

## EMPLOYMENT SEPARATION AGREEMENT

This is an agreement ("Agreement") between you, Steven Giebelhausen, and Henry County. It is dated for reference purposes April 13, 2026, which is the date it was delivered to you for your consideration.

### 1. Employment Separation.

The parties agree that your employment with Henry County terminates effective April 30, 2026.

### 2. Compensation/Benefits Cash Out.

You will be paid: (a) your regular salary through April 30, 2026, less applicable deductions and withholdings and (b) your accrued vacation on the regular pay date of April 30, 2026, less applicable deductions and withholdings. You understand and agree that, with these payments, Henry County will have paid you all of your earned compensation and you have no right to receive any further payments for salary, bonuses, profit sharing or any other form of compensation or incentive compensation. Henry County will pay its regular contribution toward your medical/dental plan minus active employee cost through April 30, 2026.

### 3. Separation / Severance Pay.

Henry County agrees to pay you your regular wage through July 31, 2026, less applicable deductions and withholding, if you sign and return this agreement to Henry County, on or before May 5, 2026, at least 21 days from the date of this letter, and have complied with your obligations under Paragraph 7 herein, (your obligations under Paragraph 7 exist whether you sign this agreement or not). In addition, Henry County will pay its regular contribution toward your family medical/dental plan through July 31, 2026. You acknowledge that but for this agreement you would not otherwise be entitled to the payment of funds set forth in this paragraph. You acknowledge that by accepting the extension of health care benefits will reduce the amount of time you will be eligible for Consolidated Omnibus Budget Reconciliation Act (COBRA) benefits.

### 4. Release.

In consideration for the severance payments described in paragraph 3 above, you and your marital community, personal representatives, agents, successors and assigns hereby release Henry County from any and all claims of any kind, known or unknown, including, without limitation, claims relating in any way to your employment with Henry County or the termination thereof. The release you are giving releases all such claims you may have against Henry County and all such claims you may have against Henry County past and present officers, directors, board members, investors, agents, employees, representatives, attorneys, benefit plans, predecessors, successors, transferees and assigns. You agree not to complain to any governmental agency about any claims you have released in this agreement, and you represent and warrant that you have not already done so. You also agree never to assert any such claims in any lawsuit, administrative proceeding or arbitration, and you represent and warrant that you have not already done so. You understand that you are releasing potentially unknown claims and that you have limited knowledge with respect to some of the claims being released. You agree that this release is fairly and knowingly made, and you assume the risk of any mistake in entering into this agreement.

### 5. Age Discrimination In Employment Act Waiver.

You acknowledge that you knowingly and voluntarily are waiving and releasing any rights you may have under the Age Discrimination in Employment Act (ADEA). You also acknowledge that the consideration given for the waiver and release in this agreement is in addition to anything of value to which you were already entitled. You further acknowledge that you have been advised in writing, as required by the ADEA, that: (a) your waiver and release do not apply to any rights or claims that may arise after you sign this agreement; (b) you have the right, and have been advised, to consult with an attorney prior to executing this agreement; (c) you have 21 days to consider this agreement (although you may choose to voluntarily execute this agreement earlier); (d) you have seven days following the date you sign this agreement to revoke the agreement; and (e) this agreement shall not be effective until the date upon which the revocation period has expired, which shall be the eighth day after you sign this agreement. Thus, for purposes of paragraph three above, the "Effective Date of the Agreement" is eight days after you sign the agreement. Any revocation must be in writing and received by Henry County, before the revocation period expires.

### 6. No Admission of Liability.

This agreement does not constitute and may not be construed as an admission of liability by Henry County or of any persons or entities relating in any way to Henry County, or an admission of any violation of any applicable law or regulation. The parties have entered into this agreement solely to facilitate an orderly and amicable separation and to assist you in your transition.

Steven Giebelhausen  
Henry County

  


Date  
Date

4/13/26  
4-13-26

**7. Return of Property.**

You represent and warrant that you will have returned to Henry County, all Henry County property of any kind (e.g., laptop, keys, equipment, documents, list of current projects) by April 30, 2026.

**8. Iowa Law.**

This Agreement shall be governed, interpreted and enforced in accordance with the laws of the State of Iowa without regard to its conflict or choice of law principles.

**9. Dispute Resolution.**

**Venue.** The parties agree that the exclusive venue for any litigation relating to this Agreement will be the state court located in Henry County, Iowa. The parties waive any rights to object to venue as set forth herein.

**10. Complete Agreement.**

This agreement is the final and complete expression of the parties' agreement as to its subject matter and may be modified only by a written addendum signed by each party. This agreement supersedes and replaces all prior agreements, discussions and representations as to its subject matter, all of which are merged into, and superseded by, this agreement. No party is entering into this agreement in reliance on any oral or written promises, inducements, representations, understandings, interpretations or agreements other than those contained in this agreement.

**11. Voluntary Agreement.**

You acknowledge and understand this agreement's significance, and that this agreement is voluntary and has not been given as the result of coercion. You also acknowledge and understand that you have been given a full opportunity to review the agreement and consult with your legal counsel before signing it and that you execute this agreement only after full reflection and analysis.

**12. Severability.**

If any portion of this agreement is deemed void or unenforceable in whole or in part for any reason, the unenforceable portion shall be severed from the remaining portions of the agreement, which shall otherwise remain in full force and effect.

**13. Waiver.**

No waiver of any provision of this agreement shall be deemed or shall constitute a waiver of any other provisions, whether or not similar, nor shall any waiver constitute a continuing waiver. No waiver shall be binding unless executed in writing by the party making the waiver.

**14. Execution and Counterparts.**

This agreement may be executed via facsimile and in one or more counterparts, each of which shall be deemed to be an original but all of which together shall constitute one and the same agreement.

Steven Glebelhausen DG  
Henry County LS

Date 4/13/26  
Date 4-13-26

ACCORDINGLY, by initialing and dating the first two pages of this Agreement, and signing and dating this third page, the parties have entered into this Agreement.

Employee Name

*Steen Gebel*

*4-13-26*

Date

By: Henry County Its: Chairman of the Board of Supervisors

*White*

Henry County

*04-13-2026*

Date