Habitat for Humanity® Greater Palm Beach County

Application Instructions

Thank you for your interest in Habitat for Humanity Greater Palm Beach County's Homeownership Program. We are now accepting applications for homes in Southbay.

Please complete the following steps in order to continue with your application.

- 1. Review the Qualifications for Homeownership' flyer on page 2 of this packet to determine if you meet the qualifications and are interested in applying.
- 2. Complete the 'Lot Selection' form on page 3 to indicate that you have visited the properties and would like to apply for one of the four lots.
- 3. Make copies of all the documents listed on the 'Document Checklist' on page 4.
- 4. Complete all sections of the paper application on pages 5 -12.
- 5. Submit the application and documents in an envelope by April 26, 2024 by 3:00pm.

Applications are not accepted via email.

How to submit your application:

By Mail, Drop Off and Drop Box:

Habitat for Humanity Greater PBC 181 SE 5th Ave Delray Beach, FL 33483

By Office Hours:

Habitat for Humanity Greater PBC 1077-A South Main Street Belle Glade, FL 33430

By Drop Box:

Habitat for Humanity Greater PBC 1077-A South Main Street Belle Glade, FL 33430

Monday, April 1, 8, 15 and 22. 11am – 3pm Friday, April 5, 12, 19 and 26. 11am – 3pm

If you have any questions or would like to make an appointment to drop off the application, please contact Kesley Mesalien at 561-680-2977 or homeownerservices@habitatgreaterpbc.org

Phone: (561) 253-2080 Fax: (561) 253-7888 www.habitatgpbc.org

Achieve the Dream! Homeownership

Habitat for Humanity Greater Palm Beach County partners with first time homebuyers to build safe, decent, and affordable homes. The homes are built together by utilizing volunteer labor, professional contractors, and materials which are donated or purchased locally.

Future Homeowners are required to invest a minimum of 300 partnership hours of their own labor into the construction of homes before being eligible to purchase their home utilizing a 30-year, interest free loan.

How to Qualify for Homeownership

To qualify to become a future Habitat Homeowner you must meet the three main requirements:

Need for Shelter:

- Must be a first-time homebuyer (have not owned a home in the past 3 years).
- Living in overcrowded, substandard, temporary, or public housing; or are paying an unaffordable price for rent.
- Unable to secure adequate housing through the private market.

Ability to Pay:

- Sustain a savings account.
- Have acceptable credit history
- Earn a annual income that falls within 30% to 80% of area median income as
 determined annually by HUD (*in order to qualify, each Habitat PBC home area may
 have a specific income requirement.

Family Size	Minimum Income	Maximum Income
1	\$20,450	\$54,550
2	\$23,400	\$62,350
3	\$26,300	\$70,150
4	\$30,000	\$77,900
5	\$35,140	\$84,150
6	\$40,280	\$90,400
7	\$45,420	\$96,600
8	\$50,560	\$102,850



Income Limits from HUD as of March, 2023

Willingness to Partner:

- Applicants must be US Citizen or permanent resident.
- Invest a minimum of 300 "partnership hours" (volunteer labor).
- Attend monthly meetings, educational home ownership classes, and budget and credit counseling sessions.
- Willing to enter in a 30 year partnership with Habitat Greater PBC, living in areas where we are currently building.

For additional information visit: www.habitatgreaterpbc.org



Seeking to put God's love into action, Habitat for Humanity of Greater Palm Beach County brings people together to build homes, communities, and hope.



For questions regarding the qualifications for homeownership, please contact:

Kesley Mesalien

habitatgreaterpbc.org

561-680-2977



(Co- Applicant Signature)

LOT SELECTION FORM

Instructions: The lot(s) you are interested in applying for should be ranked in order of interest. We currently have two lots available for purchase at the address listed below. Before submitting an application, please visit the home site in person and also rank each lot based on your favorite (1st choice) down to your last choice.

You MUST visit every lot of land you are interested in BEFORE turning in this form.

