

Authorizing and Delegating Resolution Accepting the Resignation of Certain Personnel

March 25, 2026

WHEREAS, the Mobile Airport Authority (the “Authority”) has the authority to enter into contracts as may be necessary or convenient to accomplish any purpose for which it was organized pursuant to Ala. Code § 4-3-47;

WHEREAS, George Anderson Wilson (“Mr. Wilson”), Executive Director of the Authority, has proffered his resignation to the board of directors (the “Board”) of the Authority; and

WHEREAS, the Board has determined that it is appropriate and in the best interest of the Authority to accept Mr. Wilson’s resignation and to discuss, negotiate and potentially enter into an agreement with Mr. Wilson regarding the terms of his separation and resignation from the Authority (a “Resignation Agreement”).

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE AUTHORITY, as follows:

1. The Board hereby authorizes the Chairman, and/or his designee, to negotiate a Resignation Agreement in substantially the form of the agreement attached hereto (Exhibit A).

2. The Board hereby grants the Chairman the requisite authority to accept Mr. Wilson’s resignation (including the waiver of any applicable notice period) on behalf of the Authority, effective the date Mr. Wilson executes the Resignation Agreement, which shall be no later than April 15, 2026 (the “Review Period”).

3. Furthermore, the Board hereby authorizes the Chairman the power to rescind and/or void such Resignation Agreement, and take all action reasonable and/or necessary to exercise the Authority’s rights thereunder, should Mr. Wilson either rescind his resignation during the Review Period or not comply with the terms of the Resignation Agreement.

4. That all action taken on or prior to the date hereof by the Chairman or any member of the Board in connection with the foregoing or any other Authority personnel decisions are hereby adopted, approved, and ratified in all respects as such acts of the Authority.

5. Notwithstanding the authorizations contemplated above, the aforementioned authority to bind the Board is subject to final review by legal counsel prior to the Chairman’s signature thereof.

EXHIBIT A

(See attached)

**CONFIDENTIAL EMPLOYMENT
SEPARATION AGREEMENT AND RELEASE**

This CONFIDENTIAL EMPLOYMENT SEPARATION AGREEMENT AND RELEASE (“Agreement”) is hereby made and entered into by and between **George Anderson Wilson** (“Executive”) and **Mobile Airport Authority** (“Employer” and collectively with Executive, the “Parties”) for the purpose of facilitating an amicable separation of Executive’s employment with Employer in accordance with the terms set forth in this Agreement

Recitals

WHEREAS, on or about October 24, 2024, the Parties executed the Employment Agreement (“Employment Agreement”) confirming the terms and conditions of Executive’s employment with Employer;

WHEREAS, Executive has provided Employer with notice of his intent to terminate the Employment Agreement and wishes to voluntarily resign from his employment with Employer; and

WHEREAS, Employer has accepted Executive’s resignation and wishes to waive the notice requirements under Section 3(b) of the Employment Agreement.

NOW, therefore, in consideration of the premises, promises, and other requirements set forth herein, the receipt and sufficiency of which are hereby acknowledged as adequate consideration, Executive and Employer agree as follows:

1. **Separation and Effective Dates.** Executive and Employer agree that Executive’s employment with the Employer will end effective March 25, 2026 (the “Separation Date”), and Executive will be paid his normal salary through the Separation Date as well as his annual bonus for calendar year 2025. The “Effective Date” of this Agreement shall be the date it is signed by Executive as shown in the signature page below, so long as it is not revoked by Executive.

2. **Separation Payments and Benefits.** Contingent upon and as consideration for Executive’s timely execution, non-revocation, and continued performance of each of his obligations under this Agreement:

(a) The Employer will pay to Executive a continuation of his regular salary, less required withholdings and deductions, until October 24, 2026 (the “Severance Benefit”). The Severance Benefit shall be payable in accordance with Employer’s ordinary payroll practices. The Severance Benefit shall commence on the first practicable payroll date occurring at least eight (8) days after Employer receives my unrevoked signature on this Agreement;

(b) The Employer agrees to waive the requirement under Section 3(b) of the Employment Agreement requiring Executive provide thirty (30) days advance notice of his intent to terminate the Employment Agreement.

