

**FIRST AMENDMENT TO TECHNOLOGY PRODUCTS AGREEMENT BETWEEN
BROWARD COUNTY AND KORN FERRY (US) INC.**

This First Amendment ("Amendment") is entered into between Broward County, a political subdivision of the State of Florida ("County"), and Korn Ferry (US) Inc., a Delaware corporation authorized to transact business in the State of Florida ("Contractor") (each a "Party" and collectively referred to as the "Parties").

RECITALS

A. The Parties entered into the Technology Products Agreement between Broward County and Korn Ferry (US), dated October 8, 2020 (the "Agreement"), whereby Contractor provides to County a human resources solution aimed at improving organizational talent acquisition and management.

B. The Agreement is currently scheduled to expire on October 8, 2025.

C. The Parties now desire to further amend the Agreement to extend the term for three (3) additional years, followed by two (2) additional one-year terms, to increase the applicable not-to-exceed amounts, and to amend various other provisions of the Agreement.

Now, therefore, for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follows:

1. The above Recitals are true and correct and are incorporated herein by reference. All capitalized terms not expressly defined within this Amendment shall retain the meaning ascribed to such terms in the Agreement.

2. Unless otherwise expressly stated herein, amendments to the Agreement made pursuant to this Amendment are indicated herein by use of strikethroughs to indicate deletions and bold/underlining to indicate additions. Except as modified herein, all remaining terms and conditions of the Agreement shall remain in full force and effect.

3. A new Section 3.2.6 is added to the Agreement as follows (bold/underlining omitted):

3.2.6. County Use of Artificial Intelligence. County may input Korn Ferry Materials and derivatives into an AI System (as defined below) provided that the AI System is in a controlled, non-public environment ("Walled Garden") where access is restricted to authorized staff and the AI System is not being trained with Korn Ferry Materials or derivatives. All outputs derived from inputting Korn Ferry Materials or derivatives into such AI System will be subject to the same subscription rights granted in this Agreement. "AI System" means a machine-learning system that is designed to operate with varying levels of autonomy, that may exhibit adaptiveness after deployment, and that, for explicit or implicit objectives, infers, from the input it receives, how to generate outputs such as

predictions, content, recommendations, or decisions that can influence physical or virtual environments.

4. Section 4.2 of the Agreement is amended as follows:

4.2 Extensions. The Agreement shall automatically renew for up to two (2) additional one (1) year terms (~~each as the~~ **"First Extension Term"**) unless a Party provides written notice of non-renewal. **Any notice of non-renewal by a Party must be provide in writing to the other Party at least thirty (30) days prior to the expiration of the then-current annual term. After the First Extension Term, this Agreement shall automatically renew for three (3) additional years (the "Second Extension Term") on the same rates, terms, and conditions stated in the Agreement unless a Party provides written notice of nonrenewal in accordance with this section. After the Second Extension Term, the Agreement shall automatically renew for two (2) additional one (1) year terms (the "Third Extension Term") on the same rates, terms, and conditions stated in the Agreement unless a Party provides written notice of non-renewal in accordance with this section.** The Purchasing Director is authorized to issue a notice of non-renewal for County.

5. Section 5.1 of the Agreement is amended as follows:

5.1 Maximum Amounts. For all goods and services provided under this Agreement, County will pay Contractor up to a maximum amount as follows:

Services/Goods	Term	Not-To-Exceed Amount
Subscription Fees (includes Services set forth in Exhibit A and Support and Maintenance)	Initial Term	\$130,550.00
Subscription Fees (includes Services set forth in Exhibit A and Support and Maintenance)	Each <u>year of the First Extension Term</u>	\$41,850.00
	Total for all <u>First Extension Terms (two years)</u>	\$83,700.00
<u>Subscription Fees (includes Services set forth in Exhibit A and Support and Maintenance)</u>	<u>Second Extension Term (three years)</u>	<u>\$56,500.00 per year</u>
	<u>First year of the Third Extension Term</u>	<u>\$58,000.00</u>
	<u>Second year of the Third Extension Term</u>	<u>\$59,500.00</u>

Services/Goods	Term	Not-To-Exceed Amount
	<u>Total for Second Extension Term and Third Extension Term</u>	<u>\$287,000.00</u>
Optional Services	Duration of Agreement	\$100,000.00 <u>\$250,000.00</u>
TOTAL NOT TO EXCEED		\$314,250.00 <u>\$751,250.00</u>

* * *

6. Exhibit A – Product Description is deleted in its entirety and replaced with the attached Exhibit A – Product Description.

