SETTLEMENT AGREEMENT

Plaintiffs, twenty-four states and the District of Columbia ("Plaintiff States") and the Corporation for National and Community Service ("AmeriCorps") and the Office of Management and Budget ("OMB")—("Defendants" and collectively "the Parties"), by and through their undersigned counsel, enter into this Settlement Agreement ("the Agreement" or "the Settlement Agreement") as follows:

1. Upon execution of this agreement, the Parties agree to jointly move that this case be stayed pending further order of the Court by filing the attached Joint Motion to Stay, attached hereto as Exhibit A, and filed with only changes to the date and signature blocks unless other changes are jointly agreed to by all parties.

2. Except as provided in paragraph 10, this case will otherwise be stayed through February 1, 2027, on which date Plaintiffs will dismiss the Action without prejudice under Federal Rule of Civil Procedure 41(a)(1)(A)(i) by filing the attached Notice of Voluntary Dismissal, attached hereto as Exhibit B, and filed with only changes to the date and signature blocks unless other changes are jointly agreed to by all parties.

3. Upon dismissal of this case, Plaintiffs hereby release and forever discharge Defendants, their successors, the United States of America, and any department, agency, or establishment of the United States, and any officers, employees, agents, successors, or assigns of such department, agency, or establishment, from any and all past, present, or future claims for attorneys' fees, costs, or litigation expenses in connection with the above-captioned lawsuit.

4. AmeriCorps states that in Fiscal Year 2026 it does not anticipate mass terminating grants on a scale comparable to what happened in Spring 2025, or commencing with a reduction of force ("RIF") for its employees who are members of AmeriCorps Employees Union, Local 2027 ("union members") (with the exception of RIFs of Public Health AmeriCorps ("PHA") and modernization positions that are being eliminated) or mass layoffs of the union members in its administered programs, or mass dismissals of AmeriCorps service members from service. This does not include the

termination of grants for-cause or in a manner otherwise consistent with the requirements of 2 CFR §§ 200.340(a)(1), (2) or release of individual AmeriCorps service members for compelling personal circumstances or for cause under 45 C.F.R. § 2522.230. If during Fiscal Year 2026 AmeriCorps decides to commence with a RIF of union members beyond the RIF of PHA and modernization positions or otherwise terminate the employment of union members for reasons other than individualized good cause, dismiss AmeriCorps service members from service *en masse*, or mass terminate grants on a scale comparable to what happened in Spring 2025, then AmeriCorps shall provide written notice to the Attorney General of Maryland or his designee at least 30 days before the termination, termination of employment, or issuance of RIF notices, identifying the basis for Defendants' legal authority for the action(s) at issue.

5. AmeriCorps also states that it does not anticipate making material programmatic changes to its delivery of volunteer services in Fiscal Year 2026. For purpose of this provision, and without conceding that the actions alleged in paragraphs 252, 257 and 258 of the operative complaint, ECF No. 171, constituted a material programmatic change, a "material programmatic change to its delivery of volunteer services" would be an action comparable in scope and type to those alleged in those paragraphs.

6. If during Fiscal Year 2026 AmeriCorps does commence with such a material programmatic change to its delivery of volunteer services—*i.e.*, any action comparable to those alleged in paragraphs 252, 257 and 258 of the operative complaint—AmeriCorps shall provide written notice to the Attorney General of Maryland or his designee at least 30 days before the effective date of such action, identifying the basis for Defendants' legal authority and the scope of the proposed action.

7. AmeriCorps will obligate materially all Fiscal Year 2026 funding by 11:59 PM ET on September 30, 2026.

8. For Fiscal Year 2026 AmeriCorps will administer the National Civilian Community Corps

("NCCC") in accordance with 42 U.S.C. §§ 12611–12626 and any other statutory requirements, and will not disrupt the current service term of any NCCC participant, except for individualized good cause, and to protect the safety and security of NCCC participants or communities, or circumstances beyond AmeriCorps' control impacting AmeriCorps' ability to execute the program.

9. For Fiscal Year 2026 AmeriCorps will administer the Volunteers in Service to America (VISTA) program in accordance with 42 U.S.C. §§ 4951–4960 and any other statutory requirements, and will not disrupt the current service term of any VISTA participant, except for individualized good cause, and to protect the safety and security of VISTA participants or communities, or circumstances beyond AmeriCorps' control impacting AmeriCorps' ability to execute the program.

10. To the extent, on or before February 1, 2027, Plaintiffs dispute whether Defendants have complied with the statements in paragraphs 5 to 9, Plaintiffs will submit their concerns in writing to counsel for the Defendants. Defendants shall have at least five working days to provide a written response, which may include, as appropriate, a proposed curative action. Should the Parties be unable to reach an agreement, Plaintiffs may move the Court to lift the stay. Under this circumstance, Plaintiffs would be relieved of the obligation to file the stipulation of dismissal described in paragraph 2 of this agreement. Such a motion is the only remedy available for putative breach of this agreement.