(c)

(d) Executive's participation in all employee benefit plans will end not later than March 31, 2026. Under separate cover, Executive will receive information about her rights under the Consolidated Omnibus Budget Reconciliation Act of 1985 ("COBRA") to continue group insurance coverages. To continue coverage, Executive must file the required election form. If Executive so elects, Employer will pay Executive's COBRA premiums until October 31, 2026 (the "COBRA Benefit").

(e) Executive acknowledges and agrees the Severance Benefit, COBRA Benefit, and additional consideration pursuant to this Agreement are being provided to Executive as material consideration for the promises and covenants in this Agreement and are not required to be provided to Executive under any of Employer's existing employment policies or any separate agreements entered into by the Parties, and Executive is not entitled to and will not receive the Severance Benefit or COBRA Benefit or other consideration under this Agreement unless he signs and complies with this Agreement.

(f) The execution of this Agreement and any payments made hereunder shall not affect Executive's vested benefits, if any, under Employer's retirement plan and any such vested rights shall be preserved in accordance with and to the extent permitted by the applicable plan documents.

(g) Except as expressly stated above in this Section 2 or otherwise in this Agreement, Executive's eligibility to participate in or contribute toward Employer's retirement or other employee benefit plans (if applicable) will cease as of the Separation Date, and Executive will neither receive nor be entitled to any other compensation, payments, salary, bonuses, perquisites, allowances, stipends, or benefits of any kind from Employer.

3. **Executive Bears the Tax Liabilities.** Employer shall withhold all legally appropriate tax withholdings and normal deductions from the Severance Benefit. Except as otherwise stated in this Section 3(a), Executive agrees that to the extent that any federal, state, or local taxes, interest, or penalties of any kind may be due or payable as a result of payments or benefits made hereunder to Executive, Executive will be solely responsible for the payment of such taxes and will hold the Employer harmless, and will indemnify the Employer, from and against all claims, penalties, fees, assessments, fines or other costs arising from said payments.

4. **Employer Property.** Executive represents that he has returned, or within five (5) business days of executing this Agreement, will return all Employer property in his possession or control, including but not limited to, Employer computer(s), laptops, cellular or other handheld devices, documents, disks, files (hard or electronic copies), software, passwords, keys, vehicles, access cards, and/or credit cards that Executive received in connection with his employment.

5. **Executive Release of Claims.** For all of the purposes of this Section 5 and Section 7(c) of this Agreement, the term "Employer" shall include Employer's subsidiaries and affiliate companies, and each of those entity's and Employer's respective directors and board members, officers, members, shareholders, principals, employees, successors, predecessors, employee benefit plans, insurers, attorneys, and/or agents (collectively with Employer, the "Releasees").

Executive's release of Releasees from any and all past and present claims is essential consideration for Employer to enter this Agreement. Accordingly, Executive agrees as follows:

(a) Executive hereby unconditionally agrees to release, discharge, and hold harmless the Releasees from any and all claims that may arise out of Executive's employment, relationship and affiliation with Employer and/or the Releasees, including the separation of said employment. In consideration of the above described promises and payments, and to the fullest extent permitted by law, Executive agrees on behalf of himself and all persons who may claim through him to hereby irrevocably and unconditionally release, acquit and forever discharge the Releasees from any and all charges, complaints, claims, liabilities, obligations, promises, agreements, controversies, damages, actions, causes of actions, suits, rights, demands, costs, losses, wages, salary, benefits, compensation, debts or expenses of any kind whatsoever, known or unknown, suspected or unsuspected, which Executive now has, owns or holds or which Executive at any time heretofore had, owned, or held, including but not limited to: **(i)** all claims based on alleged or actual rights arising under any federal, state, or local laws prohibiting race, sex, religion, disability or other forms of discrimination or retaliation, including without limitation, (A) Title VII of the Civil Rights Act of 1964, as amended, (B) the Civil Rights Acts of 1991 and 42 U.S.C. § 1981, (C) the Americans With Disabilities Act, as amended, (D) the Worker Adjustment and Retraining Notification Act, (E) the Genetic Information Nondiscrimination Act, (F) the Occupational Safety and Health Act, (G) the federal Equal Pay Act, (H) the Family and Medical Leave Act, (I) the Fair Labor Standards Act, (J) the Executive Retirement Income Security Act of 1974, as amended (except as to vested benefits), (K) the Sarbanes-Oxley Act of 2002, (L) retaliatory discharge under the Alabama Workers' Compensation Act; and/or (M) any other federal, state or local laws relating to or otherwise governing Executive's employment with Employer; **(ii)** any claims of any nature based on or arising out of Executive's employment with Employer, including the separation of his employment, including but not limited to, any claims Executive could assert under the Employment Agreement and any other alleged oral or written agreement or contract existing as of the Effective Date of this Agreement; and/or **(iii)** any claims based on fraud, tort, contract, negligence, recklessness or wantonness, the Constitutions of the United States and/or the State of Alabama, or of any other nature whatsoever arising at any time prior and up to the Effective Date of this Agreement.