7. Attachment A-1 – Support Services Schedule is deleted in its entirety and replaced with the attached Attachment A-1 – Support Services Schedule.

8. The Agreement is amended to include the attached Attachment A-2 – Assessment Terms. The Assessment Terms apply only if and to the extent County procures assessments from Contractor pursuant to the Optional Services table stated in Exhibit B-1.

9. This Agreement is amended to include Exhibit B-1, attached hereto, solely to set forth the Subscription Fees and Optional Services fees for each year of the Second Extension Term and the Third Extension Term. All references in the Agreement to Exhibit B or the payment schedule shall be deemed to include Exhibit B-1.

10. New Sections 13.27 through 13.29 are added to the Agreement as follows (bold/underlining omitted):

13.27. Verification of Employment Eligibility. Contractor represents that Contractor and each Subcontractor have registered with and use the E-Verify system maintained by the United States Department of Homeland Security to verify the work authorization status of all newly hired employees in compliance with the requirements of Section 448.095, Florida Statutes, and that entry into this Agreement will not violate that statute. If Contractor violates this section, County may immediately terminate this Agreement for cause and Contractor shall be liable for all costs incurred by County due to the termination.

13.28. Prohibited Telecommunications Equipment. Contractor represents and certifies that Contractor and all Subcontractors do not use any equipment, system, or service that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system, as such terms are used in 48 CFR §§ 52.204-24 through 52.204-26. Contractor represents and certifies

that Contractor and all Subcontractors shall not provide or use such covered telecommunications equipment, system, or services for the duration of the Agreement.

13.29. Ownership Disclosure Requirement. By January 1 of each year, Contractor must submit, and cause each of its Subcontractors to submit, an Ownership Disclosure Form (or such other form or information designated by County), available at <https://www.broward.org/econdev/Pages/forms.aspx>, identifying the ownership of the entity and indicating whether the entity is majority-owned by persons fitting specified classifications.

11. Section 7.1.1 of Exhibit F, Service Level Agreement is amended as follows:

7.1.1. **Service Level Commitment:** ~~99.9%~~ **98% Uptime based on User access**

* * *

12. The Agreement is amended to include Exhibit G, Security Requirements, attached hereto and incorporated herein. Contractor, the Products, and the System must meet or exceed all security requirements set forth in Exhibit G at all times for the duration of the Agreement, unless otherwise expressly approved in writing by the County's Chief Information Officer or their designee.

13. Entities of Foreign Concern. The provisions of this section apply only if the Agreement provides access to an individual's personal identifying information. By execution of this Amendment, the undersigned authorized representative of Contractor hereby attests under penalty of perjury as follows: Contractor is not owned by the government of a foreign country of concern, is not organized under the laws of nor has its principal place of business in a foreign country of concern, and the government of a foreign country of concern does not have a controlling interest in the entity; and the undersigned authorized representative of Contractor declares that they have read the foregoing statement and that the facts stated in it are true. Terms used in this section that are not otherwise defined in the Agreement shall have the meanings ascribed to such terms in Section 287.138, Florida Statutes.

14. Anti-Human Trafficking. By execution of this Amendment by an authorized representative of Contractor, Contractor hereby attests under penalty of perjury that Contractor does not use coercion for labor or services, as such terms are defined in Section 787.06, Florida Statutes. Under penalties of perjury, the undersigned authorized representative of Contractor declares that they have read the foregoing statement and that the facts stated in it are true.

