EMPLOYMENT AGREEMENT WITH IFTIKHAR AHMAD

October 13, 2026 to October 12, 2029

This AGREEMENT is entered into this 12th day of November, 2026, with an effective date of October 13, 2026, by and between the RHODE ISLAND AIRPORT CORPORATION, a governmental agency and public instrumentality of the State of Rhode Island ("RIAC"), and Iftikhar Ahmad ("Employee").

RIAC wishes to employ Employee as President and CEO, and Employee wishes to be employed by RIAC as President and CEO, on the terms and conditions herein set forth.

1. TERM OF EMPLOYMENT.

Employee's term of employment under this Agreement shall begin on October 13, 2026, and shall conclude on October 12, 2029, unless terminated sooner pursuant to Section 13. Thereafter, Employee's term of employment may be renewed for successive three-year periods, commencing October 13, 2029, and every three years thereafter, upon at least one hundred and eighty (180) days' advance notice by RIAC to Employee of its intention to renew this Agreement at the end of the initial term, or any extended three-year term (as applicable, the "Term").

2. EMPLOYMENT AND DUTIES.

Employee will serve RIAC as the President and CEO ("CEO"), reporting to RIAC's Board of Directors. As CEO, Employee will have full responsibility for every aspect of RIAC's operation and maintenance, including its operation of Rhode Island's system of airports and the direct supervisory responsibility for all management personnel. Employee will devote his full business time to performance of these employment duties on behalf of RIAC and will use his best efforts to promote the interests of RIAC. Employee will be responsible for performing such specific executive duties and responsibilities as may be assigned to him by the RIAC Board of Directors. Employee will also serve as Rhode Island's Director of Aviation. The RIAC Board of Directors also recognizes and supports Employee's active participation in the American Association of Airport Executives (AAAE) and the Airport Council International (ACI). The RIAC Board of Directors recognizes the value of the relationships made from this active participation and supports the travel expense and time away from the office to retain a high profile nationally and internationally, provided that such time away from the office does not adversely impact Employee's ability to fulfill his obligations and responsibilities to RIAC and its Board of Directors under this agreement, and provided further, that any unbudgeted travel expenses be approved in advance by the Chair or Vice Chair of the Board of Directors, or their designee. The RIAC Board of Directors strongly encourages the President and CEO's participation in Routes Conferences such as Routes Americas, Routes Europe, and Routes World.

3. COMPENSATION.

(a) Base Salary. As basic salary for all services to be rendered by Employee hereunder, RIAC will pay Employee an annual base salary at the rate of $687,760.24. Subsequent salary increases will be based on the Employee's annual performance review at the Board's discretion. Base salary shall be payable in equal installments in accordance with RIAC's customary payroll procedures. Base salary for any renewal terms of this Agreement shall be negotiated at least 90 days prior to the expiration of the then existing Term. Additionally, Employee shall be entitled to the scheduled wage increases of the other RIAC employees as negotiated with the Union. **(b) Benefits.** Employee will be entitled to 28 vacation days each year at times consistent with the needs of RIAC for his services. Employee shall notify the RIAC Board Chair and RIAC's VP HR when he plans to take vacation. Employee may request from the RIAC Board Chair to cash out up to two (2) weeks of unused vacation time annually. Any unused vacation accruals shall carry over into the succeeding year without limit. In the case of a cash out under this paragraph or separation from employment, all accrued vacation time shall be paid out at Employee's hourly rate at the time of separation,

calculated as Employee's annual base salary then in effect plus $212,585, divided by 2,080 (the "Payout Rate"). This Section 3(b) shall supersede any inconsistent provision of the vacation and sick leave policies for management employees for Employee.

Employee is also eligible for sick leave, medical, disability, and life insurance (the lesser of twice Employee's salary or the maximum policy limit ($400,000) of the then in force life insurance policy), Section 414(h) retirement plan (up to IRS limitations) and other similar fringe benefits offered generally to full-time management employees, as in effect from time to time, and also continuing education expenses in such amount as shall be approved in advance by the RIAC Board of Directors. Employee is entitled to eight (8) personal days which must be discharged in the calendar year allocated. RIAC will also provide Employee with an appropriate motor vehicle for his unlimited use, and shall pay for all necessary and related operating and maintenance expenses. The Employee shall be entitled to 192.4 hours of sick leave annually which shall carryover into the succeeding year without limit. In case of separation from employment, all accrued sick time shall be paid out at the Payout Rate.

