



March 18, 2026

Via Email

Mr. Eric Limas
[REDACTED]

Re: Conditional Offer of Employment – Chief Operating Officer

Dear Eric:

I am pleased to make this conditional offer of employment to you for the full-time exempt ("salary") position of **Chief Operating Officer** ("COO") with the Friant Water Authority ("Authority"). Your employment is subject to the terms and conditions set forth in this letter, which override anything communicated to you, orally or in writing, during your interview or as part of any other communication, about your employment with the Authority.

Your starting base salary will be **\$360,000.00 per year**, paid in accordance with the Authority's standard payroll practices and subject to all applicable withholdings and deductions required by law. The COO position is exempt from overtime laws.

As the Authority's COO, your employment will be at-will, meaning that you or the Authority may terminate the employment relationship at any time, with or without cause, and with or without notice. Upon successful completion of one (1) year of employment, and subject to satisfactory annual performance evaluation, you will be eligible for cost-of-living adjustments in accordance with Authority policy and for merit-based increases, subject to supervisory approval.

You will be eligible to participate in the Authority's employee benefits programs, including medical, dental, and vision insurance; life insurance; long-term disability insurance; a deferred compensation plan; and paid time off. All benefits may be modified at the Authority's discretion, consistent with applicable law.

This conditional offer of employment is contingent upon completion of pre-employment verification, including confirmation of your employment history, education, and other information provided, as well as a background investigation, including a criminal conviction history review, conducted in accordance with applicable law. The Authority will provide instructions to complete this process. You may begin employment prior to completion of these requirements; however, continued employment is contingent upon their completion, and employment may be terminated if the results are unsatisfactory, as determined at the Authority's sole discretion and consistent with applicable law.

Your anticipated start date is **April 20, 2026, or an earlier date as mutually agreed upon in writing**. As a condition of employment, you will be required to verify your identity and authorization to work in the United States by completing Form I-9 and providing acceptable documentation within three (3) business days of your start date. Failure to comply with these requirements may result in termination of employment.



Enrollment forms for the insurance and benefit programs included in your compensation package will be provided to you during your first week of employment.

Please sign and return the acknowledgement to Wilson Orvis by **March 27, 2026** (worvis@friantwater.org). Please feel free to contact me if you have any questions or need additional information regarding this conditional offer.

Sincerely,

A handwritten signature in blue ink, appearing to read "JAAR", is written over a horizontal line.

Johnny Amaral
Chief Executive Officer



ACKNOWLEDGEMENT FORM

I, ERIC LIMAS, acknowledge that I have received, read, and understand, the Friant Water Authority Offer of Employment for the position of Chief Operating Officer per the letter dated March 18, 2026. I acknowledge that my employment will be at-will, meaning that I or the Authority, may terminate the employment relationship at any time, with or without cause, and with or without notice.

A handwritten signature in blue ink, appearing to read "Eric Limas", written over a horizontal line.

Eric Limas

A handwritten date "3/19/2026" in blue ink, written over a horizontal line.

Date

cc: Personnel file