15. In the event of any conflict or ambiguity between this Amendment and the Agreement, the Parties agree that this Amendment shall control. The Agreement, as amended herein by this Amendment, incorporates and includes all prior negotiations, correspondence, conversations, agreements, and understandings applicable to the matters contained herein, and the Parties agree that there are no commitments, agreements, or understandings concerning the subject matter hereof that are not contained in the Agreement as amended in this Amendment.

Accordingly, the Parties agree that no deviation from the terms hereof shall be predicated upon any prior representations or agreements, whether oral or written.

16. Preparation of this Amendment has been a joint effort of the Parties and the resulting document shall not, solely as a matter of judicial construction, be construed more severely against one of the Parties than any other.

17. Contractor acknowledges that through the date this Amendment is executed by Contractor, Contractor has no claims or disputes against County with respect to any of the matters covered by the Agreement.

18. The effective date of this Amendment shall be the date of complete execution by the Parties.

19. This Amendment may be executed in multiple originals or in counterparts, whether signed physically or electronically; each of which shall be deemed to be an original, and all of which, taken together, shall constitute one and the same agreement.

IN WITNESS WHEREOF, the Parties hereto have made and executed this Amendment: Broward County through its Board of County Commissioners, signing by and through its Mayor or Vice-Mayor, authorized to execute same by Board action on the ____ day of _____, 20__; and Korn Ferry (US) Inc., signing by and through its duly authorized representative.

COUNTY

ATTEST:

BROWARD COUNTY, by and through
its Board of County Commissioners


By: _____
Broward County Administrator, as
ex officio Clerk of the Broward County
Board of County Commissioners

By: _____
Mayor
____ day of _____, 20__

Approved as to form by
Andrew J. Meyers
Broward County Attorney
115 South Andrews Avenue, Suite 423
Fort Lauderdale, Florida 33301
Telephone: (954) 357-7600

By Sara Cohen
Sara F. Cohen (Date)
Assistant County Attorney

Digitally signed by Sara Cohen
Reason: Approved as to form
Location: Broward County
Attorney's Office
Date: 2025.08.27 07:22:09 -04'00'

By  08/27/25
René D. Harrod (Date)
Chief Deputy County Attorney

SC
Korn Ferry First Amendment
08/19/2025
#1169718.3

**FIRST AMENDMENT TO TECHNOLOGY PRODUCTS AGREEMENT BETWEEN
BROWARD COUNTY AND KORN FERRY (US) INC.**

CONTRACTOR

By: Charles R Knowles
Authorized Signer

Charles Knowles / Associate Client Partner
Print Name and Title

26th day of August, 20 2025

Exhibit A – Product Description

Contractor will provide the following Products and associated Support Services Schedule (see Attachment A-1) to County:

Product Name	Profile Manager with Content Library
Maximum Number of County Employees (includes County contractors with need to access the Hosted System)	10,000
Service Level	Delivery Services
Description of Services	Attachment A-1
Delivery Method	Unique password to each user

No Software to be Licensed under this Agreement.

Contractor will make the Hosted Service available to County within 10 days after the Effective Date of the Agreement and will provide a link for employees only. The Hosted Services were previously accepted by County and therefore are not subject to acceptance testing. County reserves the right to require acceptance testing for any subsequent upgrade, update, or release, or if any new Hosted Services are purchased.

TECHNICAL REQUIREMENTS FOR PARTICIPANT COMPUTERS: PRODUCT SUITE

Desktop Minimum Requirements - Hardware

- **Processor:** *Windows:* 1.4 GHz Intel® Pentium® 4 or higher (or equivalent); *Mac OS:* 1.83 GHz Intel® CoreDuo or higher
- **Network Connection:** An active internet connection is required at all times.

Desktop Minimum Requirements - Software

- **Operating System:** Windows® version 7 or above Mac OS X version 10.10 or above
- **Web Browser (Windows):**
 - Microsoft Internet Explorer 11 (Note: Profile Manager does not support Internet Explorer 11)
 - Microsoft Edge
 - Mozilla Firefox current and previous major version
 - Google Chrome current and previous major version
- **Web Browser (MacOS):**
 - Safari current version and previous major version
 - Mozilla Firefox current and previous major version
 - Google Chrome current and previous major version

NOTE: For all desktop browsers, JavaScript and cookies must be enabled.

