

**SEVENTH AMENDMENT  
TO EMPLOYMENT AGREEMENT**

The parties to this Seventh Amendment to Employment Agreement are the San Diego Unified Port District (District), a public corporation, and Thomas A. Russell (Russell), Employee.

Recitals:

District and Russell are parties to an Employment Agreement dated September 22, 2012, whereby Russell is employed as General Counsel. The District and Russell are now amending the Employment Agreement to reflect a change in terms.

The Parties Agree:

1. Paragraph 1.1 Term shall be amended to read as follows: The District hereby agrees and does employ Thomas A. Russell as General Counsel for a term of Four (4) years commencing November 5, 2020 and continuing until November 4, 2024, unless earlier terminated pursuant to Section 5 hereof.
2. Paragraph 2.2.2.4 shall be added as follows: Thomas A. Russell shall be allowed to work remotely where consistent with his duties.
2. All other terms, covenants and conditions shall remain in full force and effect and shall be applicable to this Seventh Amendment.

DATED: \_\_\_\_\_

SAN DIEGO UNIFIED PORT DISTRICT

By: \_\_\_\_\_

ANN MOORE  
CHAIR, BOARD OF PORT  
COMMISSIONERS

By: \_\_\_\_\_

THOMAS A. RUSSELL