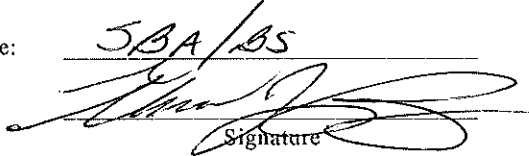


Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 7/1/20 thru 6/30/23

Employer: DEMAEST BOE
County: BERGEN
Date: 6/25/2020
Name: THOMAS J. PEREZ
Print Name
Title: SBA/BS

Signature