Network Requirements

- ***Domains and Hostnames***

Please whitelist the following domains or subdomains:

- *.kornferry.com, *.kornferry.eu, *.kornferry.cn OR (products.kornferry.com, products.kornferry.eu, products.kornferry.cn, kfservices.kornferry.com, kfservices.kornferry.eu, api.kornferry.com, api.kornferry.eu, kfservices.kornferry.cn, api.kornferry.cn)
- *.kfassessment.com OR (kfassessment.com, api.kfassessment.com, www.kfassessment.com, portal.kfassessment.com, admin.kfassessment.com, login.kfassessment.com, candidate.kfassessment.com, cms-api.kfassessment.com)
- *.kfassessment.eu OR (kfassessment.eu, api.kfassessment.eu, www.kfassessment.eu, portal.kfassessment.eu, admin.kfassessment.eu, login.kfassessment.eu, candidate.kfassessment.eu, cms-api.kfassessment.eu)
- *.kfassessment.cn OR (kfassessment.cn, api.kfassessment.cn, www.kfassessment.cn, portal.kfassessment.cn, admin.kfassessment.cn, login.kfassessment.cn, candidate.kfassessment.cn, cms-api.kfassessment.cn)
- *.kfproducts.com OR (assessments.kfproducts.com, assessments-launch.kfproducts.com, assessments-eu.kfproducts.com, assessments-launch-eu.kfproducts.com)
- *.kfproducts.cn OR (assessments-hk.kfproducts.com, assessments-launch-hk.kfproducts.com, assessments.kfproducts.cn, assessments-launch.kfproducts.com, api-hk.kfproducts.com, api.kfproducts.cn)
- *.talentqgroup.com OR (admin.talentqgroup.com, login.talentqgroup.com, candidate.talentqgroup.com)
- j735yqg24g.execute-api.us-east-1.amazonaws.com
- cf72nsgk6b.execute-api.eu-west-1.amazonaws.com
- xwen6roqe2.execute-api.us-east-1.amazonaws.com

- ***Email addresses***

The following email addresses should be whitelisted or added to a 'trusted' list:

- The email address of your account manager
- kfassessment@kornferry.com via amazonses.com

- kfassessment@kornferry.eu via amazonses.com
- activate@kornferry.com

NOTE: All emails delivered via AWS now contain a DKIM signature. Filter whitelisted email to only deliver messages containing a DKIM signature of: d=kornferry.com. This will ensure the email received is from Korn Ferry.

Attachment A-1 – Support Services Schedule

Service Package Details for Korn Ferry Profile Manager (excluding Profile Manager for Work Measurement)

Contractor offers consistent Implementation and Delivery Services.

The following chart shows the current service features for Korn Ferry Profile Manager (excluding Profile Manager for Work Measurement):

Delivery Services Package	
Delivery Services	<ul style="list-style-type: none"> Assigned named Consultant Ongoing County enablement platform training, support on IP and standard support in communication Use case supported by Master class sessions Bi-annual success profiles matching practice session <p>Business Review Meetings to drive adoption</p> <ul style="list-style-type: none"> Access to a 24x7 technical help desk & support materials
Add on Services	
Optional Services (Priced separately based on scope)	<ul style="list-style-type: none"> Change management / support in internal communications Personalized workshop to support the success profile matching Personalized workshop to support competency mapping Configuration Adjustment of success profiles Set up and automated mapping of County jobs (DCT supported) Human Resource Information System (“HRIS”) integration

Attachment A-2 – Assessment Terms

The following terms are applicable to any assessments purchased by County during the term of the Agreement:

