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FIFTEENTH AMENDMENT TO
EMPLOYMENT AGREEMENT**

THIS FIFTEENTH AMENDMENT TO EMPLOYMENT AGREEMENT (the "Amendment") is made and entered into between JOHN R. ROBERTS III (hereinafter referred to as "Employee"), and THE NATOMAS BASIN CONSERVANCY, a California Non-profit Public Benefit Corporation (hereinafter referred to as "Employer") with reference to the following facts:

- A. Employee and Employer entered into a certain Employment Agreement (the "Agreement") as of March 22, 2001 and entered into a First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth Thirteenth and Fourteenth Amendment to that Agreement.
- B. The purpose of this Amendment is to update the provisions of the Agreement.

IN CONSIDERATION of the mutual promises set forth below, Employee and Employer hereby agree as follows:

- 1. Section 3 of the Agreement is amended to extend the agreement as follows:

The Agreement's term is hereby extended to March 15, 2020.

- 2. Employee's compensation is increased in the amount of 3.04 percent pursuant to the cost of living provisions of the Agreement and ____ percent pursuant to the merit pay provisions of the Agreement. Compensation may include a "gross-up" for the tax effect of certain elements of self-paid health insurance not to exceed \$125.00 per month if Employee elects to leave Employer's group health insurance policy.

- 3. Except as amended herein, the Agreement and its Amendments remain unmodified and in full force and effect.

EMPLOYEE:

JOHN R. ROBERTS III date

EMPLOYER:

THE NATOMAS BASIN CONSERVANCY, a California
Non-profit Public Benefit Corporation

DAVIN NORENE, Board Chair date