Check Mark	Rank #	Address	City	Zip Code	Bedroom/Bath	Type of Home	
		121 NW 10 th Ave	Southbay	33493	3 bed / 2 bath	New Construction	
		123 NW 10 th Ave	Southbay	33493	3 bed / 2 bath	New Construction	
I am interested in living at <u>any</u> of these locations. I am not interested in any of these lots and understand that I cannot be accepted into the Homeownership Program.							
Acknowle	dgement:						
By signing below, I understand that this application for Homeownership is ONLY for the lots listed above. I have physically visited the home sites and would like to apply to purchase one of these homes.							
(Applicant	Signature)		(Print)			(Date)	

(Print)

(Date)



HOME BUYER PROGRAM APPLICATION DOCUMENTS CHECKLIST

The documents below are <u>required</u> to continue in the application process for Habitat for Humanity Greater Palm Beach County's Home Buyer Program. Please submit these documents with the rest of your Initial Qualification Packet.

Applicant	Co-Applicant Co-Applicant
	Copy of driver's license for each Applicant/Co-Applicant with current address
	Proof of U.S. citizenship or Residency for each Applicant/Co-Applicant and any others who will be living in the home. Citizens: Acceptable proof is a copy of a birth certificate bearing an official seal Certificate of U.S. citizenship/Form N-550 or N-561, Certificate of Naturalization/Form N-550 or N-570, copy of U.S. passport Residents: If not a U.S. citizen, acceptable proof is copy of Permanent Resident Card or Alien Registration Receipt Card
	Copy of Social Security Card for any Applicant/Co-Applicant
	Copy of the last 60 days paystubs for all jobs for applicant /co-applicant and all working adult household members
	Proof of all other income: award letters, child support, & social security income of all Household members
	Last 3 months bank statements for all accounts, including all pages for Applicant/Co-Applicant
	Check or money order for Credit Check fee of \$50 per applicant/co-applicant. We do not accept cash.
Acknowled	<u>gement</u>
checklist	lication will be considered incomplete if you do not submit all required documentation on the above. You must make copies of your documentation before submitting your application, Habitat to provide copies.
I understa	and that my application will not be considered complete until all required documentation is
Signatur Date	e



Application

Habitat Homeownership Program

Application Due April 26, 2024



We are pledged to the letter and spirit of U.S. policy for the achievement of equal housing opportunity throughout the nation. We encourage and support an affirmative advertising and marketing program in which there are no barriers to obtaining housing because of race, color, religion, sex, handicap, familial status or national origin.

Dear Applicant: Please complete this a All information you include on this appli				anity homeownership program truthfully, completely a lance with our privacy policy.	nd accurately	у.
	oint credit. Total			vers:		
		1. AP	PLICANT	INFORMATION		
Applica	ant			Co-applicant		
Applicant's name:				Co-applicant's name:		
Alternative and former names: Email:				Alternative and former names:		
Social Security number				Social Security number		
Home phone ()				Home phone ()		
Cell phone ()				Cell phone ()		
Work phone ()				Work phone ()		
Age Date of birth (mm/	dd/yyyy)			Age Date of birth (mm/dd/yyyy)		
☐ Married ☐ Separated ☐ Unmarridomestic partnership, registered reciprocal benefici	, ,			☐ Married ☐ Separated ☐ Unmarried (single, divodomestic partnership, registered reciprocal beneficiary relationship)		
Dependents and others who will live with Name	you: Age	Male	Female	Dependents and others who will live with you (not liste Name Age	Male	Female
	_					
Present address (street, city, state, ZIP co	ode): 🗆 Own	☐ Rent		Present address (street, city, state, ZIP code): Ow		
Number of years:				Number of years:		
If you have lived at your present	address for less	than tw	vo years, o	complete the following, for all addresses during the p	ast two years	s:
Previous address(es) (street, city, state, Z	IP code):	n 🗆	Rent	Previous address(es) (street, city, state, ZIP code):	☐ Own ☐	Rent
Number of years:				Number of years:		
	FOR OFFICE U	ISE OI	NLY — D	O NOT WRITE IN THIS SPACE		
Date received:				Date of selection committee approval:		
Date of notice of incomplete application le	tter:			Date of board approval:		
Date of adverse action letter:				Date of partnership agreement:		