(b) It is the intention of Executive and Employer that this Agreement constitute a complete and general release of all of Executive's claims of every nature against the Releasees and shall be effective as an affirmative defense to any and all such claims or potential claims, whether known or unknown, arising at any time prior and up to the Effective Date of this Agreement.

(c) This general release and waiver of claims excludes, and the Executive does not waive, release, or discharge a claim for breach of this Agreement or any claims that cannot be waived by law, such as claims for medical or wage benefits under workers' compensation laws and/or unemployment benefits, or any right to file an administrative charge or complaint with, or testify, assist, or participate in an investigation, hearing, or proceeding conducted by the Equal Employment Opportunity Commission or other similar federal or state administrative agency. However, the Executive expressly waives any right

to recover monetary relief related to any charge, administrative complaint, or other claim filed on his behalf. Further, Executive represents and warrants that as of the Separation Date he has sustained no on-the-job injury, has been paid all wages or compensation due (with the exception of his final paycheck and the Severance Benefit, which will be paid in accordance with Section 2 of this Agreement), and has not filed any civil action, suit, arbitration, administrative civil action, or legal proceeding against Releasees, that he has not assigned or pledged his claims to any person, and that no other person has an interest in the claims that Executive is releasing herein. Additionally, Executive represents and warrants that throughout his employment with Employer: (i) he was employed in a supervisory capacity with authority to make, or provide significant input in making, hiring, firing, and disciplinary decisions with respect to Employer's employees such that the National Labor Relations Act does not apply to Executive; and (ii) Executive is aware of no information, acts, omissions, or events occurring during his employment with Employer that would constitute an unfair labor practice or violate any federal, state, or local employment laws and/or regulations.

6. **Confidentiality of Agreement/Nondisclosure of Employer's Confidential Business Information.**

(a) Confidentiality of Agreement. Executive agrees that the provisions of this Agreement and any negotiations leading up to this Agreement are strictly confidential. Executive agrees to make all reasonable efforts to preserve the confidentiality of the terms of this Agreement, except that disclosure of the Agreement's financial terms may be made on a need-to-know basis to Executive's spouse, attorney, or qualified tax return preparer/accountant, and to the state agency charged with determining Executive's eligibility for unemployment benefits, if applicable. Before disclosing this Agreement or its terms to any individual identified above, Executive will ensure the individual is fully aware of the confidential nature of this Agreement and assents to be bound by this provision as fully as is Executive and such individual's violation of the confidentiality obligations herein shall constitute a breach by Executive.

(b) Nondisclosure of Employer's Confidential Business Information. Executive acknowledges that during the course of his employment with Employer, he has had access to and was entrusted with Employer's sensitive and valuable trade secrets and/or other confidential and proprietary information of the Employer, whether constituting a trade secret under any applicable statute or not, including, but not limited to: customer lists; vendor lists; information about customer preferences and patterns; information about prospective customers, vendors, or business opportunities; legal, regulatory, or compliance matters; internal or external investigations; financial and budgetary information and strategies; costs, margins and pricing structures; business, marketing, or growth strategies; know-how and technological innovations; structural designs, specifications and layouts; equipment design, specification and layouts; processes, procedures and specifications; data processing or other computer programs; personnel matters, including wages, compensation, benefits, and/or employee contact or other information; research and development projects; intellectual property; marketing and sales information and strategies; and any other information relating to Employer or Releasees that is of value to Employer or Releasees, treated as confidential, and not generally known by or accessible

to the public (“Confidential Information”). As used herein, Confidential Information shall not include information (i) required to be provided to any law enforcement or other governmental or administrative agency; (ii) provided in response to a valid subpoena or order issued by a court of competent jurisdiction (subject to Executive’s compliance with Section 6(c)(i) below); and/or (iii) to the extent such information becomes generally available to the public and is no longer confidential, unless the information entered the public domain as a result of an unauthorized disclosure by Executive.

