

## AMENDMENT NO. 1 TO EMPLOYMENT AGREEMENT

**THIS AMENDMENT NO. 1 TO EMPLOYMENT AGREEMENT** ("Amendment No. 1") is entered into this 9 day of August, 2016, by and between **THE PARK DISTRICT OF THE CITY OF FARGO**, a park district under the laws of the State of North Dakota ("Park District") and **JOEL VETTEL** ("Vettel").

WHEREAS, the Park District and Vettel entered into an Employment Agreement dated May 10<sup>th</sup>, 2016, to be in all things effective September 6, 2016, wherein Vettel was to commence his employment with the Park District, work under Roger Gress ("Gress"), the current Executive Director, until Gress's retirement, and then assume the role of Executive Director of the Park District; and

WHEREAS, through discussions with Gress and looking at the transition from Gress to Vettel of the Executive Director position, and because of Vettel's prior experience with the Park District, his visibility in the community and his attendance at meetings throughout the summer preparing for the Executive Director position, it has been determined that Vettel should assume the mantle of Executive Director effective September 6, 2016.

NOW, THEREFORE, in consideration of the foregoing, the Employment Agreement dated May 10<sup>th</sup>, 2016, is amended in part, particularly paragraph 2, that Vettel, from and after September 6, 2016, will act as the Executive Director of the Park District and will assume that role and position immediately upon his hire. Vettel acknowledges that Gress will remain in the employ of the Park District until his retirement on December 31, 2016. Gress will act as an advisor to Vettel and assist Vettel in the transition of the Executive Director role, including his relationships with the Board of Park Commissioners, committees and the community.

Other than otherwise amended as described above, all terms and conditions of the Employment Agreement dated May 10<sup>th</sup>, 2016, shall remain in full force and effect.

Dated the day and year first above written.

THE PARK DISTRICT OF THE CITY  
OF FARGO

By: [Signature]  
Its: President

By: [Signature]  
Its: Clerk

[Signature]  
Joel Vettel