

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT ("AGREEMENT") is made and entered into as of 12-3-, 2003, between the UNION COUNTY IMPROVEMENT AUTHORITY, a public body politic and corporate, established pursuant to N.J.S.A. 40:37A-44 et seq., as amended, with its principal office at 10 Cherry Street, Elizabeth, New Jersey 07207 ("EMPLOYER" or "AUTHORITY") and CHARLOTTE DEFILIPPO domiciled at 65 King Street, Hillside, New Jersey 07205 ("EMPLOYEE").

WHEREAS, EMPLOYEE has held the position of Executive Director since November 29, 2000; and

WHEREAS, the Authority continues to require the services of an Executive Director by virtue of significant projects and activities which require administrative and managerial direction; and

WHEREAS, the Authority has determined to appoint Charlotte DeFilippo as the Executive Director for a term of five (5) years;

IT IS THEREFORE AGREED that in return for the mutual promises given and received herein, that the EMPLOYER hereby agrees to employ the EMPLOYEE as its Executive Director and the EMPLOYEE hereby accepts employment on the terms and conditions hereinafter set forth:

1) Duties - The EMPLOYEE shall serve as the EMPLOYER'S Executive Director and shall devote the full time and skill reasonably necessary to perform the duties of that position as hereinafter defined. Nothing contained herein shall be construed to prohibit outside activities by the