(c) Executive agrees that without Employer’s prior written consent, and subject only to the exceptions above or in Section 6(d) below, Executive shall not disclose any of Employer’s Confidential Business Information to any individual or entity for any reason in the absence of a subpoena, summons, or court order.

(i) To protect Employer’s interest in preserving the confidentiality of its Confidential Business Information, in addition to the confidentiality of this Agreement, attorney-client communications and attorney work product, Executive further agrees that if he receives a subpoena, summons, lawful discovery request, or court order requiring him to provide information or documents related to, or to testify in a proceeding involving, the Employer or Releasees, he will inform Employer as soon as possible or within five (5) business days of receiving such request or demand, whichever period is shorter to ensure Employer receives as much advance notice as possible, and in no event prior to Executive responding to the request or demand.

(ii) Executive shall not provide information, written or verbal, or testimony related to Employer, Releasees, this Agreement, Executive’s separation from employment with Employer, and/or the Confidential Business Information in response to informal or voluntary requests, and all of the foregoing information may only be disclosed if legally required and in accordance with the above requirements in Section 6 (c)(i).

(d) Exceptions. Nothing in Section 6 or otherwise in this Agreement prevents Executive from (i) exercising any of Executive’s lawfully protected rights that cannot be waived by agreement; (ii) disclosing to any future or prospective employer the existence of the Restrictive Covenants (identified in Section 7 below), provided however that Executive shall not disclose the remaining portions of this Agreement without Employer’s prior written consent; and/or (iii) disclosing, generally and without factual detail, only that Executive is no longer employed by Employer to others, provided that Executive agrees he shall not disclose the facts of his resignation or that he is no longer employed to others, including the media or on social media, for the 24-hour period immediately following the Separation Date, including through **5:00 P.M. Central on March 26, 2026.**

7. Restrictive Covenants.

(a) Incorporation of Restrictive Covenants (as defined herein). Executive expressly affirms and acknowledges the covenants in the Employment Agreement prohibiting competition and/or solicitation of customers, suppliers, and employees in

addition to his nondisclosure and future cooperation obligations, as set forth at Sections 3.4, 4, 5, 6, 7 and 8 of the Employment Agreement (“Restrictive Covenants”). In entering into this Agreement, the Parties adopt and incorporate the Restrictive Covenants in the Employment Agreement, as identified above, as if set forth fully herein. As such, the Parties agree Executive shall continue to be bound by and shall comply with the Restrictive Covenants and that nothing in this Agreement shall operate to terminate or modify the Restrictive Covenants.

(b) Disclosure to Potential Future or Prospective Employers. Executive covenants and agrees that during the period the Restrictive Covenants remain in effect, Executive shall disclose to any future or prospective employer the Restrictive Covenants set forth in this Agreement. In disclosing the Restrictive Covenants in accordance with this Section 7(b), Executive shall not disclose the other terms of this Agreement and shall strictly adhere to the confidentiality requirements in Section 6 of this Agreement.

(c) Nondisparagement. Executive agrees that, unless otherwise permitted by this Agreement, he will not make any disparaging statements (as defined below) to Employer’s current, former, or prospective customers, contractors, vendors, employees, media representatives, or any other person or entity about Employer and/or Releasees. A “disparaging statement” is any communication, oral or written, which would cause or tend to cause the recipient of the communication to question the business condition, integrity, competence, fairness or good character of the person or entity to whom the communication relates. In executing this Agreement, including this Section 7, Employer and Executive knowingly waive the requirements and protections of the Alabama Non-Disparagement Obligations Act, Ala. Code § 8-1-220, *et seq.*, and agree it shall not apply to the nondisparagement obligations created by this Agreement. Further, nothing in Section 7 or otherwise in this Agreement shall prohibit Executive from providing truthful testimony or truthful disclosure compelled or required by applicable law or legal process or from exercising any of Executive’s protected rights that legally cannot be waived by agreement.

(d) Future Cooperation. The Parties agree Section 8 of the Employment Agreement, requiring Executive’s future cooperation with Employer’s business or legal matters of which Executive has relevant knowledge based on his former essential position with Employer, is amended and modified as follows:

- (i) Employer shall reimburse Executive for any reasonable out-of-pocket expenses (e.g., travel) incurred in providing future cooperation to Employer provided that Executive obtains Employer’s advance written approval of the expense and provides receipts or other appropriate proof after incurring the expense. No additional payment or compensation other than the Severance Benefit and COBRA Benefit in Section 2 of this Agreement will be provided to Executive for his time, assistance, or other cooperation under this Agreement.
- (ii) To the extent Executive’s future cooperation is deemed necessary, as determined in Employer’s sole discretion, Employer will make every

reasonable effort to accommodate Executive's personal and business schedules or conflicts.

