

GOVERNING BODY CERTIFICATION PURSUANT TO P.L. 2017, C.183 OF COMPLIANCE
WITH THE UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION'S
"Enforcement Guidance on the Consideration of Arrest and Conviction Records in
Employment Decisions under Title VII of the Civil Rights Act of 1964"

GROUP AFFIDAVIT FORM FOR MUNICIPALITIES AND COUNTIES

STATE OF NEW JERSEY
COUNTY OF GLOUCESTER

We, members of the Township Committee of the Township of Franklin being duly sworn according to law, upon our oath depose and say:

1. We are duly elected members of the Township Committee of the Township of Franklin in the County of Gloucester;
2. Pursuant to P.L. 2017, c.183, we have familiarized ourselves with the contents of the United States Equal Employment Opportunity Commission's "Enforcement Guidance on the Consideration of Arrest and Conviction Records in Employment Decisions under Title VII of the Civil Rights Act of 1964," *as amended*, 42 U.S.C. § 2000e *et seq.*, (April 25, 2012);
3. We are familiar with the local unit's hiring practices as they pertain to the consideration of an individual's criminal history;
4. We certify that the local unit's hiring practices comply with the above-referenced enforcement guidance.

Mayor John Bruno (L.S.) _____

Committeeman Timoty Doyle (L.S.) _____

Committeeman Mark Fiorella (L.S.) _____

Committeeman Jonathan Keen (L.S.) _____

Deputy Mayor Michael Marsh (L.S.) _____

Barbara Freijomil, RMC
Franklin Township Clerk

Sworn to and subscribed before me this
1st day of January 2026

Notary Public of New Jersey

*The Municipal Clerk shall set forth the reason for the absence of signature of any members of the Governing Body.
IMPORTANT: This certificate must be executed before a municipality can submit its approved budget to the Division of Local Government
Services. The executed certificate and the adopted resolution must be kept on file and available for inspection.*