11. The stay and stipulation of dismissal described in paragraph 2 of this agreement shall not preclude Plaintiffs from either:

a. during the stay described in paragraph 2 of this agreement, moving to amend or supplement the operative Complaint in this action; or

b. during or after the stay described in paragraph 2 of this agreement, filing a new action, based on conduct discovered by Plaintiffs after they filed the Amended Complaint in this action.

12. Each undersigned representative certifies that he or she is fully authorized to enter into the terms and conditions of this Settlement Agreement and to execute and legally bind the Parties he or

she represents to this document.[1]

13. The parties acknowledge that this Agreement is entered into solely for the purpose of settling and compromising any remaining claims in this action without further litigation, and it will not be construed as evidence or as an admission regarding any issue of law or fact, or regarding the truth or validity of any allegation or claim raised in this action, or as evidence or as an admission by Defendants regarding Plaintiffs' entitlement to or eligibility for attorneys' fees, costs, or other litigation expenses. This Agreement shall not be used in any manner to establish liability for fees, amounts, or hourly rates in any other case or proceeding.

14. This Agreement may be executed in counterparts on the parties' behalf by their attorneys of record and is effective on the date by which both parties have executed this Agreement. PDF versions of signatures (including "/s/" signatures) will constitute acceptable, binding signatures for purposes of this Agreement.

15. This Settlement Agreement is not intended to create, and does not create, any third-party beneficiary rights or any other kind of right or privilege for any person, group, or entity.

16. Nothing contained in this Settlement Agreement shall impose on Defendants any duty, obligation, or requirement, the performance of which would be inconsistent with federal law in effect at the time of such performance.

17. This Settlement Agreement constitutes the entire agreement among the Parties and supersedes all prior representations, agreements, and understandings, whether oral or written, concerning the subject matter of the Settlement Agreement.

18. This Settlement Agreement is binding on the Parties, their successors in office, employees, representatives, delegates, agents, and assigns, and all persons acting on their behalf, to the extent permitted by law or required by this Settlement Agreement.

[1] Wisconsin may additionally need to obtain the approval of its Legislature's Joint Committee on Finance. Wisconsin expects that any such approval would be obtained by the dismissal date.

Dated: 09/10/2026

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EXHIBIT A

IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF MARYLAND

STATE OF MARYLAND, *et al.*, Plaintiffs, v. CORPORATION FOR NATIONAL AND COMMUNITY SERVICE, *operating as* AMERICORPS, *et al*., Defendants.	No. 1:25-cv-01363-DLB

JOINT MOTION TO STAY

The parties hereby jointly move to stay all litigation deadlines in this case pending further order of the Court, and represent as follows:

1. The parties have come to an agreement in which AmeriCorps has made certain representations and commitments, and Plaintiffs have agreed to voluntarily dismiss their lawsuit on February 1, 2027 if those representations and commitments are met.

2. As reflected in the attached Proposed Order, the parties jointly request that the Court stay all litigation deadlines in this case pending further order of the Court.

Dated: September 10, 2026

Respectfully submitted,

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IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF MARYLAND

STATE OF MARYLAND, *et al.*, Plaintiffs, v. CORPORATION FOR NATIONAL AND COMMUNITY SERVICE, operating as AmeriCorps, *et al.*, Defendants.	Civ. No. 25-cv-01363 (DLB)

(PROPOSED) ORDER

Upon consideration of the Parties' Joint Motion to Stay, it is hereby ORDERED that the request is GRANTED.

a. All litigation deadlines are stayed pending further Order of the Court.

b. To the extent Plaintiffs do not otherwise dismiss this action, Plaintiffs shall file a Status Report on **February 1, 2027**.

DATED _____, 2026, at _____.

BY THE COURT:

_____
Deborah L. Boardman
United States District Judge

EXHIBIT B

IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF MARYLAND

STATE OF MARYLAND, *et al.*, Plaintiffs, v. CORPORATION FOR NATIONAL AND COMMUNITY SERVICE, *operating as* AMERICORPS, *et al*., Defendants.	No. 1:25-cv-01363-DLB

(DRAFT) NOTICE OF VOLUNTARY DISMISSAL

Pursuant to Federal Rule of Civil Procedure 41(a)(1)(A)(i), Plaintiffs hereby submit this notice of voluntary dismissal without prejudice of their claims against Defendants Corporation for National and Community Service, operating as AmeriCorps; Jennifer Bastress Tahmasebi, in her official capacity as Interim Head of the Corporation for National and Community Service; the Office of Management and Budget; and Russell Vought, in his official capacity as Director of the Office of Management and Budget.

Plaintiffs expressly reserve the right to file a new action against Defendants based on conduct discovered by Plaintiffs after they filed the Amended Complaint in this action.

Dated: February 1, 2027

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