

**SETTLEMENT AGREEMENT BETWEEN THE UNITED STATES OF AMERICA AND
THE GEORGIA SECRETARY OF STATE; THE GEORGIA PROFESSIONAL
STANDARDS COMMISSION; AND THE GEORGIA STATE BOARD OF PHARMACY**

I. INTRODUCTION

1. This Settlement Agreement (“Agreement”) is made and entered into by and between the United States of America, through the United States Attorney’s Offices, Northern District of Georgia, Middle District of Georgia, and Southern District of Georgia, and the Department of Justice (“United States”), and the Georgia Secretary of State, all professional licensing boards under the Secretary of State including: the Georgia State Board of Architects and Interior Designers, the Department of Georgia Athlete Agents, the Georgia Athletic and Entertainment Commission, the Georgia Board of Athletic Trainers, the Georgia Auctioneers Commission, the Georgia Behavior Analyst Licensing Board, the Georgia Board of Chiropractic Examiners, the Georgia State Board of Conditioned Air Contractors, the Georgia State Board of Electrical Contractors, the Georgia State Board of Low Voltage Contractors, the Georgia State Division of Master and Journeyman Plumbers, the Georgia State Board of Utility Contractors, the State Licensing Board for Residential and Commercial General Contractors, the Georgia State Board of Cosmetology and Barbers, the Georgia Board of Examiners of Licensed Dietitians, the Georgia State Board of Dispensing Opticians, the Georgia State Board of Registration for Foresters, the Georgia State Board of Funeral Service, the Georgia State Board of Registration for Professional Geologists, the Georgia Board of Hearing Aid Dealers and Dispensers, the Board of Immigration Assistance Providers, the Georgia Board of Landscape Architects, the Georgia State Board for the Certification of Librarians, the Board of Long-Term Care Facility Administrators, the Georgia Board of Massage Therapy, the Georgia Board of Music Therapy, the Georgia Board

of Nursing, the Georgia State Board of Occupational Therapy, the Georgia State Board of Optometry, the Georgia State Board of Physical Therapy, the Georgia State Board of Podiatry Examiners, the Georgia State Board of Private Detective and Security Agencies, the Georgia Composite Board of Professional Counselors, Social Workers, and Marriage & Family Therapists, the Georgia State Board of Examiners of Psychologists, the Georgia State Board of Examiners for Speech-Language Pathology and Audiology, the Board of Trauma Scene Waste Management, the Georgia State Board of Registration of Used Motor Vehicle Dealers and Used Motor Vehicle Parts Dealers, the Georgia State Board of Veterinary Medicine, and the Georgia State Board of Examiners for Certification of Water and Wastewater Treatment Plant Operators and Laboratory Analysts; the Georgia Professional Standards Commission; and the Georgia State Board of Pharmacy (“the Georgia Boards”). The United States and the Georgia Boards are referred to herein as the “Parties”.

II. RECITALS

2. This Agreement resolves the United States’ allegations that the Georgia Boards engaged in violations of the Servicemembers Civil Relief Act (“SCRA”), 50 U.S.C. §§ 3901-4043, by failing to recognize covered professional licenses as valid when servicemembers and spouses of servicemembers (“military spouses”) were exercising their right to port their professional licenses to Georgia upon relocation based on qualifying military orders.

3. The Parties agree that to avoid the delay, uncertainty, inconvenience, and expense of protracted litigation, the claims against the Georgia Boards should be resolved without further proceedings and that such action is in the public’s best interest. As indicated by the signatures appearing below, the Parties agree to the terms of this Agreement. This Agreement does not constitute an admission of liability or of fact by either of the Parties, and neither the

Agreement nor any of its details may be tendered as evidence of any admission or fact in any further proceeding.

III. STATEMENT OF CONSIDERATION

4. In consideration of and consistent with the terms of this Agreement, the United States will not pursue claims relating to the United States' allegation that the Georgia Boards failed to recognize covered professional licenses as valid in violation of 50 U.S.C. § 4025a as of the date of this Agreement. The parties agree and acknowledge that this consideration is adequate and sufficient.

IV. TERMS AND CONDITIONS

The Parties agree and covenant as follows:

A. Prohibited Conduct and Affirmative Obligations

5. The Georgia Boards shall not:

- a. deny servicemembers or their spouses the right to professional license portability pursuant to 50 U.S.C. § 4025a.
- b. require servicemembers or their spouses to provide any documentation or satisfy any additional requirements that are not specifically set forth in Section 4025a.