- (iii) In providing the future cooperation services hereunder, each of the Parties shall bear its or his own costs, including legal expenses, and if Executive incurs attorney's fees and expenses in connection with providing future cooperation to Employer, such expenses shall be paid by and shall be the sole responsibility of Executive.

8. **No Admission of Wrongdoing.** The Parties agree that neither this Agreement nor the furnishing of the consideration for this Agreement shall be deemed or construed at any time for any purpose as an admission by either of the Parties of wrongdoing or evidence of any liability or unlawful conduct of any kind.

9. **Remedies for Breach.** In the event of Executive's material breach or material violation of, or failure to completely and timely perform any of the provisions of this Agreement in any material respect, Employer's obligation to perform any of its remaining obligations hereunder, including continued payment of the Severance Benefit and COBRA Benefit under Section 2 above, shall immediately terminate and Executive will be obligated to remit to Employer any and all payments of the Severance Benefit and COBRA Benefit made under Section 2(a) above; provided, however, that the releases set forth above in Section 5, Restrictive Covenants in Section 7, and all of Executive's other obligations under this Agreement shall remain in full force and effect. In addition, in the event Executive breaches, or threatens to breach, any of the provisions of this Agreement, Employer shall have the right to have the provisions of this Agreement specifically enforced by a court of competent jurisdiction and/or to seek other injunctive relief without the requirement to post bond or establish irreparable injury, it being acknowledged and agreed that any such breach or threatened breach would cause irreparable injury to Employer and that money damages would not provide Employer with an adequate remedy and/or would be impossible to quantify or ascertain. Such rights and remedies shall be in addition to, and not in lieu of, any other rights/remedies available under law or in equity, including monetary relief. Further, in the event Executive breaches or threatens to breach this Agreement, Employer shall be entitled to recover from Executive the Employer's reasonable attorneys' fees and expenses incurred to enforce this Agreement or that Employer otherwise incurs as a result of Executive's failure to comply with any term of this Agreement.

10. **ADEA Release and Revocation Period.** This Agreement contains a release of claims arising under the Age Discrimination in Employment Act (ADEA), as amended, and its implementing regulations. By signing this Agreement, Executive acknowledges and confirms that: (i) Executive has read and understands this Agreement; (ii) by this Agreement, Executive has been advised in writing to consult with an attorney before signing this Agreement; (iii) Executive knowingly, freely, and voluntarily agrees to all of the terms and conditions in this Agreement; (iv) Executive is receiving good and valuable consideration for signing this Agreement, in addition to anything of value to which Executive is otherwise entitled; (v) Executive was given at least twenty-one (21) days from the presentation of this Agreement on March 24, 2026 to consider the terms of this Agreement but may sign it sooner if desired; (vi) any changes made to this Agreement following presentment, whether material or immaterial, do not restart the running of the 21-day period; (vii) Executive has seven (7) days after signing this Agreement to revoke the release of

ADEA claims (only) by delivering a notice of revocation to Sandy Stimpson, Board Chairman, by email (ssimpson@mobairport.com), before the end of this seven-day period; and (vii) the ADEA release does not apply to rights and claims that may arise after Executive signs the Agreement.

11. **Reformation/Severability.** Should any provision of this Agreement, be held by a court of competent jurisdiction to be illegal, invalid, or unenforceable, such holding shall not affect the validity of the remainder of this Agreement, the balance of which shall continue to be binding on the Parties. The Parties further agree that any such court is expressly authorized to modify any such illegal, invalid, or unenforceable provision of this Agreement instead of severing such provision from this Agreement, whether by rewriting the offending provision, deleting any or all of the offending provision, adding additional language to this Agreement, or by making such other modifications as it deems necessary to carry out the intent and agreement of the Parties as embodied in this Agreement to the maximum extent permitted by law. The Parties expressly agree that this Agreement as so modified by the court shall be binding on and enforceable against each of them. If any such provision or provisions of this Agreement cannot be modified as provided above, this Agreement shall be construed as if such invalid, illegal, or unenforceable provisions had not been set forth in it, and the violating provision shall be deleted without affecting the enforceability of any other part of this Agreement, and all other provisions of this Agreement shall continue in full effect.

