

2026 AMENDMENT TO EMPLOYMENT AGREEMENT BETWEEN CITY OF HAMPTON AND MARY B. BUNTING

This 2026 Amendment to Employment Agreement is made this 12th day of August, 2026 (“the “2026 Amendment”), by and between the CITY OF HAMPTON, a municipal corporation (the “City”), and MARY B. BUNTING (“Bunting”).

The City and Bunting entered into an Employment Agreement dated January 1, 2010 (“Original Agreement”), which set forth the duties and obligations of the parties governing Bunting's employment as City Manager. The initial term of Bunting’s employment was January 1, 2010 through December 31, 2012.

The City and Bunting entered into an Amendment to Employment Agreement, dated June 13, 2012 (the “2012 Amendment”), to extend the term of Bunting’s employment to June 30, 2015.

The City and Bunting entered into a second Amendment to Employment Agreement, dated February 14, 2013 (the “2013 Amendment”), to modify the Employment Agreement, Section 3, Termination and Severance Pay, Part A.2, For Cause, as set forth in the 2013 Amendment.

The City and Bunting entered into a third Amendment to Employment Agreement, dated October 17, 2014 (the “2014 Amendment”), to extend the term of Bunting’s employment until June 30, 2018.

The City and Bunting entered into a fourth Amendment to Employment Agreement, dated May 10, 2017 (the “2017 Amendment”), to extend the term of Bunting’s employment until June 30, 2021.

The City and Bunting entered into a fifth Amendment to Employment Agreement, dated June 8, 2020 (the “2020 Amendment”), to extend the term of Bunting's employment until June 30, 2024.

The City and Bunting entered into a sixth Amendment to Employment Agreement, dated July 12, 2023 (the “2023 Amendment”), to extend the term of Bunting's employment until June 30, 2027; and to provide for the City to contribute \$25,500.00 annually to a deferred compensation account on Bunting’s behalf, such contribution to be made at the same intervals as her base salary.

Collectively, the Original Agreement as amended by the 2012, 2013, 2014, 2017, 2020 and 2023 Amendments is referred to as the “Employment Agreement”.

NOW, THEREFORE, the City and Bunting hereby further amend the Employment Agreement solely to extend the term of Bunting’s employment for an additional three-year term from July 1, 2027 until June 30, 2030.

Except as provided in this 2026 Amendment, all terms, covenants, provisions and agreements set forth in the Employment Agreement shall remain in full force and effect.

WITNESS the following duly authorized signature:

CITY OF HAMPTON, VIRGINIA

On behalf of City Council as authorized on August 12, 2026.

James A. Gray, Jr., Mayor

Date

Mary B. Bunting

Date