6. The Georgia Boards shall:

- a. establish application processes for all professional licenses under the jurisdiction or control of the Georgia Boards that provide license portability to servicemembers and servicemember spouses consistent with Section 4025a of the SCRA.

- b. process applications to port a professional license under Section 4025a of the SCRA within a reasonable period of time after receipt of the application.
 - i. If the Georgia Boards cannot process applications within 30 days of receipt of the application, the Georgia Boards will issue a temporary license that confers the same rights, privileges, and responsibilities as a permanent license;
 - ii. If the Georgia Boards require applicants to submit to a background check but cannot complete the background check within 30 days, the Georgia Boards will issue a temporary license within 30 days of receipt of application to applicants that confers the same rights, privileges, and responsibilities as a permanent license.
- c. ensure that publicly available directories, including websites to the extent they contain a list of licensees, list all servicemembers and servicemember spouses who have been credentialed through the SCRA process as authorized to practice in the state of Georgia.
- d. ensure that their websites and any other publicly available information sources are updated to provide specific, detailed information for servicemembers and servicemember spouses seeking to port their professional licenses to Georgia under the SCRA, including but not limited to specific information on the application process and specific contact information for inquiries related to SCRA licensure in Georgia.

B. Compliance with the SCRA and SCRA Policies and Procedures

7. Within thirty (30) days after the effective date of this Agreement, the Georgia Boards shall draft SCRA Policies and Procedures for license portability that comply with 50 U.S.C. § 4025a, which will be submitted to the United States for approval pursuant to Paragraph 8.

These policies and procedures shall include the following provisions:

- a. The Georgia Boards will establish application processes for all professional licenses that provide license portability to servicemembers and their spouses consistent with Section 4025a.
- b. The SCRA application process may not require that applicants provide any documentation or satisfy any additional requirements that are not specifically set forth in Section 4025a.
- c. Applications must be processed within a reasonable period of time. If the Georgia Boards are unable to process the application within thirty (30) days or require applicants to submit a background check but cannot complete the background check within thirty (30) days, the Georgia Boards will issue a temporary license within thirty (30) days of receipt of the application that confers the same rights, privileges, and responsibilities as a permanent license.
- d. The Georgia Boards' publicly available directories and websites, to the extent such Georgia Boards' websites list all licensees, shall list all servicemembers and military spouses who have been credentialed through the SCRA process as being authorized to practice in the state of Georgia.

- e. The Georgia Boards must verify the licensure status of servicemembers and servicemembers' spouse upon the request of the servicemembers and servicemembers' spouse or the request of their employer or prospective employer.
 - f. The Georgia Boards must ensure that their websites and any other publicly available information sources are updated to provide specific, detailed information for servicemembers and servicemembers' spouses seeking to port their professional licenses to Georgia under the SCRA, including but not limited to specific information about the application process and specific contact information for inquiries related to SCRA licensure in Georgia.
8. No later than thirty (30) days after the effective date of this Agreement, the Georgia Boards shall provide a copy of the proposed SCRA Policies and Procedures, including any revisions to their websites and any other publicly available information sources, required under Paragraph 7 to counsel for the United States. The United States shall respond to the proposed SCRA Policies and Procedures within thirty (30) days after receipt. If the United States objects to any part of the SCRA Policies and Procedures, the Parties shall confer in good faith to resolve their differences. The Georgia Boards shall begin the process of implementing the SCRA Policies and Procedures within seven (7) days of approval or non-objection by the United States.
9. If, at any time during the term of this Agreement, the Georgia Boards propose to change their SCRA Policies and Procedures, they shall first provide a copy of the proposed changes to counsel for the United States. The United States shall respond to the proposed changes

within thirty (30) days after receipt. If the United States objects to any part of the proposed changes, the Parties shall confer in good faith to resolve their differences.

10. Within thirty (30) days of the United States' approval of the SCRA Policies and Procedures, the Georgia Boards shall update their websites and any publicly available information to provide specific, detailed information for servicemembers and military spouses seeking to apply for professional licensure. As confirmation of this update, the Georgia Boards shall provide to counsel for the United States a list of the internet addresses that have been updated pursuant to this Paragraph and copies of any other publicly available materials, such as downloadable PDF images, that contain information for servicemembers or servicemembers' spouses seeking to apply for professional licensure in Georgia.

