

Presented and Adopted: June 5, 2026

Subject: Authorization to Separate David L. Gadis, CEO & General Manager and Enter Into a Separation Agreement and Engage Executive Search Firm to Recruit New CEO and General Manager

#26-38
RESOLUTION OF THE
BOARD OF DIRECTORS OF THE
DISTRICT OF COLUMBIA WATER AND SEWER AUTHORITY

The Board of Directors (“Board”) of the District of Columbia Water and Sewer Authority, (“DC Water”) at its special meeting held on June 5, 2026, upon consideration of a joint-use matter, decided by a vote of eight (8) in favor¹ and three (3) abstained², to authorize the Board Chair “Board Chair”, Dr. Morris-Hughes, to separate David L. Gadis “Gadis”, CEO & General Manager, and enter into a Separation Agreement on behalf of the Board.

BE IT RESOLVED THAT:

The Board hereby authorizes the Board Chair to separate Gadis, and with the assistance of counsel, enter into a separation agreement with Gadis that is materially consistent with the terms and conditions in the draft terms sheet reviewed by the Board on June 5, 2026.

All financial, operational and personnel decisions made by Gadis within the last 30 days shall be held in abeyance and shall, nunc pro tunc, reviewed by the Board.

BE IT FURTHER RESOLVED THAT:

The Board authorizes the Board Chair to engage an executive search firm to perform executive search services in conjunction with recruiting a CEO & General Manager for DC Water.

This resolution is effective immediately.

Debra Mathis

Acting Secretary to the Board of Directors

¹ Board Members In Favor: Dr. Unique Morris-Hughes, Rachna Bhatt, Anthony Giancola, Christopher Herrington, Richard Jackson, Fariba Kassiri, Jennifer Macedonia, and Jed Ross

² Board Members Abstaining: Howard Gibbs, Dr. Samuel Moki, and Kevin Stephen