



Saddle Creek Community Services District, 1000 Saddle Creek Drive, Copperopolis, CA 95228  
Tel: 209.785.0100 Fax: 209.785.6260  
"Committed to Serving our Community"

Board of Directors: President Kent Lazarus; Vice-President Scott Baker;  
Director/Secretary Charles Robinson; Director Darlene DeBaldo; Director Sue Russ

June 25, 2014

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

Dear Mr. Kampa:

Welcome to the Saddle Creek Community Services District (hereinafter denoted "SCCSD") located in Calaveras County, California. We are pleased you have accepted our offer to operate as General Manager of the SCCSD. As you know, we are confident that you will make significant contributions to SCCSD, and are extremely glad that you will be joining our agency. 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 \$57,000 per year payable to Kampa Community Solutions LLC; paid in 12 equal monthly payments of \$4,750; and Kampa Community Solutions LLC will be responsible for all applicable taxes for said fee.
5. Your start date will be July 1, 2014.
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 SCCSD).
8. The SCCSD Board will conduct annual reviews of your performance.

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

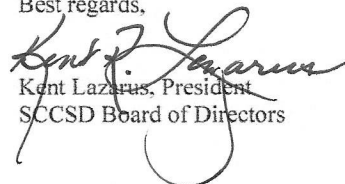
- This offer is contingent upon your signing all required new hire materials.
- By signing below, you are confirming that no breach or other violation of any past, current or contemplated oral or written contractual arrangement to which you are a party (including, but not limited to any non-compete or 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 SCCSD 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.

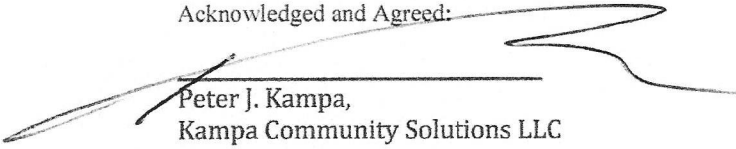
*The SCCSD is an Equal Opportunity Employer, and is in full support and compliance with the Immigration Reform and Control Act of 1986. Therefore, our offer must be contingent upon satisfactory completion of the forms required by this Act. Please have available for us two forms of documentation supporting your authorization to work in the U.S. (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.**

Best regards,

  
Kent Lazarus, President  
SCCSD Board of Directors

Acknowledged and Agreed:

  
Peter J. Kampa,  
Kampa Community Solutions LLC

June 26, 2014  
Date