1. Assessment Period. The Assessment term will begin on the effective date of the applicable Work Authorization and continue for one (1) year (“Assessment Period”), unless otherwise defined in the Work Authorization. The assessment volume may be increased at any time during the Assessment Period by execution of a subsequent Work Authorization or amendment to the Work Authorization.
2. If at the end of the Assessment Period County has not ordered all the purchased Assessments listed in the Work Authorization, Contractor will invoice for the unused units.
3. Contractor requires at least one individual within the County organization to be fully certified to use the assessment tool that is being ordered.
4. Assessment Expiration. County must use all assessments by the end of the Assessment Period. County will forfeit, and will not receive a refund or credit for any unused assessments remaining at the end of the Assessment Period. Assessments may be utilized by County only; they may not be transferred to any affiliates or any third parties. Once launched, assessments may not be transferred to another individual.
5. DCT and Upload Mapping. If County purchases any setup and support as listed in Appendix 1, below that includes DCT and upload mapping, the following terms and conditions apply:
 - a. County Data. Delivery of some offerings are contingent on timely submission of County Data to Contractor. “County Data” means job title, division, business units, functions, location, representation of salary and benefits, gender, and any other data extracted from County’s HR systems submitted via digital file(s) to Contractor related to incumbents in County’s organization. Submission of County Data will be in accordance with Contractor’s schedule as communicated to County. Despite Contractor’s review, County remains accountable for the accuracy, completeness, and adequacy of its data. Problems, omissions, or errors relating to information quality and/or delays in providing such information may result in a delay in the project delivery date, and/or an increase in fees.
 - b. County represents and warrants that it owns County Data, has the right to provide County Data to Contractor as contemplated under the Agreement, and County’s provision of County Data will not violate any third party’s rights. County Data must not infringe upon the rights of others, must not contain any unlawful content or include any sensitive personal information unless County has the right to provide such information.
 - c. County Data will be treated in accordance with Contractor’s Global Privacy Policy, which is available on Contractor’s website and incorporated into this Agreement by reference. Contractor may archive, manipulate, use, and include County Data in Contractor’s databases and use de-identified data for research, studies, development, benchmarking, statistics, analytics, and to develop, improve, enhance, and provide Contractor’s products and services. Processed data is de-identified, aggregated, and published in databases used to create products and

services. County permits Contractor to include County's name as a participant in products and services.

- d.** Contractor's use of County Data as described herein is not prohibited by any confidentiality provisions of the Agreement, this Agreement, any non-disclosure or other agreement between the Parties.
- 6. Proprietary Markings. County must include the following copyright and proprietary notice on all copies of Korn Ferry Material and, where County has the right to create derivatives, on all derivatives:

Copyright © 20__ Korn Ferry. ALL RIGHTS RESERVED.
- 7. THIS AGREEMENT DOES NOT INCLUDE AN INTELLECTUAL PROPERTY LICENSE TO CONTRACTOR'S INTELLECTUAL PROPERTY INCLUDED IN ASSESSMENTS.

Appendix 1 – Assessment Delivery Services

Service Package Details for Korn Ferry 360, Korn Ferry Assess and Korn Ferry Select

The following chart shows the current Service features of the Implementation Services Package and Delivery Services Package for Korn Ferry 360, Korn Ferry Assess and Korn Ferry Select:

Implementation Services Package	
Implementation Services	<ul style="list-style-type: none"> • Leads Sales to Delivery handover to ensure alignment with County use case. • Lead project kick-off and ongoing regular status calls with project team • Account set-up, Platform Administrator Access and standard logo branding configuration • Connectivity and UAT testing • Provide comms template and guidelines to ensure successful Project Launch • Coordinate all County Onboarding activities such as Orientation Sessions, System Enablement and Assessment Product Certifications courses • Assessment Analytics
Single Sign On Setup (Optional)	<ul style="list-style-type: none"> • If selected by County, and subject to system compatibility, Korn Ferry will configure Single Sign-on (“SSO”) authentication for the Korn Ferry Digital platform. • Korn Ferry will: <ul style="list-style-type: none"> ○ provide preproduction and production environment information to allow County to configure Korn Ferry as a Service Provider (SP); ○ configure SSO in the appropriate preproduction/production environment; and ○ provide implementation support to configure SSO for the County and troubleshoot connectivity issues that may arise during setup. • Implementing this functionality will require County to: <ul style="list-style-type: none"> ○ share a comprehensive list of email domains to be used for SSO authentication; ○ provide necessary metadata in a compatible format to configure SSO; ○ respond to Korn Ferry inquiries within 2 business days.

