

Agreement Amendment No. 15

This Agreement Amendment No. 15 (the “Amendment”) is made and entered into as of the 1st day of January 2026, by and between the County of Solano, a political subdivision of the State of California, (“County”), and Neumo Group, LLC, formerly known as Avenu Insights & Analytics, LLC (“Provider”). This Amendment modifies the Information Technology Services Agreement dated June 12, 2006, as previously amended, to reflect the Provider’s current legal name, extend its term, and increase the total budget.

Recitals

- A. The County and ACS State and Local Solutions, Inc. entered into an Information Technology Services Agreement dated July 1, 2006 (“Agreement”).
- B. The Agreement has been amended from time to time. Under the Sixth Amendment, dated July 1, 2012, the parties acknowledged that ACS State and Local Solutions, Inc. had changed its name to Xerox State & Local Solutions, Inc.
- C. Under the Tenth Amendment, dated December 31, 2018, the parties acknowledged that Xerox State & Local Solutions, Inc. had become Avenu Insights & Analytics, LLC.
- D. Avenu Insights & Analytics, LLC has since changed its name to Neumo Group, LLC, which is the legal successor-in-interest to Avenu and has assumed all rights and obligations under the Agreement.
- E. The parties now desire to further amend the Agreement to (1) reflect the contractor’s current legal name, and (2) modify certain terms as set forth in this Amendment.

Agreement

1. Contractor Name Update

All references in the Agreement (as previously amended) to Avenu Insights & Analytics, LLC, Avenu, Xerox State & Local Solutions, Inc., or ACS State and Local Solutions, Inc. shall be deemed to refer to Neumo Group, LLC, which the parties acknowledge to be the legal successor-in-interest to the original contracting entity.

This name change does not alter any obligations, responsibilities, performance requirements, or liabilities of the Provider under the Agreement.

2. Term Extension

Section 9.1.4 of the Agreement is deleted in its entirety and replaced with the following:

Notwithstanding the expiration of the last Renewal Term pursuant to Section 9.1.1 and 9.1.2, the Parties agree to extend the term of this Agreement until December 31, 2027 ("Extension Term").

3. Schedule 3 Amendments

- a) Billable rates for Provider will remain as set forth in Amendment 14 for all Provider staff that began service prior to Amendment 13 that did not upgrade to the billable rates during the Amendment 14 contract term. County and Provider will, in good faith, cooperate to determine the requirements of the necessary training and/or certification(s) that are required to elevate these Provider Staff to the Amendment 15 rate.
- b) Provider will move to the Amendment 15 billing rates for all Provider staff that are currently billing on Amendment 14 rates at the start of the Amendment term (as provided in the Billing Rates attached to and incorporated into this Amendment as Appendix A,)

Provider shall notify the County in writing when the required training and/or certification(s) for any personnel have been completed. The County shall, within thirty business days of receiving such written notice, issue a written acknowledgment confirming whether the contractual training/certification requirements have been met. If the County fails to provide written notice as required, the notice will be deemed to be acknowledged. The Amendment 15 billing rates shall begin to apply to the identified personnel on the first day of the next full billing cycle following the earlier of County's written or imputed acknowledgment.

For clarity, any determination by the County regarding training or certification pertains only to Provider's contractual performance requirements and shall not be construed as direction, supervision, or control of Provider personnel. All Provider personnel are and shall remain solely employed, managed, directed, supervised, scheduled, and evaluated by Provider. Nothing in this Amendment or the Agreement shall be interpreted as creating an employment relationship between the County and any Provider personnel.

- c) This Amendment No. 15 represents an increase of \$720,744 to the budget, for a total not-to-exceed value of \$16,550,283 and a two-year extension of the Agreement.
- d) Provider will provide services based on skill-set requirements rather than any pre-determined number of positions within each IT technical domain. Provider retains sole and exclusive authority over all staffing decisions, personnel assignments, supervision, discipline, and other employment-related matters for its personnel. County shall not hire, fire, supervise, direct, or control the manner or means by which Provider personnel perform services; County oversight is limited solely to evaluating whether contract requirements and deliverables are met.

If at any time County determines that any Provider personnel are not providing satisfactory services, County shall promptly notify Provider. Upon such notice, Provider shall, at the

County's request, immediately remove the identified personnel from providing services under this Agreement and provide a suitable replacement as necessary to ensure continued performance under this Agreement.

- e) Applicable confidentiality and data-security laws require encryption and other safeguards to protect certain County data from unauthorized access or disclosure. To ensure compliance with these requirements, County will provide Provider personnel with laptops, peripherals and other equipment necessary to perform services under this Agreement and may choose to provide a County-specific email accounts for use solely in connection with such services. Provider shall reimburse the County for the full cost of all equipment provided. All equipment supplied will be consistent with the standard equipment used by the County and will include the same warranties, service levels, and pricing paid by the County.

The provision of equipment, access to County systems or facilities, or participation in County processes shall not be construed to create an employment relationship between the County and Provider personnel, nor shall it confer any right of supervision, control, or direction by the County over the manner or means by which Provider personnel perform the services.

4. Other Terms and Conditions

All other terms and conditions set forth in the Agreement, as amended to date, are unchanged and remain in full force and effect.

Signatures

County of Solano, a political subdivision of
the State of California

Neumo Group, LLC f/k/a Avenu Insights &
Analytics, LLC

By: Ian M. Goldberg
Title: County Administrator
Date:

Paul Colangelo
Paul Colangelo (Dec 3, 2025 15:56:51 EST)

By: Paul Colangelo
Title: CEO
Date: 12/03/2025

APPROVED AS TO FORM



Carrie Blacklock, County Counsel

Appendix A – Billable Rates

The following are the Billable Rates Effective January 1, 2026

Resource Category	Level 1	Level 2	Level 3
End User Associate	\$89,250	\$94,500	\$105,000
End User Journey	\$105,000	\$115,500	\$126,000
End User Senior	\$126,000	\$136,500	\$147,000
Program Manager/Business Systems Analyst	\$201,400	\$217,300	\$232,776
Project Manager/Business Analyst Journey	\$243,800	\$259,700	\$275,600
Systems Administrator Journey	\$180,200	\$196,100	\$212,000
Systems Administrator Senior	\$222,600	\$238,500	\$254,400
Manager Associate	\$190,800	\$206,700	\$222,600
Senior Manager	\$233,200	\$249,100	\$265,000

The following are the Billable Rates Effective January 1, 2027

Resource Category	Level 1	Level 2	Level 3
End User Associate	\$91,481	\$96,863	\$107,625
End User Journey	\$107,625	\$118,388	\$129,150
End User Senior	\$129,150	\$139,913	\$150,675
Program Manager/Business Systems Analyst	\$206,435	\$222,733	\$238,595
Project Manager/Business Analyst Journey	\$249,895	\$266,193	\$282,490
Systems Administrator Journey	\$184,705	\$201,003	\$217,300
Systems Administrator Senior	\$228,165	\$244,463	\$260,760
Manager Associate	\$195,570	\$211,868	\$228,165
Senior Manager	\$239,030	\$255,328	\$271,625

Budget

FY 25/26 Jan-Jun: \$4,037,646

FY 26/27 Jul-Dec: \$4,037,647

FY 26/27 Jan-Jun: \$4,237,495

FY 27/28 Jul-Dec: \$4,237,495