

AMENDMENT NO. 4 TO TOWN ATTORNEY EMPLOYMENT AGREEMENT

THIS AMENDMENT NO. 4 ("Amendment") is made and entered into this 3rd day of February, 2026, by and between the TOWN OF LOS GATOS, a municipal corporation in the State of California ("TOWN"), and GABRIELLE WHELAN ("ATTORNEY").

RECITALS

A. WHEREAS, the TOWN and ATTORNEY entered into an Employment Agreement dated April 21, 2022 ("Agreement"), appointing ATTORNEY as Town Attorney effective May 16, 2022; and

C. WHEREAS, the Town Council has conducted a performance evaluation of the ATTORNEY and has deemed that ATTORNEY has performed satisfactorily; and

D. WHEREAS, the parties desire to amend the Agreement to increase the Town Attorney's compensation.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

SECTION 1. AMENDMENT TO SECTION 2 (SALARY) Section 2.A of the Agreement is hereby amended in its entirety to read as follows:

"A. Salary. TOWN agrees to pay ATTORNEY for services rendered in the amount of Three Hundred Ten Thousand Dollars (\$310,000.00) annually, payable in installments at the same time as other employees of TOWN are paid. This salary adjustment shall become effective November 23, 2025."

SECTION 2. RATIFICATION OF AGREEMENT Except as expressly amended by this Amendment No. 4, all other terms, conditions, and provisions of the Agreement dated April 21, 2022, shall remain in full force and effect.

SECTION 7. EFFECTIVE DATE This Amendment shall be effective upon execution by both parties.

IN WITNESS WHEREOF, the parties have executed this Amendment No. 4 as of the date first written above.

TOWN OF LOS GATOS

Mayor

ATTORNEY

Gabrielle Whelan