

## EXCERPTS FROM HBC-MACDONALD SETTLEMENT AGREEMENT, AUGUST 14, 2020

***For more than 20 months, HBC refused to relinquish anything regardless of rightful ownership, until through arbitration they reached a fork in the road: “Turn left and give the minimum of what’s legally due, or turn right and risk a panel decision that awards everything plus damages.” Then they settled.***

3.1. Walk in the Word, Inc. HBC hereby releases any claim of authority or control over WITW an Illinois not-for-profit corporation with 501(c)(3) status of the internal revenue code (IRC). The Parties also understand and agree that WITW

3.2.4. HBC shall deliver and assign rights for all physical assets, tangible property, and equipment of WITW to MacDonald, in his capacity as President of WITW, which has an estimated net book value of less than

3.3. Deferred Compensation Account. The Parties shall cooperate to accomplish HBC’s transfer of the deferred compensation account (“DCA”) that has been set up for MacDonald at Fidelity Investments. The law firm of Roetzel and Andress

3.4. Personal Belongings. HBC has no desire to retain any personal belongings of MacDonald. MacDonald shall review the spreadsheet of personal belongings previously provided to HBC and, within fourteen (14) days of the Effective Date, MacDonald shall provide a list of any items MacDonald claims to be his. HBC shall then arrange for delivery of said personal belongings to MacDonald

3.6. Intellectual Property. HBC shall release to MacDonald all sermons and notes (and any rights related thereto) that MacDonald created while an employee of HBC. Such property shall include (but is not limited to) master and restored