Implementation Services Package	
	<ul style="list-style-type: none"> Compatibility information can be provided on request and technical details will be provided at project start.
Delivery Services Package	
Delivery Services	<ul style="list-style-type: none"> Named Delivery Consultant On-going support to incorporate changing business needs / system use cases Usage and Adoption Review, County Business Review Meetings Aggregated analysis and insights on ROI realization (Success Metrics) Quarterly new feature release enablement Thought Leadership white papers & webinars Engage and refresh enablement across new and existing users Access to a 24x7 technical help desk & support materials
Add on Services	
Optional Services (Priced separately based on scope)	<ul style="list-style-type: none"> Personalized Branding (standard branding offering covers adding County logo to Web portal and images to reports only) Customized reports (County Competency frameworks and branding) Development of Situational Judgment Tests (KF Select only) 3rd party Applicant Tracking System ("ATS") (KF Select) / Human Resources Information System ("HRIS") integration Customized norms, Custom Model Implementation & address Book set-up along w/annual updates (KF360 only) Consulting-led services (e.g. Competency design, Assessment Center Design, Feedback)

The following chart shows the current Service features of the Implementation Services Package and Self-Sufficient Service Package for Korn Ferry 360, Korn Ferry Assess and Korn Ferry Select:

Implementation Services Package	
Implementation Services	<ul style="list-style-type: none"> • Leads Sales to Delivery handover to ensure alignment with County use case. • Lead project kick-off and ongoing regular status calls with project team • Account set-up, Platform Administrator Access and standard logo branding configuration • Connectivity and UAT testing • Provide comms template and guidelines to ensure successful Project Launch • Coordinate all County Onboarding activities such as Orientation Sessions, System Enablement and Assessment Product Certifications courses • Assessment Analytics
Single Sign On Setup (Optional)	<ul style="list-style-type: none"> • If selected by County, and subject to system compatibility, Korn Ferry will configure Single Sign-on (“SSO”) authentication for the Korn Ferry Digital platform. • Korn Ferry will: <ul style="list-style-type: none"> ○ provide preproduction and production environment information to allow County to configure Korn Ferry as a Service Provider (SP); ○ configure SSO in the appropriate preproduction/production environment; and ○ provide implementation support to configure SSO for the County and troubleshoot connectivity issues that may arise during setup. • Implementing this functionality will require County to: <ul style="list-style-type: none"> ○ share a comprehensive list of email domains to be used for SSO authentication; ○ provide necessary metadata in a compatible format to configure SSO; ○ respond to Korn Ferry inquiries within 2 business days. • Compatibility information can be provided on request and technical details will be provided at project start.
Self Sufficient Delivery Services Package (available only for limited engagements)	

Implementation Services Package	
Delivery Services	<ul style="list-style-type: none"> • Access to Global Support for platform queries and technical issue resolution (24/7) • Access to County Resource Center Portal: • On-demand supporting materials: <ul style="list-style-type: none"> – Technical Guides – User Manuals – Enablement Videos – Product Release Notes – Quarterly County Newsletter – Korn Ferry Institute Research Papers
Add on Services	
Optional Services (Priced separately based on scope)	<ul style="list-style-type: none"> • Personalized Branding (standard branding offering covers adding County logo to Web portal and images to reports only) • Customized reports (County Competency frameworks and branding) • Development of Situational Judgment Tests (KF Select only) • 3rd party Applicant Tracking System (“ATS”) (KF Select) / Human Resources Information System (“HRIS”)_integration • Customized norms, Custom Model Implementation & address Book set-up along w/annual updates (KF360 only) • Consulting-led services (e.g. Competency design, Assessment Center Design, Feedback)

