Exhibit 10.20  
EMPLOYMENT AGREEMENT  
This Employment Agreement, dated as of April 15, 2024 (this “Agreement”), is made and entered into by and between New Era Helium Corp., a Nevada corporation (the “Company”), and E. Xxxx Xxxx XX (the “Executive” and, together with the Company, the “Parties” and, individually, a “Party”). Capitalized terms used herein and not otherwise defined shall have the meanings set forth in Section 11.  
RECITALS  
WHEREAS, subject to the terms and conditions hereinafter set forth, Company wishes to employ Executive as its Chief Executive Officer and Executive wishes to be employed by Company as its Chief Executive Officer.  
NOW, THEREFORE, in consideration of the foregoing premises and the mutual promises, terms, provisions, and conditions set forth in this Agreement, the adequacy and sufficiency of which are hereby acknowledged, the Parties hereto, intending to be legally bound, hereby agree as follows:  
AGREEMENT  
1.  
Employment. Subject to the terms and conditions set forth in this Agreement, Company hereby offers, and Executive hereby accepts employment with Company. This agreement shall become effective upon the closing of the merger of the Company as provided for in the Business Combination Agreement and Plan of Reorganization entered into on January 3, 2024 among the Company, Xxxx XX Acquisition V Co. and Xxxx XX V Merger Sub Corp. (the ).