12. **Subject to Board Approval.** This Agreement is subject to formal approval by the Mobile Airport Authority Board. In the event the Board does not approve this Agreement, this Agreement will become and shall be considered null and void and of no force or effect.

13. **Governing Law/Construction/Entire Agreement.** The Parties agree this Agreement shall be governed by and is to be construed in accordance with the laws of the State of Alabama without regard to its or any state's choice of law rules. Additionally, this Agreement shall be construed and interpreted in accordance with the plain meaning of its terms and the intent of the Parties and without any presumption or construction based on which party drafted the Agreement. No provision of this Agreement may be modified, amended, or revoked, except in a writing signed by Executive and an authorized officer of Employer. Unless expressly incorporated herein, this Agreement supersedes, terminates, and replaces any and all previous or contemporaneous written or oral communications or agreements relating to Executive's employment or the subject matter of this Agreement.

14. **Forum/Waiver of Jury Trial.** Any disputes arising from or in any way related to this Agreement, including proceedings to enforce this Agreement, shall be brought in the state or federal court located in Mobile County, Alabama, and Executive hereby knowingly and voluntarily consents to and waives any challenge to the exercise of personal jurisdiction by such courts. Further, Executive knowingly and voluntarily waives the right to a trial by jury on any claims arising from and/or in any way related to Executive's employment with Employer or this Agreement.

15. **No Reliance.** Executive represents, acknowledges and agrees that, in executing this Agreement, he does not rely and has not relied upon any promise, representation or statement not expressly set forth herein made by Employer or the Releasees with regard to the subject matter, basis, or effect of this Agreement or otherwise, and Executive further represents, acknowledges

and agrees that there have been no such representations, promises, or statements made by Employer or the Releasees, except as specifically set forth in this Agreement.

16. **Successors and Assigns.** This Agreement is personal to Executive, is binding upon him and his personal representatives, and it may not be assigned by Executive. This Agreement is also binding upon and shall inure to the benefit of the Employer, its respective successors and assigns by merger, consolidation, or otherwise, it being the intent and purpose of this Section to make the rights and obligations of the Employer specifically assignable by the Employer.

17. **Waiver.** Neither the failure nor any delay by any party in exercising any right, power or privilege under this Agreement will operate as a waiver of such right, power or privilege, or any other right, power or privilege hereunder, and no single or partial exercise of any such right, power or privilege will preclude any other or further exercise of such right, power or privilege, or any other right, power or privilege. No provision of this Agreement may be waived unless the waiver is confirmed in a writing signed by Executive and an authorized officer of the Employer.

18. **Knowing and Voluntary Execution.** Executive understands that by signing this Agreement he is voluntarily consenting to be bound by the terms set forth herein, including, but not limited to, the general release of claims in Section 5. Further, Executive represents and warrants that he possesses sufficient education and experience to understand the terms of this Agreement, has carefully read and fully understands this Agreement, is not suffering from any disability, incapacity, or condition that would render him unable to enter into this Agreement, and signs it of his own free will, under no threat or coercion.

[Signature Page Follows]

**PLEASE READ CAREFULLY. THIS CONTAINS AS A RELEASE OF ALL CLAIMS,
KNOWN OR UNKNOWN AND WAIVER OF THE RIGHT TO A JURY TRIAL.**

MOBILE AIRPORT AUTHORITY

EXECUTIVE

By: _____
Sandy Stimpson

George Anderson Wilson

As its: Chairman

Executed on this the __ day of _____, 2026

Executed on this the __ day of _____, 2026



Mobile Airport Authority

March 24, 2026

VIA HAND DELIVERY

Sandy Stimpson
Chairman
Mobile Airport Authority

Subject: **Notice of Voluntary Resignation and Termination of Employment Agreement**

Dear Sandy:

Pursuant to Section 3(b) of my Employment Agreement, this will provide notice of my resignation from employment with MAA and that I am exercising my right to terminate the Employment Agreement. I understand that if my resignation is accepted, subject to final Board approval, MAA will waive the advance notice requirement in Section 3(b), and my resignation will be effective immediately.

Sincerely,

G. Anderson Wilson