C. Training

11. Within thirty (30) days of the United States' approval of the SCRA Policies and Procedures pursuant to Paragraph 8, the Georgia Boards shall provide to the United States the curriculum, instructions, and any written material proposed for use in training on the SCRA Policies and Procedures that are to be given to all employees of the Georgia Boards that are involved in the licensing process. The United States shall have thirty (30) days from receipt of these documents to raise any objections to the training materials. If the United States objects, the parties shall confer in good faith to resolve their differences.

12. The Georgia Boards shall also include training on the appropriate documentation of any SCRA or military-related complaints received in addition to training employees on the SCRA Policies and Procedures. Training on complaint documentation shall cover the accurate reporting and recordkeeping for both written and oral complaints. Reporting and recordkeeping for complaints shall include documentation of the full details of the complaint,

the complainant's name, address, telephone number, and email address so that such complaints can be accurately reported to the United States pursuant to Paragraph 37 below.

13. Within thirty (30) days of the United States' approval of or non-objection to the proposed SCRA training materials, all employees of the Georgia Boards involved in the licensing process in any capacity shall receive the training and execute a signed statement acknowledging they received the training as detailed in Paragraph 15. Any newly hired, promoted, or transferred employee of the Georgia Boards who will be involved in the licensing process in any capacity and who has not already received the training shall be provided this training within thirty (30) days of their hiring, promotion, or transfer. Any newly hired, promoted, or transferred employee receiving training shall execute a signed statement acknowledging they received the training as detailed in Paragraph 15.

14. During the term of this Agreement, the Georgia Boards shall provide annual SCRA compliance training to all employees who are involved in the licensing process in any capacity.

15. The Georgia Boards shall secure a signed statement in the form attached as Attachment A from all employees at the trainings required by Paragraphs 11-14 above acknowledging that they have received, read, and understood the SCRA Policies and Procedures, that they have had the opportunity to have their questions about these documents answered, and that they agree to abide by these policies and procedures. During the duration of this Agreement, copies of the signed statements shall be provided to the United States upon request. The Georgia Boards shall also certify, in writing, to counsel for the United States that all employees successfully completed the trainings required by Paragraphs 11-14. The Georgia Boards will pay any expenses associated with the trainings as required.

D. Compensation to Servicemembers and Military Spouses

16. Within thirty (30) days of the effective date of this Agreement, the Georgia Boards shall certify to the United States that a sum of three million dollars (\$3,000,000.00) (hereinafter “Settlement Fund”) has been encumbered to compensate servicemembers and military spouses whom the United States determines were harmed by the Georgia Boards’ failure to allow or delay in allowing them to port their professional licenses to Georgia in a manner consistent with the SCRA (hereinafter “aggrieved persons”). The parties hereto recognize that the Georgia Department of Administrative Services will administer the Settlement Fund on behalf of the Georgia Boards.

17. The Georgia Boards shall be solely responsible for any costs or other fees related to the Settlement Fund.

18. Aggrieved persons will be compensated from the Settlement Fund as indicated in Section F below.

E. Notice to Potential Aggrieved Servicemembers and Military Spouses

19. Within sixty (60) days of the effective date of this Agreement, the Georgia Boards shall prepare written notice of this Agreement and provide such notice to the United States for approval. Within thirty (30) days of the United States’ approval, the Georgia Boards shall provide written electronic notice to every person who has applied to the Georgia Boards for a license of any kind since January 5, 2023, regardless of whether the application was denied or granted, informing them of this Agreement. Notice shall be sent via electronic mail or other electronic means at the electronic mailing address provided with the licensure application and the full text of the notice shall appear in the body of the email. Also within thirty (30) days of the United States’ approval, the Georgia Boards shall provide written

notice via U.S. Mail to every applicant who has identified themselves as a servicemember or military spouse in an application to the Georgia Boards for a license of any kind since January 5, 2023, regardless of whether the application was denied or granted, informing them of this Agreement. Notice shall be sent via U.S. Mail to the mailing address provided with the licensure application. If the Georgia Boards are unable to identify applications where the applicant has identified themselves as a servicemember or military spouse, notice via U.S. mail shall be sent to all applicants receiving electronic notice.

20. Within ninety (90) days of the effective date of this Agreement, the Georgia Boards shall provide to counsel for the United States a list that includes the name, last known address, electronic mailing address, telephone number, and any other identifiable contact information for any servicemembers or military spouses known to the Georgia Boards who applied to port their existing license to Georgia, applied for a new Georgia license, or submitted an inquiry in any form regarding obtaining professional licensure in Georgia since January 5, 2023.

