

Dated: 9/28/12

Deborah Narvaéz
Director
SEIU, Local 521