Employee's substantive rights and the rights of Employee's Eligible Spouse and other Eligible Beneficiaries under the Rhode Island Airport Corporation Executive-Level Retiree-Only Health Reimbursement Arrangement (the "Executive HRA") is a substantial inducement for Employee and shall be determined under the vesting rules of the Executive HRA plan documents. This Agreement shall neither create nor enlarge any benefit under the Executive HRA itself, and shall not limit, supersede, merge, or replace any right or protection established under those governing documents; provided, however, that nothing in this sentence or paragraph shall limit or affect RIAC's separate and independent contractual obligations and remedies under the Executive HRA plan documents.

RIAC has set up an executive compensation plan to capture any employer match on the 414(h) plan that is limited by IRS guidelines. Any missed employer match dollars shall be placed in the pre-tax executive compensation plan. Should such a plan not be feasible, RIAC shall add the amount to base pay.

Retention Compensation. In recognition of the transformation of RIAC under Employee's leadership, as acknowledged in the Board's resolution of September 16, 2025, and to retain Employee through completion of the final phase of the Terminal Transformation Initiative listed in Attachment B, in addition to the other compensation provided herein, RIAC shall provide Employee with retention compensation payments in a manner intended to be exempt from the deferred compensation requirements of Section 409A and 457(f) of the Internal Revenue Code ("Code"), pursuant to the "short-term deferral" exemptions under Treas. Reg. §1.409A-1(b)(4) and Prop. Treas. Reg. §1.457(f)-12(d)(2). Employee shall be eligible for a total Retention Compensation Benefit equal to $3,278,754.42, which shall vest and become payable to Employee in six equal semiannual installments as outlined herein. Except as otherwise provided below, one-sixth of the total Retention Compensation Benefit (i.e., $546,459.07) shall become vested on each of the following dates, provided that Employee remains in employment with, and provides substantial services to, RIAC through each respective date: April 12, 2027; October 12, 2027; April 12, 2028; October 12, 2028; April 12, 2029; and October 12, 2029 ("Applicable Vesting Date"). However, the installments that would otherwise become vested and payable as of April 12, 2029 and October 12, 2029 shall become vested on the Completion Date, if earlier, provided that Employee remains in employment with, and provides substantial services to, RIAC through the Completion Date. For this purpose, the Completion Date shall be the date on which RIAC's project manager issues the last of the substantial completion notices, under the applicable construction contract documents, for the projects listed in Attachment B, but in no event earlier than January 1, 2029. Notwithstanding the foregoing generally applicable vesting dates, Employee shall become vested in any unvested installments on the earliest occurrence of any of the following events: (i) death, (ii) termination of employment by reason of Disability (as defined in Section 13(b)(1)), (iii) involuntary discharge from employment by RIAC without Cause (within the meaning of Section 13(b)(2), or (iv) Employee's employment ends for Good Reason (within the meaning of Section 13(b)(3) ("Accelerated Vesting Date") If Employee terminates employment with RIAC prior to the Applicable Vesting Date for any other reason, the remaining amounts not yet vested shall be forfeited. Vested installments are nonforfeitable and shall be paid on their Applicable Vesting Dates, notwithstanding Section 13 or any later termination of employment. Any amount that becomes vested as of

an Accelerated Vesting Date shall be paid to Employee (or to Employee's estate in the event of death) within 90 days of the Accelerated Vesting Date.

The Retention Compensation Benefit is not the result of any election by Employee to defer compensation. Each payment provided for under this Section shall be paid as of the applicable date specified above, but in no event later than March 15 of the calendar year following the calendar year in which the Applicable Vesting Date or Accelerated Vesting Date occurs, and is intended to be a short-term deferral under Treas. Reg. §1.409A-1(b)(4) and Prop. Treas. Reg. §1.457-12(d)(2). Notwithstanding the foregoing, if any installment becomes taxable in a year prior to the year of payment, RIAC shall pay the amount needed for those taxes at that time, as permitted by Treas. Reg. §1.409A-3(j)(4)(iv) and (vi), and reduce that installment accordingly.

