Exhibit 10.1  
WILLDAN GROUP, INC.  
THIS EMPLOYMENT AGREEMENT (this “Agreement”) is made and entered into this November 13, 2024 (the “Effective Date”), by and between Willdan Group, Inc., a Delaware corporation (“Company”), and Xxxxxxx X. Xxxxxx (“you”). This Agreement shall govern the employment relationship between you and the Company from and after the Effective Date.  
1.Employment by the Company. You shall serve as the Company’s President and Chief Executive Officer and shall perform such duties as are required by the Company’s Board of Directors (“Board”), to whom you will report. You shall, if requested, also serve as a member of the Board during the term of your employment for no additional compensation. This is an exempt position, and during your employment with the Company, you will devote your best efforts and substantially all of your business time and attention to the business of the Company, except for approved vacation periods and reasonable periods of illness or other incapacities permitted by the Company’s general employment policies. Your principal place of employment shall be your home office in Boca Raton, FL. You acknowledge that you may be required to travel from time to time in the course of performing your duties for the Company.