

THIRD AMENDMENT TO THE GENERAL MANAGER EMPLOYMENT AGREEMENT

This third Amendment to the General Manager Employment Agreement ("**Third Amendment**") is made as of July 1, 2026 by and between the **WEST COUNTY WASTEWATER DISTRICT** ("**District**") and **ANDREW CLOUGH** ("**Mr. Clough**").

The District and Mr. Clough entered into an Employment Agreement ("**Agreement**") as of April 5, 2023, and Mr. Clough began serving as General Manager for the District on that same date.

The Agreement has previously been amended after an annual performance review to increase Mr. Clough's gross annual salary, to revise the severance payment terms, to make minor revisions to the General Manager's duties, and to add certain statutory provisions (the "First Amendment"), and to further increase Mr. Clough's gross annual salary and to modify the Agreement's severance payment terms (the "Second Amendment").

Section 3(a) of the Agreement provides that the District will conduct a performance review and evaluate Mr. Clough's performance at least once per year. Mr. Clough's gross salary is subject to potential increase based upon the outcome of such evaluation.

On April 1, 2026, the Board of Directors ("**Board**") of the District declared that the compensation and benefits of the General Manager were uncertain as of April 5, 2026 due to the still to be completed performance evaluation and subsequent negotiations.

The Board completed its review of Mr. Clough's performance. In recognition of Mr. Clough's excellent performance during this past year, according to the Board's own review process, the Board of Directors of the District now desires to modify the Agreement to provide a 7% increase to Mr. Clough's gross annual salary as of the anniversary date of April 5, 2026.

The District and Mr. Clough wish to memorialize these actions.

NOW, THEREFORE, the parties agree as follows:

1. The first sentence of **Section 3(a), Salary and Evaluation**, is deleted in its entirety and replaced with the following:

"The District shall pay Mr. Clough a gross annual salary of \$372,878.97 for his services as General Manager, payable in equal increments at the same time that other District employees are paid, effective as of April 5, 2026."

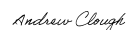
Except as expressly modified by the Third Amendment, all terms and conditions of the Agreement, as previous amended, remain in full force and effect.

The Parties are signing this Amendment to be effective as of the Effective Date.

WEST COUNTY WASTEWATER DISTRICT

ANDREW CLOUGH

By: 
Cheryl Sudduth (Jul 8, 2026 13:03:37 PDT)


Andrew Clough

Cheryl Sudduth
Board President

Andrew Clough

THIRD AMENDMENT TO THE GENERAL MANAGER EMPLOYMENT AGREEMENT

Final Audit Report

2026-07-14

Created:	2026-07-06
By:	Robyn Surney (RSurney@wcwd.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAJqHb4mYGvQ2SBkDkel8wZveEEDA7obMA

"THIRD AMENDMENT TO THE GENERAL MANAGER EMPLO YMENT AGREEMENT" History

-  Document created by Robyn Surney (RSurney@wcwd.org)
2026-07-06 - 8:18:15 PM GMT
-  Document emailed to Cheryl Sudduth (csudduth@wcwd.org) for signature
2026-07-06 - 8:18:18 PM GMT
-  Email viewed by Cheryl Sudduth (csudduth@wcwd.org)
2026-07-08 - 4:01:35 PM GMT
-  Document e-signed by Cheryl Sudduth (csudduth@wcwd.org)
Signature Date: 2026-07-08 - 8:03:37 PM GMT - Time Source: server - Signature Appearance Selected: DRAW
-  Document emailed to Andrew Clough (aclough@wcwd.org) for signature
2026-07-08 - 8:03:39 PM GMT
-  Email viewed by Andrew Clough (aclough@wcwd.org)
2026-07-14 - 1:01:16 PM GMT
-  Document e-signed by Andrew Clough (aclough@wcwd.org)
Signature Date: 2026-07-14 - 1:01:31 PM GMT - Time Source: server - Signature Appearance Selected: MOBILE_IMAGE
-  Agreement completed.
2026-07-14 - 1:01:31 PM GMT