RIAC will provide Employee an annual lump sum payment of $212,585, with the intention, although not the requirement, of funding an annuity to support Employee after retirement. RIAC shall make the payments within 30 days of October 12, 2026, October 12, 2027, October 12, 2028, and October 12, 2029.
Notwithstanding the foregoing, the payment under this provision is a gross payment and Employee shall remain responsible for all taxes associated with this lump sum payment. RIAC will abide by any reasonable instructions from Employee to remit payment to a third party for purposes of funding an annuity, or, in the event Employee determines that an annuity is not in his best interest for any reason, RIAC will abide by any reasonable instructions from Employee to remit such payment in such other reasonable manner. Each subsequent annual payment shall accrue daily during the preceding twelve-month period. If Employee's employment ends before a scheduled payment date, RIAC shall pay the accrued prorated amount within thirty (30) days after separation, based on the number of calendar days elapsed in that accrual period.

(c) Expenses. RIAC will reimburse Employee for customary and reasonable business expenses incurred by him in the performance of his duties hereunder, based upon submission of appropriate receipts and substantiating documentation, and in accordance with RIAC's policies as in effect from time to time.

(d) Pay for Performance Plan. Subject to Board review and approval, Employee will be eligible for the incentive/pay for performance with a maximum payout of 20% of base salary. The actual amount of the payment will be determined by the Board of Directors on the basis of performance relative to agreed-upon annual objectives.

4. CONFIDENTIAL INFORMATION

(a) Position of Trust. Employee recognizes that his position with RIAC requires considerable responsibility and trust, and, in reliance on his loyalty, RIAC has entrusted him with highly sensitive, confidential, restricted and proprietary information. Employee acknowledges and agrees that he will derive significant value from such information, which will enable him to optimize the performance of his duties for RIAC.

(b) Information Defined. For purposes of this Agreement, "information" means materials, data, or information in any form, whether written, oral, digital, or otherwise, provided by or obtained from RIAC, its agents or its contractors in connection with RIAC's business or anticipated business. Technical or business information of a third person furnished or disclosed to me under this Agreement shall constitute information of RIAC unless otherwise specifically indicated in writing.

(c) Confidential Information Defined. For purposes of this Agreement, "Confidential Information" means information that RIAC has obtained through a significant investment of resources in connection with its actual or anticipated business, including but not limited to copyrighted or patentable subject matter, research, development, innovations, inventions, designs, technology, techniques, "know how," improvements, trade secrets, business affairs and finances, customers, employees, operations, facilities, consumer markets, products, capacities, systems, procedures, security practices, data formats, and business methodologies. Employee acknowledges and

agrees that Confidential Information does not include information which has become publicly known and generally available through no wrongful act or omission of his or of others. Employee also acknowledges and agrees that Confidential Information does not include his use of his own compensation and benefits information.

5. NON-DISCLOSURE.

(a) **Maintain Confidentiality.** Employee shall use best efforts to hold in strictest confidence, protect and safeguard the Confidential Information of RIAC.

(b) **No Unauthorized Use.** Without RIAC's prior written consent, Employee shall not use RIAC's Confidential Information directly or indirectly for any purpose whatsoever, except for the benefit of RIAC and in connection with the performance of his duties for RIAC.

(c) **Non-Disclosure.** Without RIAC's prior written approval, Employee shall not disclose, sell, assign, transfer, share, lease or make available RIAC's Confidential Information to any third party.

(d) **Former Employer Information.** Employee shall not, during his employment with RIAC, improperly use or disclose any proprietary information or trade secrets of any former employer, concurrent employer or other person or entity with which he has an agreement or duty to keep in confidence, if any, and he shall not bring onto the premises of RIAC any unpublished document or proprietary information belonging to any such employer, person or entity unless consented to in writing by such employer, person or entity.

