

E-VERIFY AFFIDAVIT

STATE OF Indiana

COUNTY OF Marion

I, Jessica Nicklay (the individual attesting below), being duly authorized by

and on behalf of The Etica Group, Inc (hereinafter "Employer") after first

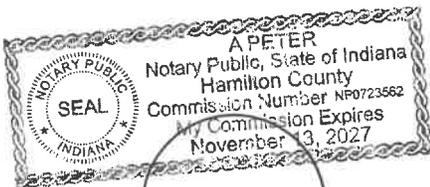
being duly sworn hereby swears or affirms as follows:

1. Employer understands that E-Verify is the federal E-Verify program operated by the United States Department of Homeland Security and other federal agencies, or any successor or equivalent program used to verify the work authorization of newly hired employees pursuant to federal law in accordance with NCGS §64-25(5).
2. Employer understands that Employers Must Use E-Verify. Each employer, after hiring an employee to work in the United States, shall verify the work authorization of the employee through E-Verify in accordance with NCGS §64-26(a).
3. Employer is a person, business entity, or other organization that transacts business in this State and that employs 25 or more employees in this State. (Mark "Yes" or "No")
 - a. YES
 - b. NO
4. Employer's subcontractors will comply with E-Verify, and Employer will ensure compliance with E-Verify by any and all subcontractors subsequently hired by Employer.

This 17th day of March, 2026.

Jessica Nicklay
Signature of Affiant

Print or Type Name: Jessica Nicklay



Seal

State of Indiana

County of Marion

Signed and sworn to (or affirmed) before me, this
the 17th day of March, 2026.

My Commission Expires: 11/13/2027

APETER
Notary Public