

The Board of Directors of the Cuyahoga County Land Reutilization Corporation (the "Board of Directors" or this "Board") met for its regular quarterly meeting on the 28th day of March 2025 at 10:00 o'clock a.m., Eastern Time in the Board Conference Room of its offices located at 812 Huron Rd. E., Suite 800 Cleveland, Ohio 44115 with the following Directors present and voting on this Resolution as indicated:

Brad Cromes, Cuyahoga County Treasurer and Chair of the Board of Directors;
Anthony Brancatelli, Former Cleveland City Councilman and Vice-Chair of the Board of Directors;
Dale Miller, Cuyahoga County Council President; Designated Representative: Michael King;
Chris Ronayne, Cuyahoga County Executive; Designated Representative: Katherine A. Gallagher;
Sally Martin O'Toole, Director of Building and Housing, City of Cleveland, OH; Annette Blackwell, Mayor of the City of Maple Heights, OH;
Michael Booker, Mayor of the Village of Highland Hills, OH
Reverend Dr. Brian Cash, East Mount Zion Baptist Church

Sally Martin O'Toole moved the adoption of the following Resolution (this "Resolution"):

RESOLUTION NO. 2025-2

AUTHORIZING THE PRESIDENT TO IMPLEMENT A HYBRID WORK POLICY

WHEREAS, the Cuyahoga County Land Reutilization Corporation (the "CCLRC") recognizes that hybrid work arrangements have become commonplace in certain business sectors from which it seeks talent; and

WHEREAS to maintain its ability to recruit and retain high quality employees in a competitive marketplace, the CCLRC desires to set forth a policy that would provide the option of hybrid work for eligible positions and employees; and

WHEREAS the CCLRC has drafted the proposed hybrid work policy that is attached hereto as Exhibit A, which it believes is in alignment with the CCLRC's organizational objectives and current industry standards; and

WHEREAS this Board has received a copy of the proposed hybrid work policy, and the President now requests that this Board acknowledge and authorize the implementation of the policy, with any additions, deletions or modifications as this Board may agree upon during its discussion about such policy and prior to adoption of this Resolution; and

WHEREAS, this Board now desires to authorize the hybrid work policy, as attached hereto as Exhibit A and as amended, if at all, prior to the adoption of this Resolution (hereafter referred to as the "CCLRC Hybrid Work Policy"); and

WHEREAS, this Board hereby finds and determines that all formal actions relative to the adoption of this Resolution were taken in an open meeting of this Board, and that all the deliberations of this Board, and of its committees, if any, which resulted in formal actions, were taken in meetings open to the public, in full compliance with applicable legal requirements, including Section 121.22 of the Revised Code;

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Cuyahoga County Land Reutilization Corporation that:

Section 1. This Board hereby authorizes the President to implement the CCLRC Hybrid Work Policy and to take all actions the President deems necessary in connection with its implementation.

Section 2. This Resolution shall take effect and be in force immediately upon its adoption.

Katie Gallagher seconded the motion.

Upon roll call on the adoption of this Resolution, the vote was as follows:

Ayes: 8

Nays: 0

The undersigned, Secretary of the Cuyahoga County Land Reutilization Corporation, certifies that the foregoing is a true and correct excerpt from the minutes of the meeting of March 28, 2025, of the Board of Directors of the Cuyahoga County Land Reutilization Corporation, showing the adoption of the Resolution above set forth.

Dated: March 28, 2025


Secretary of the Board of Directors of the
Cuyahoga County Land Reutilization
Corporation