21. Nothing in this Agreement shall prevent the United States from making any additional efforts it deems appropriate to locate and provide notice to potential aggrieved persons.

F. Identification and Compensation of Servicemembers and Military Spouses

22. Within one hundred and eighty days (180) of the effective date of this Agreement, the United States shall make a preliminary determination of which persons are aggrieved persons and an appropriate amount of damages that should be paid to each aggrieved person to compensate them for their damages resulting from the failure to recognize or delay in recognizing a license. A declaration signed by each aggrieved person regarding their

damages will be provided to the Georgia Boards. In no event shall the amount of damages paid to any one person exceed fifty thousand dollars (\$50,000).

23. The Georgia Boards shall have thirty (30) days from the receipt of the preliminary determination to provide the United States any documents or information they believe may refute the claims that led to the preliminary determination of a person as an aggrieved person under this Agreement. Nothing in this paragraph requires the Georgia Boards to make any objections.

24. If the Georgia Boards do not object to any preliminary determination within thirty (30) days, then the United States' preliminary determination of aggrieved persons and amounts to be paid shall become final.

25. Should the Georgia Boards object to the United States' preliminary determination of any person designated as an aggrieved person under Paragraph 22, the Parties will have thirty (30) days to confer in good faith to resolve any differences regarding the determination of the aggrieved person.

26. After the good faith resolution period in Paragraph 25 above, the United States will provide the Georgia Boards and the Georgia Department of Administrative Services with a final list of aggrieved persons and the amount to be paid from the Settlement Fund to each along with a fully-executed W-9 for each aggrieved person receiving payment. The Department of Administrative Services shall issue a 1099-MISC to each aggrieved person receiving payment.

27. The Georgia Boards shall have thirty days (30) from the Department of Administrative Services' receipt of the finalization of the list of aggrieved persons and amounts to be paid to pay the amounts specified by the United States pursuant to Paragraph 26 by check payable to

the name of the aggrieved person and by delivery to counsel for the United States of each such check to an address specified counsel for the United States.

28. After the initial one hundred and eighty (180) day period of aggrieved person review described in Paragraph 22 has expired, the United States shall continue to make preliminary determinations on a rolling basis of any additional aggrieved persons and an appropriate amount of damages that should be paid to each person. This rolling review shall last an additional one hundred and eighty (180) days.

29. Review of any additional aggrieved persons identified under Paragraph 28 will proceed pursuant to the processes laid out in Paragraphs 22-27.

30. The United States shall not deliver payment to any aggrieved person before the person has executed and provided to counsel for the United States a written release of all claims, legal or equitable, that he or she may have against the Georgia Boards relating to the claims asserted in Paragraph 2. Such a release shall take the form of Attachment B. Counsel for the United States shall deliver duplicates of the original signed release forms to the Georgia Attorney General's Office within twenty-one (21) days after receipt from the aggrieved person.

31. In no event shall the aggregate of all such checks paid to aggrieved persons exceed the sum of the Settlement Fund.

32. After satisfaction of Paragraphs 22-30 above, and the expiration of the corresponding time periods, any sums still encumbered under this Agreement may be unencumbered.

33. If any aggrieved person to whom a check has been made payable fails to execute a release in the form of Attachment B by the expiration of this Agreement, counsel for the United States shall return the undelivered check to the Georgia Boards.

34. If any aggrieved person is unable to cash the settlement check because the check becomes void or stale by operation of time, counsel for the United States shall return the check to the Georgia Boards and request a reissuance of the check addressed to the aggrieved person. The Georgia Boards will have fourteen (14) days to deliver a replacement check to counsel for the United States.

35. No individual may obtain reconsideration by the Parties of the identifications made and payments disbursed pursuant to Paragraphs 22-29.

G. Additional Reporting and Recordkeeping Requirements

36. During the duration of this Agreement, the Georgia Boards shall retain all records relating to their obligations under this Agreement, including their records with respect to all requests to port a professional license to Georgia under the SCRA or any military related professional licensure requests and all records relating to compliance activities as set forth herein. The United States shall have the right to review and copy any such records, including electronic data, upon reasonable request, during the term of this Agreement.

