**Older Worker Benefit Protection Act (OWBPA) Waiver**

Waiver of Claims Under the Age Discrimination in Employment Act.

[Employee name] recognizes that, in signing this release of claims, the employee is waiving the employee's right to pursue any and all claims under the Age Discrimination in Employment Act, 29 U.S.C. 626 et seq. ("ADEA") arising prior to the date that the employee executes this release.

The employee understands that the employee may take twenty-one (21) days from the date this release is presented to the employee to consider whether to execute this release. The employee is advised that the employee may wish to consult with an attorney prior to execution of this release. Once the employee has executed this release, the employee may revoke the release at any time during the seven (7) day period following the execution of the release. After seven (7) days have passed following the employee's execution of this release, the execution of this release shall be final and irrevocable.