

**THIRD AMENDMENT TO AT-WILL EMPLOYMENT AGREEMENT OF BENNETT
HORENSTEIN AS GENERAL MANAGER OF THE MARIN MUNICIPAL WATER
DISTRICT**

This Third Amendment ("Amendment") is made by and between Bennett Horenstein as General Manager ("General Manager") and the Marin Municipal Water District as employer ("District") to amend the At-Will Employment Agreement of Bennett Horenstein as General Manager of the Marin Municipal Water District made effective as of December 2, 2018 ("Employment Agreement") and as previously amended. This third Amendment shall be effective as of January 20, 2026.

RECITALS

- A. The District and the General Manager entered into the Employment Agreement to set forth the terms and conditions of employment for the General Manager in service of the District.
- B. On April 5, 2022, the District Board of Directors approved a First Amendment to the Employment Agreement to extend the term for three (3) additional years, through December 2, 2026.
- C. On November 7, 2023, the District Board of Directors approved a Second Amendment to the Agreement to revise the terms and conditions of the General Manager's employment.
- D. The parties now desire to execute this Third Amendment to the Agreement to extend the contract employment date through March 12, 2027, to allow for the General Manager to exhaust accrued vacation and administrative leave.

AGREEMENT

1. Section I of the Employment Agreement is hereby amended so the term of the agreement shall extend to March 12, 2027.
2. Except as set forth in section 1 above, all terms and conditions in the Employment Agreement shall remain unchanged and in full force and effect.

WHEREFORE, the parties have entered into this Third Amendment as of the date written above.

MARIN MUNICIPAL WATER DISTRICT

GENERAL MANAGER

By: _____

By: _____

Jed Smith, Board President

Bennett Horenstein