37. Every four months during the term of this Agreement, the Georgia Boards shall provide counsel for the United States a report regarding any SCRA or military-related complaints received by the Georgia Boards, whether the complaint is made orally or in writing. The Georgia Boards shall provide a copy of any written complaints to counsel for the United States along with the report. For all SCRA or military-related complaints, written or oral, the report to the United States shall include the full details of the complaint, including the complainant's name, address, telephone number, and email address. If the complaint has been resolved, the report shall also include the terms of the resolution. If there has been no resolution of the complaint upon submission of the report, the Georgia Boards shall inform

the United States in writing within thirty (30) days of the terms of any resolution of such complaint. The Georgia Boards shall also provide the United States with all information it may request regarding any such complaint. If the United States raises any objections to the Georgia Boards' actions, the Parties shall meet and confer in good faith within thirty (30) days to consider appropriate steps to address the concerns raised by the United States' review.

V. SCOPE OF SETTLEMENT AGREEMENT

38. The provisions of this Agreement shall apply to the Georgia Boards, their officers, employees, and members.

39. The United States agrees that it will not pursue any claims against the State of Georgia or the Georgia Boards, other than as set forth herein, for any claims arising under any alleged violations of Section 4025a of the SRCA as of the date of this Agreement.

40. This Agreement does not release claims other than for violations of Section 4025a of the SCRA addressed in Paragraph 2 or identified in this Agreement. This Agreement does not release any other claims that may be held or are currently under investigation by any federal agency against the Georgia Boards.

41. Nothing in this Agreement will excuse the Georgia Boards' compliance with any currently or subsequently effective provision of law that imposes additional obligations on them.

VI. IMPLEMENTATION AND ENFORCEMENT

42. The United States may review compliance with this Agreement at any time. The Georgia Boards agree to cooperate with the United States in any review of compliance with this Agreement. Upon reasonable notice, the Georgia Boards shall permit counsel for the United States to inspect and copy all non-privileged records pertinent to this Agreement.

43. The Parties shall endeavor in good faith to resolve informally any differences regarding the interpretation of or compliance with this Agreement prior to initiating court action.

However, in the event the United States contends that there has been a failure by the Georgia Boards, whether willful or otherwise, to perform in a timely manner any act required by this Agreement or otherwise comply with any provision thereof, the United States will notify the Georgia Boards in writing, through the Georgia Attorney General's Office, of its concerns and the Parties will confer in good faith to resolve those concerns. The Georgia Boards shall have fifteen (15) days from the date the United States provides notification of any breach of this Agreement to cure the breach.

44. If the Parties are unable to reach a resolution within fifteen (15) days, the United States may bring a civil action for breach of this Agreement, or any provision thereof, in the United States District Court for the Northern District of Georgia. The United States District Court for the Northern District of Georgia shall serve as the exclusive jurisdiction and venue for any dispute concerning this Agreement. The Parties consent to and agree not to contest the jurisdiction of the United States District Court for the Northern District of Georgia. The Parties further acknowledge that venue in the Northern District of Georgia is appropriate and agree not to raise any challenge on this basis. In the event the United States files a civil action as contemplated by Paragraph 2 to remedy breach of this Agreement, the United States may seek the following: (1) an injunction mandating specific performance of any term or provision of this Agreement, without regard to whether monetary relief would be adequate; (2) an award of reasonable attorneys' fees and costs incurred in bringing an action to remedy breach of this Agreement; and (3) any additional relief that may be available under law or equity. If such a civil action is filed, the Georgia Boards expressly agree not to count the

time during which this Agreement is in place, or use the terms or existence of this Agreement, to plead, argue, or otherwise raise any defenses under theories of claim preclusion, issue preclusion, statute of limitation, estoppel, laches, or any such similar defenses.

45. Failure by the United States to enforce any provision of this Agreement shall not operate as a waiver of the United States' right or ability to enforce any other provision of this Agreement.

VII. DURATION, EXECUTION, AND OTHER TERMS

46. This Agreement is effective on the date of the signature of the last signatory to the Agreement. This Agreement may be executed in multiple counterparts, each of which together shall be considered an original but all of which shall constitute one Agreement. Facsimiles of signatures and electronic signatures shall constitute acceptable, binding signatures for purposes of this Agreement. Any signature delivered by a party by facsimile or electronic transmission, including email transmission of a PDF image, shall be deemed an original signature hereto.

47. The duration of this agreement shall be for a period of four (4) years from the effective date of this Agreement.

48. Each party shall bear its own legal or other costs incurred in connection with this matter, including the preparation, negotiation and performance of this Agreement, except as set forth in Paragraph 43.

