

## THIRD AMENDMENT TO EMPLOYMENT AGREEMENT

**THIS THIRD AMENDMENT TO EMPLOYMENT AGREEMENT** (this "Third Amendment") is made and entered into as of JANUARY 27, 2026, between the **NORTH MIAMI COMMUNITY REDEVELOPMENT AGENCY**, a public body corporate and politic (the "NMCRA") and **ANNA-BO EMMANUEL** ("Executive Director").

### R E C I T A L S

1. The NMCRA and Executive Director entered into that certain Employment Agreement dated as of April 11, 2023; as amended by that certain First Amendment to Employment Agreement dated March 26, 2024; as further amended by that certain Second Amendment to Employment Agreement dated June 10, 2025 (collectively, the "Employment Agreement").

2. NMCRA and Executive Director desire to enter into this Third Amendment to extend the Initial Term of employment of the Executive Director and such other amendments in accordance with the terms hereinafter set forth.

NOW, THEREFORE, in consideration of the mutual covenants and agreements contained herein, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

1. Recitals; Defined Terms. The above recitals are true and correct and incorporated into this Amendment by reference. Any defined terms not defined herein shall have the same meaning as set forth in the Agreement.

2. Term. The Initial Term is hereby extended from March 14, 2026 to March 14, 2028, subject to annual increase in base salary. The current base salary of the Executive Director is Three Hundred Thousand Three Hundred Eighty and 40/100 Dollars (\$300,380.40).

3. Automobile and Communication Equipment Allowance. The automobile allowance in Section 8 of the Agreement is hereby increased to Seven Hundred Fifty and 00/100 Dollars (\$750.00) per month, payable on a monthly basis. In lieu of the automobile allowance, the NMCRA may provide the Executive Director with a take-home vehicle. The cellular allowance of Two Hundred Dollars (\$200) per month, payable on a monthly basis, shall continue.

4. General Expense Allowance. The NMCRA recognizes that certain expenses of a non-personal nature are incurred by the Executive Director and agrees to provide a monthly expenses allowance of Eight Hundred and 00/100 Dollars (\$800.00). The Executive Director shall be responsible for all applicable taxes incurred for said allowance.

5. Validity of Agreement; Ratification. The Agreement is valid, in full force, and of legal effect pursuant to the terms thereof. Except as modified by this Third Amendment, the Agreement shall be otherwise unmodified and considered in full force and effect, and the parties ratify and confirm the terms of the Agreement, as modified hereby.

6. Conflict. In the event of any conflict between the terms of the Agreement and this Third Amendment, this Third Amendment shall control.

7. Counterparts; Electronic Delivery. This Third Amendment may be executed in counterparts, each of which, when executed, shall be deemed an original, and all of which shall be deemed one and the same instrument. Electronic transmission of signatures of the parties shall be deemed legally binding and enforceable against the parties.

*[Signature Page Follows]*


**IN WITNESS WHEREOF**, the parties have set their hands and seals the day and year first written above.

**EXECUTIVE DIRECTOR:**

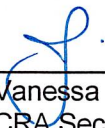
  
\_\_\_\_\_  
ANNA-BO EMMANUEL

**NMCRA:**

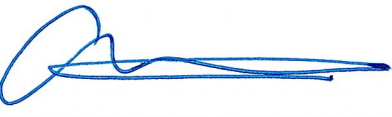
NORTH MIAMI COMMUNITY  
REDEVELOPMENT AGENCY, a public body  
corporate and politic

  
By: \_\_\_\_\_  
Anna-Bo Emmanuel, Esq.  
Executive Director

Attest:

  
By: \_\_\_\_\_  
Vanessa Joseph, Esq.  
CRA Secretary

Approved as to form and legal sufficiency:

  
By: \_\_\_\_\_  
Taylor Duma, LLP  
CRA Attorney