(e) **Court or Agency Order.** If Employee receives a subpoena, court order or agency order requesting disclosure of RIAC's Confidential Information, he agrees that (i) before making such disclosure, he will immediately notify RIAC of the subpoena or order, to allow RIAC an opportunity to object to the disclosure, obtain a protective order or seek other appropriate relief;(ii) he shall provide such cooperation and assistance, at RIAC's expense, as RIAC may reasonably request in any efforts to obtain relief from the subpoena or order; and (iii) he shall take all appropriate steps to limit the amount and scope of Confidential Information disclosed and to protect its confidentiality.

(f) **Third Party Information.** Employee recognizes that RIAC has received and will receive from third parties their confidential or proprietary information subject to a duty on RIAC's part to maintain the confidentiality of such information and to use it only for certain limited purposes. Employee agrees to hold all such confidential or proprietary information in the strictest confidence and not to disclose it to any person, firm or corporation or to use it except as necessary in carrying out his work for RIAC consistent with RIAC's agreement with such third party.

(g) **Exceptions to Confidentiality Obligations.** The obligations of this Agreement shall not apply to Confidential Information which (i) is or becomes publicly available through no wrongful act or omission of Employee's or others; (ii) Employee knew before RIAC disclosed it to him, and which is not subject to a pre-existing confidentiality obligation as evidenced by his written records, maintained in the ordinary course and existing before his RIAC employment; or (ii) he rightfully received from a third party free of any obligation of confidentiality.

6. OBLIGATIONS TO OTHER EMPLOYERS.

Employee has disclosed any and all contractual obligations he may still owe his former or concurrent employers, including but not limited to non-disclosure, non-competition and non- solicitation agreements, as listed in Attachment A.

7. NON-SOLICITATION.

Employee shall not, without RIAC's prior written consent, directly or indirectly (i) hire RIAC employees; (ii) contact, recruit, induce or solicit, or attempt to contact, recruit, induce or solicit, any employee, consultant, independent contractor, or agent of RIAC with the intention of encouraging such party to terminate his or her employment, engagement, agency or other relationship, as applicable, with RIAC; or (iv) contact or otherwise solicit any airlines, customers, prospects, or suppliers of RIAC with the willful intention and purpose of encouraging such party to terminate or significantly reduce the volume of its business with RIAC. This provision shall apply during his employment with RIAC and for a period of 24 months thereafter.

8. ENFORCEMENT OF NON-SOLICITATION PROVISIONS.

(a) Purpose of Restrictions. Employee understands that the non-solicitation obligations in this Agreement are not meant to prevent him from earning a living or pursuing his career. Their purpose is to prevent any airlines, customers, prospects, or suppliers of RIAC from gaining any unfair advantage from his knowledge of Confidential Information or his use of RIAC's goodwill.

Employee further acknowledges and agrees that the time, geographic, and scope limitations of his obligations are reasonable and necessary to protect RIAC's Confidential Information and goodwill, and that based on his education, training and background, he will not be precluded from gainful employment and will be able to maintain an adequate standard of living if he complies with those obligations during the period described above. If Employee becomes unemployed subsequent to the effective date of this Agreement, he will diligently pursue other employment opportunities that are consistent with his obligations under this Agreement and with his general skills and interests.

(b) Scope of Restrictions. The non-solicitation covenants contained in this Agreement shall be construed as a series of separate covenants. If, in any judicial proceeding, a court refuses to enforce any of the separate covenants (or any part thereof), then the unenforceable covenant (or part) shall be eliminated or "blue penciled" from this Agreement to the extent necessary to permit the remaining covenants (or portions thereof) to be enforced. If any provisions of the non- solicitation restrictions are deemed to exceed the time or scope limitations permitted by applicable law, then such provisions shall be reformed to the maximum time or scope limitations permissible. RIAC expressly reserves the right to limit the scope of these covenants unilaterally to ensure enforcement.

(c) Extended Duration for Violations. Employee agrees that the duration of his non-solicitation obligations hereunder shall be extended by the period of time in which he is in breach of those obligations.

(d) Extended Duration During Lawsuit. Employee further agrees that the duration of his non-solicitation obligations hereunder shall be extended and their expirations tolled upon the filing of any lawsuit challenging the validity or enforceability of the Agreement until the lawsuit is finally resolved and all rights of appeal have expired.

