

AMENDMENT #3

TO THE AGREEMENT BETWEEN THE COUNTY OF TEHAMA AND EXPRESS EMPLOYMENT PROFESSIONALS

This Amendment to Agreement Number 2025-035, dated 7/16/2025, by and between the County of Tehama, through its Tehama County Department of Social Services (County) and Express Services Inc. dba, Express Employment Professionals (Contractor) for the provision of administering a subsidized employment program for eligible CalWORKs participants, shall be amended as follows:

3. COMPENSATION

Shall be replaced in entirety with the following:

- a. As consideration for the services set forth in Section 1, County shall pay Contractor as set forth in this Section. For work satisfactorily performed in accordance with the terms of this Agreement, as reasonably determined by County, Contractor shall accurately invoice County the billed rates for actual participant hours worked, as described in Section 4, for as many individual placements in subsidized employment slots as the budget will allow per fiscal year.
- b. Compensation shall be paid at a maximum of \$667,350.00 for the period of July 1, 2025 to June 30, 2026. Contractor shall not be entitled to payment or reimbursement for any tasks or services performed, nor for any incidental or administrative expenses whatsoever incurred in or incidental to performance hereunder, except as specified herein. Contractor shall have no claim against County for payment of any compensation or reimbursement, of any kind whatsoever, for any service provided by Contractor after the expiration or other termination of this Agreement. Contractor shall not be paid any amount in excess of the Maximum Compensation amount set forth above, and Contractor agrees that County has no obligation, whatsoever, to compensate or reimburse Contractor for any expenses, direct or indirect costs, expenditures, or charges of any nature by Contractor that exceed the Maximum Compensation amount set forth above. Should Contractor receive any such payment it shall immediately notify County and shall immediately repay all such funds to County. Payment by County for services

rendered after expiration/termination of this Agreement shall not constitute a waiver of County's right to recover such payment from Contractor. This provision shall survive the expiration or other termination of this Agreement.

- c. Contractor agrees that the Contract Cost Principles and Procedures, 48 C.F.R., part 31, shall be used to determine the allowability of cost individual items. Contractor further agrees to comply with federal procedures in accordance with 49 C.F.R., part 18, Uniform Administrative Requirements for Grants and Cooperative Agreements to State and Local Governments. Any costs for which payment has been made to Contractor that are determined by subsequent audit to be unallowable under the Contract Cost Principles and Procedures, 48 C.F.R., part 31, or the Uniform Administrative Requirements for Grants and Cooperative Agreements to State and Local Governments, 48 C.F.R., part 18, are subject to repayment by Contractor to County.
- d. Any subcontract entered into as a result of this Agreement, if authorized by County in accordance with Section 8, shall contain all of the provisions of this Section.

Budget, Exhibit D-3, attached hereto and incorporated by reference.

It is mutually agreed that all other terms and conditions of Agreement Number 2025-035 shall remain in full force and effect.

IN WITNESS WHEREOF, County and Contractor have executed this agreement on the day and year set forth below.

Date: 1/23/26

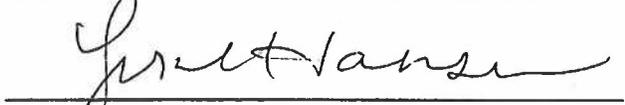
COUNTY OF TEHAMA



Bekkie F. Emery, Director

Date: 1/22/2026

EXPRESS EMPLOYMENT PROFESSIONALS



Lisa Hansen, Franchisee

123262

Vendor Number

5013-53230

Budget Account Number

93.558

Federal Funding CFDA#

Budget Exhibit D-3

Express Employment Professionals
 TCDSS Subsidized Employment Program **2025-26 – Revised 12/31/25**
 Projected participant hours worked, billings

Referrals in	Jan, 2026	Feb, 2026	Mar, 2026	Apr, 2026	May, 2026	June, 2026	Totals
Carryovers from December, 2025:							
	176	176	176	176	176	35	915
	176	176	176				528
	176	176	176	176			704
	176	176					352
	176	176					352
	176	176	176	176			704
	176	176	176	20			548
	176	176	176	176	176	176	1,056
	176	176	176	44			572
	176	176	176	176	176	176	1,056
	176	176	176	176	176	176	1,056
Subtotal - hours for c	1,936	1,936	1,584	1,120	704	563	7,843
New referrals:							
Jan, 2026 1.00 176	176	176	176	176	176	176	1,056
Feb, 2026 1.00 176		176	176	176	176	176	880
Mar, 2026 1.00 176			176	176	176	176	704
Apr, 2026 0.00 0				0	0	0	0
May, 2026 1.00 176					176	176	352
Jun, 2026 1.00 176						176	176
Subtotal - hours for r	176	352	528	528	704	880	3,168
Total hours - ALL	2,112	2,288	2,112	1,648	1,408	1,443	11,011
* Average bill rate	\$31.57						
Total budget	\$66,670.56	\$72,226.44	\$66,670.56	\$52,023.24	\$44,447.04	\$45,551.90	\$347,589.74

Projected pay rates	\$18.30	Budget summary:	
-Administrative bill rate - 1.65 Mark-	\$30.20	-Remaining balance at 12/28/25	\$130,229.29
-Commercial bill rate - 1.80 Mark-up	\$32.94	-Additional budget monies	\$217,350.00
-Average bill rate - Admin vs. Comm	\$31.57	Total budget to 6/30/26	\$347,579.29

NOTE: Above assumptions based on average of 8 hours per day and 22 work days per month (176 hours/month/person).
 Each referral works for 6 month period (or 180 days). It is also projected that 50% of placements will be administrative and 50% will be commercial/industrial, so average bill rate to be used.