

February 18, 2024

Peter J. Kampa, CSDM
Kampa Community Solutions LLC
PO Box 3221
Sonora, CA 95370

Dear Mr. Kampa:

Welcome to the Copper Valley Community Services District (hereinafter denoted 'CVCSO') located in Calaveras County, California. We are pleased you have accepted our offer to operate as General Manager of the CVCSO. As you know, we are confident that you will make significant contributions to CVCSO, and are extremely glad that you will be continuing with our agency, as a consulting manager. The following will confirm the terms of your acceptance:

BASIC TERMS

1. Your job title is General Manager - this will be a part-time EXEMPT position; you will not be required to keep a record of your time and your hours may fluctuate with the needs of the job.
2. Your duties are listed in the attached job description.
3. You will report to the elected Board of Directors.
4. Your fee will be \$82,000 per year payable to Kampa Community Solutions LLC; paid in 12 equal monthly payments of \$6,833; and Kampa Community Solutions LLC will be responsible for all applicable taxes for said fee.
5. Your start date will be March 1, 2024 and the first monthly payment will be approved at the March 19, 2024 board meeting.
6. You will not participate in health insurance benefits or benefits of any kind that we may offer other District employees.
7. You will be eligible for reimbursement of expenses incurred in the performance of your duties including mileage (other than mileage from your residence to the CVCSO).
8. The CVCSO Board will conduct annual reviews of your performance.

New Hire Documents/Confidentiality/Non-Solicitation/Employment at will

- This offer is contingent upon your signing all required new hire materials.

- By signing below, you are confirming that no breach or other violation of any past, current or contemplated oral or written contractual arrangement to which you are a party (including, but not limited to any non-compete or non-solicitation agreement with any former employer) has or will occur by virtue of your acceptance of this offer of employment or your performing services for the Company.
- By signing below you are confirming that no one has made any representations regarding the terms of this working relationship other than those contained herein and that you are not relying on any such representations in accepting this offer of employment.
- This is an "at will" relationship, and nothing in this letter will be deemed to constitute an agreement of employment for any specific period of time. This means that either you or the CVCS D may terminate the relationship at any time, with or without cause, and it is understood that neither party has an obligation to base a decision to terminate this relationship on any reason other than the intent not to continue the relationship.

The SCCSD is an Equal Opportunity Employer, and is in full support and compliance with the Immigration Reform and Control Act of 1986. Therefore, our offer must be contingent upon satisfactory completion of the forms required by this Act. Please have available for us two forms of documentation supporting your authorization to work in the US. (e.g., driver's license, passport and/or birth certificate and social security card).

PLEASE SIGN BELOW TO INDICATE THAT YOU HAVE REVIEWED THIS OFFER LETTER AND ARE IN AGREEMENT WITH ITS CONTENTS.

 Peter J Kampa
 Kampa Community Solutions, LLC

 Date

 President
 Copper Valley CSD

 Date