

**AMENDMENT NO. 2**

**EMPLOYMENT AGREEMENT**  
**NATIVIDAD MEDICAL CENTER CHIEF FINANCIAL OFFICER**

The parties to the **AGREEMENT OF EMPLOYMENT** ("Agreement") which commenced on February 11, 2011 by and between the COUNTY OF MONTEREY ("EMPLOYER"), on behalf of Natividad Medical Center ("Hospital") and Daniel Leon ("EMPLOYEE") mutually agree that the Agreement shall be amended as set forth below, effective May 18, 2013.

1. **Compensation.** Paragraph 3 "Letters," (D) "Annual Salary" of the Agreement shall be amended as follows:
  1. Annual Salary: \$263,948.00 per year, without annual adjustment other than the Contractual Bonus.
  2. Contractual Bonus not exceeding 30% of base annual salary per year, based on Section IV (B) of Exhibit A and participation in Performance Incentive Compensation Plan, as defined in Exhibit C.
2. **Information; Terms and Conditions.** The parties mutually agree that all other information contained in the Agreement remains correct and current, and that all other Terms and Conditions of the Agreement remain in full force and effect.

**IN WITNESS WHEREOF**, the parties hereto have executed this Agreement on the day and year executed by both parties.

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

**EMPLOYER:**

By \_\_\_\_\_  
Harry Weis, Chief Executive Officer  
NATIVIDAD MEDICAL CENTER

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

**EMPLOYEE:**

By \_\_\_\_\_  
Daniel Leon

**APPROVED AS TO LEGAL FORM:**  
CHARLES J. McKEE, County Counsel

\_\_\_\_\_  
Stacy Saetta, Deputy County Counsel

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

**APPROVED AS TO FISCAL PROVISIONS:**

\_\_\_\_\_  
Gary Giboney, Auditor/Controller

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