	1B. MILITAF	RY SERVIO	CE					
Did you (d	or your deceased spouse) serve, or are you currently serving, in the U							
,	arine Corps, Navy, Air Force, Space Force, Coast Guard, Reserve or							
	eck all that apply:							
	☐ Currently serving on active duty with projected expiration date of service/tour/ (mm/dd/yyyy)							
□ Currently retired, discharged, or separated from service								
Is anyone	e else in your household serving, or did they serve, in the United State	es Armed Fo	rces? 🗌 Yes 🗎 No					
If yes, che	eck all that apply:							
	Currently serving on active duty with projected expiration date of servi	ice/tour	/ / / (mm/dd/yy	уу)				
	Currently retired, discharged, or separated from service							
	Only period of service was as a non-activated member of the Reserve	e or National	Guard					
	2. WILLINGNES	S TO PAR	TNER					
To be con	nsidered for the Habitat homeownership program, you and your	I AM WILI	LING TO COMPLETE THE	E REQUIRED				
	d members must be willing to complete a certain number of	PARTNER	RSHIP HOURS:					
	p hours, which may include hours spent helping to build your home	Applicant	Yes □	No □				
and the no	omes of others, attending homeownership classes, and/or other	Co-applica	<u> </u>					
арр.отоа		Too applica						
	3. PRESENT HOUS	SING CON	DITIONS					
		SING CON	SITIONS					
Currently, Number of	, are you: ☐ Renting ☐ Rent-free ☐ Own of bedrooms (please circle): 1 2 3 4	5						
Other roo	oms in the place where you are currently living:	☐ Bath	nroom	om 🗌 Diningroom				
Other (ple	ease describe):				_			
In the spa	ace below, describe the condition of the house or apartment where	you live. W	hy do you need a Habitat	t home?				
-								
-								
	If you rent your current residence, please supply a copy of you statement or canceled rent check			ecent money order re	ceipt, bank			
Name, ad	ddress and phone number of current landlord:							
	4. PROPERTY IN	IFORMATION	ON					
□ I do no	ot own any real estate (move to Section 5).							
f vou own v	rour residence, what is your monthly mortgage payment (including ta	axes. D	o you own land other than	vour residence?	 ⊃ ☐ Yes			
nsurance, e			lonthly payment (including		, = 100			
5	/month Unpaid balance \$	\$		•				
4	our property to be considered for building your Habitat home, please	attach the d	eed, any existing appraisa	and information about	any liens.			
Note: A sep	parate approval process will apply with respect to any such requests, a	as each parc	el of land is unique and m	ay not be suitable for bu	ilding on			
through the	Habitat program.							

5. EMPLOYMENT INFORMATION						
Applicant		Co-applicant				
☐ Does not apply.		☐ Does not apply.				
Name and address of CURRENT employer:	Start date (mm/dd/yyyy):	Name and address of CURRENT er	Name and address of CURRENT employer:			
	Annual (gross) wages:			Annual (gross) wages:		
Type of business:	Business phone:	Type of business:		Business phone:		
If working at	current job less than one	ear, complete the following inform	ation.			
Name and address of PREVIOUS employer:	Years on this job:	Name and address of PREVIOUS e	mployer:	Years on this job:		
	Annual (gross) wages:		Annual (gross) was			
Type of business:	Business phone:	Type of business: Business ph				
☐ Check if you are the business owner or are self-employed. PLEASE NOTE: Self-employed						
☐ I have an ownership share of less than 2 Monthly income (or loss) \$	wnership share of 25% or more.	additional do	I be required to provide cuments such as tax nancial statements.			

6. MONTHLY INCOME						
Income source	Applicant	Co-applicant	Others in household	Total		
Salary/wages (gross)	\$	\$	\$	\$		
TANF	\$	\$	\$	\$		
Alimony	\$	\$	\$	\$		
Child support	\$	\$	\$	\$		
Social Security	\$	\$	\$	\$		
SSI	\$	\$	\$	\$		
Disability	\$	\$	\$	\$		
Housing voucher (e.g., Section 8)	\$	\$	\$	\$		
Unemployment benefits	\$	\$	\$	\$		
VA compensation	\$	\$	\$	\$		
Retirement (e.g., pension)	\$	\$	\$	\$		
Military entitlements	\$	\$	\$	\$		
Other:	\$	\$	\$	\$		
Total	\$	\$	\$	\$		

HOUSEHOLD MEMBERS WHOSE INCOME IS LISTED ABOVE							
Name	Income source Monthly income Date of bi						

		8. ASSETS			
Type of asset and name of bank, savings and loan, credit union, retirement account, etc. (Do not include land here.)	Address	City, state	ZIP	Account number	Current balance/ value/vested amount (if applicable)
					\$
					\$
					\$
					\$
					\$
					\$
					\$