49. Each party and signatory to this Agreement represents that it freely and voluntarily enters into this Agreement without any degree of duress or compulsion.

50. Except where this Agreement expressly conditions or predicates performance of a duty or obligation upon the performance of a duty or obligation by another party, the performance of one party's duties or obligations under this Agreement shall not be discharged or excused by the actual or alleged breach of the duties and obligations by another party.

51. This Agreement is governed by and shall be interpreted under the laws of the United States. For purposes of construing or interpreting this Agreement, it shall be deemed to have been drafted by all Parties and shall not be construed or interpreted against any party for that reason in any subsequent dispute.

52. This Agreement and the attachments hereto constitute the complete agreement among the Parties on the matters raised herein. No prior or contemporaneous communications, oral or written, or prior drafts shall be relevant or admissible for purposes of determining the meaning of any provision in any proceeding.

53. This Agreement may be modified only with the written consent of all Parties. Any modification must be in writing and signed by the Parties through their authorized representatives.

54. The undersigned represent and warrant that they are fully authorized to execute this Agreement on behalf of the persons and entities indicated below.

55. This Agreement is a public document. The Parties agree and consent to the disclosure of this Agreement by any party and information concerning this Agreement to the public.

56. Should any provision of this Agreement be declared or determined by any court to be illegal or invalid, the validity of the remaining parts, terms, or provisions shall not be affected thereby and said illegal or invalid part, term, or provision shall be deemed not to be a part of this Agreement.

57. The Parties agree that they will not, individually or in combination with another, seek to have any court declare or determine that any provision of this Agreement is illegal or invalid.

58. This Agreement is binding on the Parties. Each party has a duty to inform any successor of this Agreement.

For the United States of America:

THEODORE S. HERTZBERG
United States Attorney
Northern District of Georgia

HARMEET K. DILLON
Assistant Attorney General
Civil Rights Division

WILLIAM R. KEYES
United States Attorney
Middle District of Georgia

ERIC SELL
Deputy Assistant Attorney General
Civil Rights Division

MARGARET HEAP
United States Attorney
Southern District of Georgia

CARRIE PAGNUCCO
Chief, Housing and Civil Enforcement Section
Civil Rights Division

Dated: March 31, 2026

Dated: March 31, 2026

MARISSA FALLICA Digitally signed by
MARISSA FALLICA
Date: 2026.03.31
09:35:48 -04'00'

/s/ Elizabeth A. Singer

AILEEN BELL HUGHES
MARISSA A. FALLICA
Assistant United States Attorneys
United States Attorney's Office
Northern District of Georgia

ELIZABETH A. SINGER
Director, U.S. Attorneys' Fair Housing Program
AUDREY M. YAP
Trial Attorney
United States Department of Justice
Civil Rights Division
Housing and Civil Enforcement Section

WILLIAM MCNEILL Digitally signed by
WILLIAM MCNEILL
Date: 2026.03.27
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TAYLOR MCNEILL
Assistant United States Attorney
United States Attorney's Office
Middle District of Georgia

BRADFORD PATRICK Digitally signed by BRADFORD
PATRICK
Date: 2026.03.30 15:50:39 -04'00'

BRADFORD C. PATRICK
Assistant United States Attorney
United States Attorney's Office
Southern District of Georgia

For the Georgia Boards:

BRAD RAFFENSPERGER
Georgia Secretary of State

Dated: 03/19/2026

/s/ Todd Zandrowicz (Mar 19, 2026 09:17:29 EDT)
TODD ZANDROWICZ
Division Director
Professional Licensing Boards Division
Georgia Secretary of State

Georgia State Board of Pharmacy

Dated: 03/26/2026

/s/ Clint Joiner
CLINT JOINER
Executive Director

Georgia Professional Standards Commission

Dated: 3/26/2026

/s/ Joseph Barrow, Jr., Ed.D.
JOSEPH BARROW
Executive Secretary

Georgia State Board of Architects & Interior Designers

Dated: 03/20/2026

/s/ Anne K. Smith
ANNE K. SMITH
President

Department of Georgia Athlete Agents

Dated: 03/19/2026

/s/ Todd Zandrowicz (Mar 19, 2026 09:17:29 EDT)
TODD ZANDROWICZ
Division Director, Professional
Licensing Boards Division

