

AMENDMENT # 2
TO THE AGREEMENT BETWEEN THE COUNTY OF TEHAMA AND
EXPRESS SERVICES INC., DBA EXPRESS EMPLOYMENT PROFESSIONALS

This Amendment to Agreement Number 2025-035, dated December 02, 2024, by and between the County of Tehama, through its Department of Social Services, ("County") and Express Services, Inc. DBA Express Employment Professionals ("Contractor") for the provision of administering a subsidized employment program, 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 \$349,064.10 for the period of January 1, 2025 to June 30, 2025 and \$450,000.00 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-2, 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.

COUNTY OF TEHAMA

Date: July 16, 2025

Bekkie F. Emery
Bekkie F. Emery, Social Services Director

**EXPRESS EMPLOYMENT
PROFESSIONALS**

Date: 7/15/25

Lisa Hansen
Lisa Hansen, Franchisee

123262
Vendor Number

5013-53230
Budget Account Number

93.558
Federal Funding CFDA #

Budget Exhibit D-2

Express Employment Professionals					2025-26											
YCROSS Subsidized Employment Program																
Projected participant hours worked, billings																
	Referrals	Hours/mo.	July, 2025	Aug, 2025	Sept, 2025	Oct, 2025	Nov, 2025	Dec, 2025	Jan, 2026	Feb, 2026	Mar, 2026	Apr, 2026	May, 2026	June, 2026	Totals	
Carryovers from June, 2025:																
			176	176											352	
			176	176	176										528	
			176	176	176	176									704	
			176	176	176	176									528	
			176	176	176	176	176								704	
			176	176	176										528	
			176	176	176										528	
			176	176	176	176									704	
			176	176	176	176	176	176							880	
			176	176	176	176	176	176							880	
			176	176	176	176	176	176							880	
			176	176	176	176	176	176							880	
Subtotal - hours for carryovers			2,288	2,288	2,112	1,408	880	0	0	0	0	0	0	0	8,976	
New referrals:																
July, 2025	1.00	176	176	176	176	176	176	176							1,056	
Aug, 2025	0.00	0		0	0	0	0	0	0						0	
Sept, 2025	1.00	176			176	176	176	176	176	176					1,056	
Oct, 2025	0.00	0				0	0	0	0	0	0				0	
Nov, 2025	1.00	176				176	176	176	176	176	176	176			1,056	
Dec, 2025	0.00	0					0	0	0	0	0	0	0		0	
Jan, 2026	1.00	176						176	176	176	176	176	176	176	3,056	
Feb, 2026	0.00	0							0	0	0	0	0	0	0	
Mar, 2026	1.00	176								176	176	176	176	176	704	
Apr, 2026	0.00	0									176	176	176	176	704	
May, 2026	1.00	176										176	176	176	352	
Jun, 2026	0.00	0											176	176	352	
Subtotal - hours for new referrals			176	176	352	352	528	528	528	528	528	528	528	528	5,280	
Total hours - ALL			2,464	2,464	2,464	1,760	1,408	528	528	528	528	528	528	528	14,256	
Average bill rate			\$31.57	\$31.57	\$31.57	\$31.57	\$31.57	\$31.57	\$31.57	\$31.57	\$31.57	\$31.57	\$31.57	\$31.57	\$31.57	
Total budget			\$77,782.32	\$77,782.32	\$77,782.32	\$55,558.60	\$64,447.04	\$16,667.64	\$16,667.64	\$16,667.64	\$16,667.64	\$16,667.64	\$16,667.64	\$16,667.64	\$450,026.28	
Projected pay rates				\$18.30												
-Administrative bill rate - 1.65 Mark-up				\$30.20												
-Commercial bill rate - 1.80 Mark-up				\$32.94												
-Average bill rate - Admin vs. Commercial				\$31.57												
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.																