9. LIABILITIES AND EXPENSES						
TO WHOM DO YOU OWE MONEY?		Applicant			Co-applicant	
Account	Monthly payment	Unpaid balance	Months left to pay	Monthly payment	Unpaid balance	Months left to pay
Auto loan	\$	\$		\$	\$	
Installment (e.g., boat, personal loan)	\$	\$		\$	\$	
Lease (e.g., furniture, appliances — includes rent-to-own)	\$	\$		\$	\$	
Alimony/separate maintenance	\$	\$		\$	\$	
Child support	\$	\$		\$	\$	
Revolving (e.g., credit cards)	\$	\$		\$	\$	
Student loan debt	\$	\$		\$	\$	
Open 30 days (balance paid monthly, e.g., travel card)	\$	\$		\$	\$	
Medical debt	\$	\$		\$	\$	
Other	\$	\$		\$	\$	
Other	\$	\$		\$	\$	
Total	\$	\$		\$	\$	

MONTHLY EXPENSES							
Account Applicant Co-applicant Total							
Rent	\$	\$	\$				
Utilities (electricity, water, gas)	\$	\$	\$				
Insurance (rental, car, health, etc.)	\$	\$	\$				
Child care	\$	\$	\$				
Internet service	\$	\$	\$				
Cell phone	\$	\$	\$				

Land line	\$	\$	\$
Business expenses	\$	\$	\$
Union dues	\$	\$	\$
Transportation expense (gas, bus pass, vehicle upkeep, etc.)	\$	\$	\$
Food and essential supplies	\$	\$	\$
Entertainment	\$	\$	\$
Other	\$	\$	\$
Other	\$	\$	\$
Total	\$	\$	\$
	•	•	

10. DECLARATIONS			
Please check the box beside the word that best answers the following questions for you and the co-applicant.	Applicant	Co-applicant	
a. Are there any outstanding judgments because of a court decision against you?	☐ Yes ☐ No	☐ Yes ☐ No	
b. Have you declared bankruptcy within the past seven years? If YES, identify the type(s) of bankruptcy: Chapter 7 Chapter 11 Chapter 12 Chapter 13	☐ Yes ☐ No	☐ Yes ☐ No	
c. Have you had any property foreclosed upon in the past seven years?	☐ Yes ☐ No	☐ Yes ☐ No	
d. Are you party to a lawsuit in which you potentially have any personal financial liability?	☐ Yes ☐ No	☐ Yes ☐ No	
e. Have you conveyed title to any property in lieu of foreclosure or completed a pre-foreclosure sale or short sale (where the lender agreed to accept less than the outstanding mortgage balance due) within the past seven years?		☐ Yes ☐ No	
f. Are you currently delinquent or in default on any federal debt or any other loan, mortgage financial obligation or loan guarantee?		☐ Yes ☐ No	
g. Are you a co-signer or guarantor on any debt of loan that is not disclosed on this application?		☐ Yes ☐ No	
h. Are you a U.S. citizen or permanent resident?	☐ Yes ☐ No	☐ Yes ☐ No	
Note: If you answered "yes" to any question a through g, or "no" to Question h, please explain on a separate piece of paper.			

11. AUTHORIZATION, AGREEMENT AND RELEASE

I understand that by filing this application, I am authorizing Habitat for Humanity to evaluate my actual need for the Habitat homeownership program, my ability to repay an affordable loan and other expenses of homeownership, and my willingness to be a partner through sweat equity and otherwise according to Habitat for Humanity policy.

I understand that the evaluation will include personal visits, a credit check and employment verification (if applicable). I have answered all the questions on this application truthfully and accurately, and if any of the information provided changes after I submit this application, I will supplement this application, as applicable. I understand that if I have not answered the questions truthfully, accurately or completely, or fail to supplement this application as necessary to maintain its accuracy and completeness, my application may be denied, and that even if I have already been selected to receive a Habitat home, I may be disqualified from the program and forfeit any rights or claims to a Habitat home. The original or a copy of this application will be retained by Habitat for Humanity even if the application is not approved.

