

FIRST AMENDMENT TO FIRST AMENDED EMPLOYMENT AGREEMENT

THIS FIRST AMENDMENT TO FIRST AMENDED EMPLOYMENT AGREEMENT, entered as of February 16, 2022, is by and between INLAND EMPIRE UTILITIES AGENCY a Municipal Water District organized and operating pursuant to California Water Code Section 71000 et seq. (“Employer”), and SHIVAJI DESHMUKH an individual (“Employee”) (collectively the Parties). The Parties agree to the following terms and conditions of employment:

WHEREAS, the Parties have previously entered into a FIRST AMENDED EMPLOYMENT AGREEMENT (Agreement) which provides a term beginning April 8, 2019 and concluding on June 30, 2024 (Term Date), unless otherwise extended by the Parties; and

WHEREAS, the Parties would like to extend the Term Date of the Agreement by an additional 3 years;

NOW THEREFORE the Parties hereby agree to the following:

1. Paragraph 1(a) of the Agreement is amended to read as follows:

“Basic Term. Commencing on April 8, 2019 and continuing until June 30, 2027, (the “Term Date”), Employer shall employ Employee as the General Manager. The Term Date may be extended under Section 1(b), unless the employment is terminated sooner in accordance with Section 5 below. As used herein, the phrase “Employment Term” shall refer to the entire period of employment of Employee by Employer hereunder, whether for the periods mentioned above or whether extended or earlier terminated as hereinafter provided.”

2. All other provisions of the Agreement not hereby amended shall remain in full force and effect.

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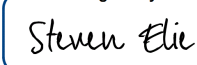
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IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their respective officers as of the date first written above.

EMPLOYER:


DocuSigned by:

By: 2333761ED011453
Steven J. Elie, President
Board of Directors
Inland Empire Utilities Agency

ATTEST:

DocuSigned by:

By: 0F8F87F0F7CB498
Marco Tule, Secretary
Inland Empire Utilities Agency

EMPLOYEE:

DocuSigned by:

By: EAD800E4E0B34DA
Shivaji Deshmukh