Georgia Athletic and Entertainment Commission

Dated: 03/19/2026

/s/ Jeff Traub (Mar 19, 2026 08:51:27 EDT)
DR. JEFF TRAUB, M.D.
Chairperson

Georgia Board of Athletic Trainers

Dated: 03/19/2026

/s/ Diane G King (Mar 19, 2026 15:32:44 EDT)
DIANE KING
Chairperson

Georgia Auctioneers Commission

Dated: 03/19/2026

/s/ Perry Thomas Walden (Mar 19, 2026 15:29:59 EDT)
PERRY WALDEN
Chair

Georgia Behavior Analyst Licensing Board

Dated: 03/19/2026

/s/ 
MARGARET "MAGGIE" MOLONEY
Chair

Georgia Board of Chiropractic Examiners

Dated: 03/20/2026

/s/ 
ROBERT ALPERT
Chair

Georgia State Board of Conditioned Air Contractors

Dated: 03/19/2026

/s/ 
ELAINE POWERS
Chair

Georgia State Board of Electrical Contractors

Dated: 03/20/2026

/s/ 
CHRIS JOINER
Chair

Georgia State Board of Low Voltage Contractors

Dated: 03/23/2026

/s/ 
RANDY ZIMLER
Chair

Georgia State Division of Master and Journeyman Plumbers

Dated: 03/19/2026

/s/ 
LANCE MCCRAVY
Chair

Georgia State Board of Utility Contractors

Dated: 03/23/2026

/s/ 
KEITH STEEN
Chair

Georgia State Licensing Board for Residential Contractors

Dated: 03/23/2026

/s/ 
TED NOE
Chair

Georgia State Licensing Board for Commercial Contractors

Dated: 03/23/2026

/s/ 
STEVE BAUMAN
Chair

Georgia State Board of Cosmetology and Barbers

Dated: 03/20/2026

/s/ Theresa Kay Kendrick (Mar 20, 2026 16:08:55 EDT)

KAY KENDRICK
Chair

Georgia Board of Examiners of Licensed Dieticians

Dated: 03/19/2026

/s/ Benjamin D. Steele (Mar 19, 2026 21:59:30 EDT)

BENJAMIN STEELE
Chair

Georgia State Board of Dispensing Opticians

Dated: 03/20/2026

/s/ Amy Stowers (Mar 20, 2026 08:46:21 EDT)

AMY STOWERS
Chair

Georgia State Board of Registration for Foresters

Dated: 03/20/2026

/s/ Grant Harvey (Mar 20, 2026 15:17:51 EDT)

GRANT HARVEY
Chair

Georgia State Board of Funeral Service

Dated: 03/19/2026

/s/ W. J. Westbury (Mar 19, 2026 20:52:54 EDT)

WALTER "JOE" WESTBURY
President

Georgia State Board of Registration for Professional Geologists

Dated: 03/20/2026

/s/ J. Edward Rooks

J. EDWARD ROOKS
Chair

Georgia Board of Hearing Aid Dealers and Dispensers

Dated: 03/19/2026

/s/ Ralph T. Jackson, Jr. (Mar 19, 2026 16:32:33 EDT)

RALPH T. JACKSON, JR.
Chair

Georgia Board of Immigration Assistance Providers

Dated: 03/19/2026

/s/ Todd Zandrowicz (Mar 19, 2026 09:17:29 EDT)

TODD ZANDROWICZ
Division Director, Professional Licensing Boards Division

Georgia Board of Landscape Architects

Dated: 03/20/2026

/s/ Jon Mikel Williams

JON MIKEL WILLIAMS
Chair

Georgia Board for the Certification of Librarians

Dated: 03/19/2026

/s/ Julie Walker
Julie Walker (Mar 19, 2026 05:46:02 EDT)
JULIE WALKER
Chair

Georgia Board of Long-Term Care Facility Administrators

Dated: 03/19/2026

/s/ Barbara Byron Mitchell
Barbara Byron Mitchell (Mar 19, 2026 15:52:03 EDT)
BARBARA BYRON MITCHELL
Chair

Georgia Board of Massage Therapy

Dated: 03/19/2026

/s/ Craig Knowles
Craig Knowles (Mar 19, 2026 15:39:41 EDT)
CRAIG KNOWLES
Chair

Georgia Board of Music Therapy

Dated: 03/23/2026

/s/ Kirby Carruth
Kirby Carruth (Mar 23, 2026 07:34:45 EDT)
KIRBY CARRUTH
Chair

Georgia Board of Nursing

Dated: 03/20/2026

/s/ Maceo Tanner
Maceo Tanner (Mar 20, 2026 12:35:07 EDT)
MACEO TANNER
President

Georgia State Board of Occupational Therapy

Dated: 03/20/2026

/s/ Robert J. McClellan
Robert J. McClellan (Mar 20, 2026 09:07:44 EDT)
ROBERT J. MCCLELLAN
Chair