If this application is created as (or converted into) an "electronic application," I consent to the use of "electronic records" and "electronic signatures" as the terms are defined in and governed by applicable federal and/or state electronic transaction laws. I intend to sign and have signed this application either using my: (a) electronic signature or (b) a written signature and agree that if a paper version of this application is converted into an electronic application, the application will be an electronic record, and the representation of my written signature on this application will be my binding electronic signature.

I also understand that Habitat for Humanity screens all applicants on the sex offender registry. By completing this application, I am submitting myself to such an inquiry. I further understand that by completing this application, I am submitting myself to a criminal background check.

Applicant signature	Date	Co-applicant signature	Date
X		X	

PLEASE NOTE: If more space is needed to complete any part of this application, please use a separate sheet of paper and attach it to this application. Please mark your additional comments with "A" for applicant or "C" for co-applicant.

12. RIGHT TO RECEIVE COPY OF APPRAISAL

This is to notify you that if you qualify for the homeownership program and complete the program requirements, we may order an appraisal to determine the value of a home that you may be eligible to purchase, and we may charge you for this appraisal. Upon completion of the appraisal, we will promptly provide a copy to you, even if the loan does not close.

Applicant's name	Co-applicant's name

13. DEMOGRAPHIC INFORMATION

PLEASE READ THIS STATEMENT BEFORE COMPLETING THE BOX BELOW:

The purpose of collecting this information is to help ensure that all applicants are being treated fairly, that the housing needs of communities and neighborhoods are being fulfilled, and to otherwise evaluate our programs and report to our funders. For residential mortgage lending, Federal law requires that we ask applicants for their demographic information (ethnicity, sex and race) in order to monitor our compliance with equal credit opportunity, fair housing and home mortgage disclosure laws. You are not required to provide this information but are encouraged to do so. You may select one or more designations for "Ethnicity" and one or more designations for "Race." The law provides that we may not discriminate on the basis of this information or on whether you choose to provide it. However, if you choose not to provide the information and you have made this application in person, federal regulations require us to note your ethnicity, sex and race on the basis of visual observation or surname. The law also provides that we may not discriminate on the basis of age or marital status information you provide in this application. If you do not wish to provide some or all of this information, please check below.

Applicant		Co-appli	cant
Ethnicity (check one or more):		Ethnicity (check one or more):	
☐ Hispanic or Latino		☐ Hispanic or Latino	
☐ Mexican ☐ Puerto Rican ☐ Cu	ban	☐ Mexican ☐ Puerto Rican ☐ Cuban	
☐ Other Hispanic or Latino –		☐ Other Hispanic or Latino –	
Origin:		Origin:	
For example: Argentinean, Colombian, Do Salvadoran, Spaniard, and so on.	ominican, Nicaraguan,	For example: Argentinean, Colombi Salvadoran, Spaniard, and so on.	an, Dominican, Nicaraguan,
□ Not Hispanic or Latino		□ Not Hispanic or Latino	
			_
☐ I do not wish to provide this information		☐ I do not wish to provide this informatio	n
Sex:		Sex:	
☐ Female ☐ Male ☐ I do not wish to	provide this information	☐ Female ☐ Male ☐ I do not	wish to provide this information
Race (check one or more):		Race (check one or more):	
☐ American Indian or Alaska Native —		☐ American Indian or Alaska Native —	
Name of enrolled or principal tribe:		Name of enrolled or principal tribe:	
☐ Asian		 □ Asian	
	Filipino	☐ Asian Indian ☐ Chinese	☐ Filipino
	Vietnamese	☐ Japanese ☐ Korean	☐ Vietnamese
☐ Other Asian — <i>race</i> :		☐ Other Asian — race:	
For example: Hmong, Laotian, Thai, Pak	istani, Cambodian, and so on.		
☐ Black or African American	☐ Black or African American		
☐ Native Hawaiian or Other Pacific Islander	☐ Native Hawaiian or Other Pacific Islander		
☐ Native Hawaiian ☐ Guamanian or 0			an or Chamorro
☐ Other Pacific Islander — race:	ther Pacific Islander — race: Other Pacific Islander — race:		
For example: Fijian, Tongan, and so on.		on.	
☐ White	□ White		
☐ I do not wish to provide this information	wish to provide this information		n
		1	
To be completed only by the person conducting the interview			
Was the ethnicity of the Borrower collected on the basis of visual observation or surname?			
Was the sex of the Borrower collected on the basis of visual observation or surname?			
Was the race of the Borrower collected on the basis of visual observation or surname? ☐ Yes ☐ No			
This application was taken by:	Interviewer's name (print or type) Interviewer's phone number		
☐ Face-to-face interview (included electronic			
media w/video component)	Interviewer's signature		Date
☐ By mail ☐ By telephone	Ĭ		