9. NOTICE TO RECRUITERS AND NEW EMPLOYER.

Employee shall provide a copy of this Agreement to all recruiters, employment agencies, employment consultants, and/or prospective employers when he first seeks employment with or through them. Employee understands that by making any new employer aware of the provisions of this Agreement, the new employer may take such action as necessary or appropriate to avoid his breaching the provisions of this Agreement and to indemnify him in the event of a breach.

10. RETURN OF PROPERTY.

Upon the termination of Employee's employment with RIAC, or upon request by RIAC at any earlier time,

Employee shall return all property belonging to RIAC, including but not limited to any and all keys, identification and access cards, vehicles, office equipment, computers, copiers, fax machines, telephones, computer programs, data, documentation, memoranda, notes, records, manuals, or other items or documents (including all copies thereof) pertaining to RIAC's business or Employee's employment. If Employee has in his possession, custody or control any materials containing Confidential Information, Employee shall within three (3) days of the termination of Employee's employment with RIAC, either (i) return all such materials to RIAC, or (ii) provide to RIAC a certification attesting that he has destroyed all copies of such Confidential Information.

11. TERMINATION OF ACCESS.

Upon the termination of his employment with RIAC, or upon request by RIAC at any earlier time, Employee shall not access or attempt to access RIAC's internal or restricted premises, records, files, databases, networks, websites or communications, including email and voicemail, except as permitted by applicable laws.

12. INJUNCTIVE RELIEF AND OTHER REMEDIES.

(a) Injunctions. Employee acknowledges and agrees that (i) any breach or threatened breach of this Agreement would cause irreparable harm to RIAC, and (ii) monetary damages alone would not be an adequate remedy because they would be difficult or impossible to measure in a timely manner. Therefore, Employee further acknowledges and agrees that in the case of any breach or threatened breach of this Agreement RIAC shall be entitled to injunctive relief in addition to any other available rights and remedies.

(b) Discipline. If Employee breaches the terms of this Agreement while he is still employed by RIAC, he understands that RIAC may take disciplinary actions against him, up to and including the termination of his employment.

(c) Attorneys' Fees. If Employee is found to have breached this Agreement, RIAC will be entitled to collect from him its damages, plus the costs and reasonable attorneys' fees RIAC incurred in seeking to enforce this Agreement. If RIAC is found to have breached this Agreement, Employee will be entitled to collect from RIAC his damages, plus the costs and reasonable attorneys' fees Employee incurred in seeking to enforce this Agreement.

13. TERMINATION.

(a) Events of Termination. This Agreement, Employee's employment, and all salary and fringe benefits will terminate:

(1) In the event of Employee's death or Disability. Termination under this section shall not affect Employee's rights, or those of his beneficiaries, under any relevant benefit program such as life insurance or disability.

(2) In the event of Employee's resignation. Employee agrees to provide a minimum of thirty (30) days' notice;

(3) Upon written notice to Employee for "Cause";

(4) Upon written notice to Employee without cause at any time during the Term. In the event that RIAC terminates this Agreement without cause, RIAC will, upon Employee's execution of an agreement releasing all claims against RIAC (excluding those items owed under this Agreement as outlined below), as severance pay, continue to pay Employee's then basic salary, in equal installments as defined in Section 3(a) above, for an additional twelve (12) months or until the Employee finds other employment, whichever is sooner. RIAC will also pay 100% of family health benefits for an equal period. In addition, RIAC shall pay, lump sum, within thirty (30) days of the termination, the value of all unused vacation, sick leave and personal leave (each in

accordance with this Agreement at the Payout Rate, regardless of any RIAC policy to the contrary.) However, in the event that a court of competent jurisdiction finds that the Employee violated Sections 5 or 6 of this Agreement subsequent to his departure, he will forfeit the benefits set forth in this Section and will repay any amount received pursuant to this Section. Any release required under this Section, or otherwise requested or executed in connection with Employee's separation from RIAC, shall expressly exclude and shall not waive, release, diminish, offset, extinguish, delay, or otherwise affect any compensation, payment, right, or benefit that has accrued, vested, become earned and nonforfeitable, or by its terms survives the expiration or termination of this Agreement or by virtue of Employee's employment, including all rights and remedies necessary to enforce the foregoing excluded obligations.