Georgia State Board of Optometry

Dated: 03/20/2026

/s/ Paul Ajamian
Paul Ajamian (Mar 20, 2026 06:43:22 EDT)
PAUL C. AJAMIAN
Chair

Georgia State Board of Physical Therapy

Dated: 03/19/2026

/s/ Anne W. Thompson
Anne W. Thompson (Mar 19, 2026 10:29:00 EDT)
ANNE W. THOMPSON
Chair

Georgia State Board of Podiatry Examiners

Dated: 03/20/2026

/s/ Gregory J. Kramer
Gregory J. Kramer, DPM (Mar 20, 2026 11:32:54 EDT)
DR. GREGORY KRAMER
Chair

*Georgia State Board of Private Detective &
Security Agencies*

Dated: 03/19/2026

/s/  Pamela Griggs (Mar 19, 2026 17:18:47 EDT)

PAMELA GRIGGS
Chair

*Georgia Board of Professional Counselors,
Social Workers, and Marriage &
Family Therapists*

Dated: 03/19/2026

/s/  Annjeanen Smith, LPC (Mar 19, 2026 11:26:49 EDT)

ANNJEANEN "ANGIE" SMITH
Chair

*Georgia State Board of Examiners of
Psychologists*

Dated: 03/22/2026

/s/  Linda Campbell, Ph.D.

LINDA F. CAMPBELL, PH.D.
Chair

*Georgia State Board of Examiners for Speech-
Language Pathology & Audiology*

Dated: 03/20/2026

/s/  Alice F. Cellino (Mar 20, 2026 09:27:54 EDT)

ALICE F. CELLINO
Chair

*Board of Trauma Scene Waste
Management*

Dated: 03/19/2026

/s/  Todd Zandrowicz (Mar 19, 2026 09:15:11 EDT)

TODD ZANDROWICZ
Division Director, Professional
Licensing Boards Division

*Georgia State Board of Registration
of Used Motor Vehicle Dealers and
Used Motor Vehicle Parts Dealers*

Dated: 03/20/2026

/s/  Jason I. Reaves (Mar 20, 2026 13:55:20 EDT)

JASON I. REAVES
Chair

*Georgia State Board of Veterinary
Medicine*

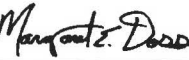
Dated: 03/19/2026

/s/  Jessica M. Sewell LVT (Mar 19, 2026 11:03:14 EDT)

JESSICA M. SEWELL
Chair

*Georgia State Board of Examiners
for Certification of Water and
Wastewater Treatment Plant
Operators and Laboratory Analysts*

Dated: 03/19/2026

/s/  Margaret E. Doss

MARGARET E. DOSS
Chair

ATTACHMENT A

EMPLOYEE TRAINING ACKNOWLEDGEMENT

I acknowledge that on _____, 20____, I was provided training regarding compliance with the Servicemembers Civil Relief Act (SCRA) and copies of the Georgia Professional Licensing SCRA Policies and Procedures applicable to my duties. I have read and understand these documents and have had my questions about these documents and the SCRA answered. I understand my legal responsibilities and shall comply with those responsibilities.

Signature

Print Name

Job Title

ATTACHMENT B

RELEASE

In consideration for the parties' agreement to the terms of the Settlement Agreement resolving the United States' allegations that the Georgia Boards engaged in violations of the Servicemembers Civil Relief Act by failing to recognize covered professional licenses as valid when servicemembers and spouses of servicemembers were exercising their right to port their professional licenses to Georgia upon relocation based on qualifying military orders and payment to me of \$ [_____],

I, [_____], hereby release and forever discharge all claims, arising prior to the date of this Release, related to the facts at issue in the dispute referenced above that pertain to alleged violations of Section 4025a of the Servicemembers Civil Relief Act that I may have against the Georgia Boards, specifically_____.

I do not release any other claims that I may have against the Georgia Boards under any other section of the Servicemembers Civil Relief Act or under any other law.

Executed this_____day of_____, 20_____.

Signature

Print Name

Mailing Address: _____

Phone: _____

Email: _____