í	
Z	
ı	
ι	
П	
7	
K	
V	
7	
۸	
R	
ī	
₹	
T	
ī	
)	
Δ	
T	
)	
D	
Ε	
7	
Б	
IU	
N	
4	

FOR BORROWER SELECTING THE UNMARRIED STATUS

Lender instructions for using the Unmarried Addendum: The lender may use the Unmarried Addendum only when a borrower selected "Unmarried" in Section 1 and the information collected is necessary to determine how state property laws directly or indirectly affecting creditworthiness apply, including ensuring clear title. For example, the lender may use the Unmarried Addendum when the borrower resides in a state that recognizes civil unions, domestic partnerships or registered reciprocal beneficiary relationships or when the property is located in such a state. "State" means any state, the District of Columbia, the Commonwealth of Puerto Rico, or any territory or possession of the United States.

partnerships or registered reciprocal beneficiary relationships or when the property is located in such a state. "State" means any state, the District of Columbia, the Commonwealth of Puerto Rico, or any territory or possession of the United States.
If you selected "Unmarried" in Section 1:
Is there a person who is not your legal spouse but who currently has real property rights similar to those of a legal spouse? $\ \square$ No $\ \square$ Yes
If YES, indicate the type of relationship and the state in which the relationship was formed. For example, indicate if you are in a civil union, domestic partnership, registered reciprocal beneficiary relationship, or other relationship recognized by the state in which you currently reside or where the property is located.
☐ Civil union ☐ Domestic partnership ☐ Registered reciprocal beneficiary relationship
☐ Other (explain):
State:

Equal Credit Opportunity Act Notice

The Federal Equal Credit Opportunity Act prohibits creditors from discriminating against credit applicants on the basis of race, color, religion, national origin, sex, marital status or age (provided the applicant has the capacity to enter into a binding contract); because all or part of the applicant's income derives from any public assistance program; or because the applicant has in good faith exercised any right under the Consumer Credit Protection Act. The federal agency that monitors compliance with this law concerning this company is the Federal Trade Commission, with offices at 225 Peachtree Street, NE, Atlanta GA, 30303.

You need not disclose income from alimony, child support or separate maintenance payment if you choose not to do so. However, because we operate a Special Purpose Credit Program, we may request and require, in order to determine an applicant's eligibility for the program and the affordable mortgage amount, information regarding the applicant's marital status; alimony, child support and separate maintenance income; and the spouse's financial resources.

Accordingly, if you receive income from these sources and do not provide this information with your application, your application will be considered incomplete, and we will be unable to invite you to participate in the Habitat program.

Applicant(s):	
Signature	Signature
Print name:	Print name:
Date:	Date:

15. WHAT HAPPENS NEXT?

Once you have returned a fully completed application, with copies of your required documentation, Habitat for Humanity of Palm Beach County will review of your application to determine if you meet the initial requirements of the program relating to the following areas:

HOUSING NEED, ABILITY TO REPAY, & WILLINGNESS TO PARTNER.

Within 30 days of submitting a complete application, we will notify you in writing of the status of your application. If an application is missing information, or the additional financial documents are not included, we will consider it an INCOMPLETE APPLICATION, and provide you a deadline to return the missing items. Your ability to complete this application, following all instructions, including all supplemental documentation, and returning everything prior to deadline, will be the first review into how we measure your overall WILLINGNESS TO PARTNER. Additional factors will contribute to this throughout the application review process.

If you are approved to move on to phase 2, we will conduct a deeper review of your **ABILITY TO REPAY**, including, but not limited to, an Employment Verification, Rent History, Background Check, Sex Offenders Registry check, and other non-traditional credit reviews. We will also request additional documents & examine a longer range of paystubs, bank statements and other financial documents to see your finances on a longer timeline.

If you meet the necessary credit and income requirements, you will then be interviewed by our staff, and have a home visit performed by members of our Homeowner Selection Committee where we will make a determination on your **HOUSING NEED**. The Board of Directors will have final approval.

Page 12