(b) Definitions. As used in this Section 13:

(1) "Disability" shall mean the physical or mental incapacity of Employee that has prevented him from performing substantially all of his duties hereunder for a period of at least one hundred and twenty (120) days or until Employee begins receiving payments under RIAC's long-term disability plan, whichever occurs first;

(2) "Cause" shall mean Cause for termination, as determined by the RIAC Board in its reasonable and good - faith judgment, and shall consist of the following instances:

Employee's committing:

a) an act of malfeasance,
b) a material breach of this Agreement which does not amount to Good Reason,
c) willful failure of Employee to perform Employee's duties hereunder,
d) conviction or plea of nolo contendere in a court of law of any felony or any misdemeanor involving dishonesty, breach of trust, misappropriation, or illegal narcotics;
b) an act of fraud or dishonesty or acts in any manner which is likely to bring the Employee or RIAC into disrepute or is materially adverse to the interests of RIAC.

Before terminating Employee's employment for Cause, RIAC shall give Employee written notice of the factual basis and an opportunity, within fifteen (15) days, to be heard by the Board with the right to bring Employee counsel. With respect to willful failure to perform his duties, Employee shall receive written notice of such failure and will have thirty (30) days in which to correct such failure. With respect to the other instances, RIAC may terminate the Employee's employment after making a Cause determination and with no liability to make any further payment to Employee under this Agreement other than for compensation, rights, and benefits that expressly survive termination under this Agreement or another applicable governing document, including any benefit vested under the Executive HRA.

3. "Good Reason" means any condition described in Treas. Reg. §1.409A-1(n)(2)(ii) and Prop. Treas. Reg. §1.457(f)-11(d)(2)(ii)(C), as in effect on the effective date of this Agreement, occurring without Employee's written consent, provided Employee gives RIAC written notice within ninety (90) days after the condition first arises, RIAC fails to cure it within thirty (30) days, and Employee resigns within sixty (60) days after the cure period ends.

14. <u>GENERAL</u> <u>PROVISIONS;</u>

a) **Amendments and Modifications.** No amendment to or modification of this Agreement will be effective unless in writing signed by the party to be charged.

b) **Changes in Employment.** Employee acknowledges and agrees that this Agreement shall be binding upon

him regardless of whether (i) his employment continues for any length of time hereafter, (ii) there are any subsequent changes in his duties, salary or compensation, or (iii) his employment is terminated by RIAC or him or both, for any reason or no reason at all.

c) **Common Law Obligations Remain.** This Agreement shall not supersede, replace or diminish Employee's common law obligations to RIAC as Employee's current or former employer. Those common law obligations continue with the same force and effect during and after Employee's employment with RIAC, regardless of the reason for termination, and are in addition to the obligations set forth in this Agreement.

d) **Arbitration.** Any dispute arising out of, under, or in any way relating to this Agreement shall be resolved by binding arbitration before a single arbitrator mutually agreed upon by the parties. If the parties cannot agree within thirty (30) days, the arbitrator shall be appointed by the American Arbitration Association under its Employment Arbitration Rules. RIAC shall pay the arbitrator's fees and the administrative costs of the arbitration. Attorneys' fees and costs shall be awarded as provided in Section 12(c) or as required by applicable law. The award shall be final and binding upon the parties, and judgment upon the award may be entered and enforced in any Rhode Island court of competent jurisdiction. A dispute concerning the existence, eligibility, amount, timing, administration, or effect of another document upon an underlying Vested Benefit of the Executive HRA Plan shall be resolved in the first instance under Q-8 of the Applicable Plan Version.

e) **Forum.** Any court proceeding permitted under the Arbitration or Executive HRA provisions of this Agreement—including a proceeding for temporary injunctive relief, to compel arbitration, or to confirm, vacate, modify, correct, or enforce an arbitration award—shall be brought exclusively in a federal or state court located in Rhode Island. Each party submits to the jurisdiction of those courts.