Exhibit B-1
Payment Schedule for Second Extension Term and Third Extension Term

The rates stated below shall be in effect for the Second Extension Term and the Third Extension Term as defined in Section 4.2 of the Agreement. For purposes of this Exhibit B.1, Year 1 shall refer to the first year of the Second Extension Term (i.e., October 9, 2025, through October 8, 2026); Year 2 shall refer to the second year of the Second Extension Term (i.e., October 9, 2026, through October 8, 2027); Year 3 shall refer to the third year of the Second Extension Term (i.e., October 9, 2027, through October 8, 2028); Year 4 shall refer to the first year of the Third Extension Term (i.e., October 9, 2028, through October 8, 2029); and Year 5 shall refer to the second year of the Third Extension Term (i.e., October 9, 2029, through October 8, 2030).

Contractor shall invoice County annually in advance based on the annual fees set forth in the Subscription Fees and Support and Maintenance table below.

Subscription Fees and Support and Maintenance

Term	Annual Fees
Year 1 (October 9, 2025— October 8, 2026)	\$56,500
Year 2 (October 9, 2026— October 8, 2027)	\$56,500
Year 3 (October 9, 2027— October 8, 2028)	\$56,500
Year 4 (October 9, 2028— October 8, 2029)	\$58,000
Year 5 (October 9, 2029—October 8, 2030)	\$59,500

Optional Services (unless otherwise stated in the applicable Work Authorization)

Description	Unit/Term	Invoicing	Fee (US)
Consulting (including Transition and Disentanglement Services) + Training, Certifications, Enablement, Change Management, Competency Modeling, Success Profiles, Performance Management and/or other Consulting or Digital Services.	Hourly	Per applicable Work Authorization	\$720/hour blended rate Contractor assesses an administrative fee equal to twelve percent (12%) of professional fees on consulting services
Development Content Add-On (includes FYI for your improvement Online SCORM files)	Annually	Per applicable Work Authorization	\$47,000/annually, invoiced at the start of term year in which this is selected or if not at the start of the term year, prorated and invoiced upon execution of the Work Authorization.

Description	Unit/Term	Invoicing	Fee (US)
Korn Ferry Assessments One-Time Setup Fee, covers all assessments noted below	One-time fee	Per applicable Work Authorization	\$5,000 one-time set up fee
KF Assess: KFPDS, KFLS	Per Person	Per applicable Work Authorization	\$440 per person from 1-99; or \$350 per person from 100-249
KF Assess: Learning Agility Coaching Report	Per Person	Per applicable Work Authorization	\$220 per person from 1-99; or \$190 per person from 100-249
Multi-rater: KF360, ESCI, Styles and Climate	Per Person	Per applicable Work Authorization	\$320 per person from 1-99; or \$240 per person from 100-249
KF Select: Entry/Graduate	Per Person	Per applicable Work Authorization	\$65 per person from 1-99; or \$54 per person from 100-249
KF Select: Managerial/Professional	Per Person	Per applicable Work Authorization	\$125 per person from 1-99; or \$100 per person from 100-249

Exhibit G

Security Requirements

1. Definitions

1.1. Contractor Platform means the web-based platform on which Contractor provides any SaaS or hosting Services under the Agreement, including any system or other solution that stores, hosts, or transmits County data.

All other capitalized terms not expressly defined within this exhibit shall retain the meaning ascribed to such terms in the Agreement (and if not so defined, then the plain language meaning appropriate to the context in which it is used).

2. SaaS or Hosting Service

SaaS or Hosting Services. To the extent Contractor provides SaaS or web hosting services, all Software, SaaS, and all Hosted Services or other web-based solution provided or made available as part of the Services must comply with Contractor's system development lifecycle policy. For any web-based solution provided or made available as part of the Services that hosts County data, Contractor will ensure that County can authenticate County employee user accounts by username/password and Multi-Factor Authentication or SSO with County Active Directory Federated Services. Any SaaS provider or website hosting County data must account for confidentiality, integrity, and availability to the extent required by County security standards, and Contractor must promptly notify County of any information security breach or unauthorized access or modification of County data. Contractor shall maintain the same standards set forth herein for its data centers and other facilities that store or host County data.