f) **Waiver.** The failure of a party to insist upon strict adherence to any term of this Agreement on any occasion shall not be considered a waiver or deprive the party of the right thereafter to insist upon strict adherence to the term or any other term of this Agreement. All waivers must be in writing, signed by the waiving party.

g) **Integration.** This Agreement supersedes any prior understandings, negotiations or agreements between the parties (written or oral), is intended as a complete and exclusive statement of the terms of the agreement between the parties with respect to the transactions contemplated hereby and can only be changed by a written instrument executed by the party against whom enforcement is sought. Notwithstanding the foregoing, this Section shall not supersede, merge, replace, amend, or limit the right available under any benefit plan, including the Executive HRA.

h) **Governing Law.** This Agreement and all disputes hereunder shall be interpreted in accordance with and governed by the substantive laws of the state of Rhode Island applicable to contracts made and to be performed in Rhode Island.

i) **Successors and Assigns.** The terms and conditions of this Agreement shall inure to the benefit of, and be binding upon, RIAC, its successors and assigns, and Employee, his heirs and legal representatives.

(h) Common Law Obligations Remain. This Agreement shall not supersede, replace or diminish Employee's common law obligations to RIAC. Those common law obligations continue with the same force and effect during and after Employee's employment with RIAC, regardless of the reason for termination, and are in addition to the obligations set forth in this Agreement.

j) **Interpretation.** This Agreement shall be construed in accordance with the intent of the parties and not strictly for or against any party.

k) **Survivability.** Employee's covenants and obligations under this Agreement will survive the termination of

employment with RIAC, unless otherwise expressly stated herein. RIAC's obligations with respect to compensation, rights, and benefits that by their terms extend beyond termination — including RIAC's obligations with respect to the Executive HRA — shall likewise survive the expiration, nonrenewal, or termination of this Agreement and of Employee's employment.

l) **Severability.** Any term or provision of this Agreement that is held to be invalid or unenforceable in any jurisdiction shall, as to that jurisdiction, be ineffective to the extent of that invalidity or unenforceability without rendering invalid or unenforceable the remaining terms and provisions of this Agreement or affecting the validity or enforceability of any of the terms or provisions of this Agreement in any other jurisdiction.

m) **Waiver of Jury Right.** To the extent any proceeding permitted under Section 14(e) is heard in court, it shall be tried by the court without a jury.

n) **Notices.** All notices and other communications required hereunder shall be in writing and shall be deemed given when personally delivered or when mailed by certified mail, return receipt requested, to a party at the address indicated below (or to such other address as a party may hereafter designate in notice given to the other party in accordance with this Section 14 (n)):

(a) If to **RIAC:**

Rhode Island Airport Corporation
Rhode Island T.F. Green International Airport
2000 Post Road Warwick, Rhode Island 02886
Attention: Chair, Board of Directors

(b) If to **Employee:**

Iftikhar Ahmad
[redacted]

IN WITNESS WHEREOF, the RHODE ISLAND AIRPORT CORPORATION has caused this Agreement to be duly executed by its duly authorized officer, and Iftikhar Ahmad has executed this Agreement, as of the day and year first above written.

RHODE ISLAND AIRPORT CORPORATION:

Chair, Jonathan N. Savage, Esq.
Chair, Board of Directors

EMPLOYEE:

Iftikhar Ahmad

Attachment A

None

Attachment B

RIAC Airport Modernization and Capital Transformation Initiative		
No.	**Project Name**	**Substantial Completion Target Date**
1	Terminal Dining and Food Court Transformation	June 2027
2	Airport Landside Landscape and Gateway Enhancement Program	August 2027
3	Terminal-Wide Flooring Modernization Program	September 2027
4	Gates 7 & 8 Passenger Concourse Transformation	November 2027
5	Airport Parking Capacity Expansion — Lots E & O	December 2027
6	Airport Parking Capacity Expansion — Lot D	September 2028
7	Comprehensive Airport Terminal Modernization and Enhancement Program	June 2028
8	Terminal Interior Landscape and Environmental Enhancement Program	September 2028