

**CHANGE ORDER**

Customer Name	Lake County CA (“Customer”)
Workday Entity Name	Workday, Inc. 6110 Stoneridge Mall Road, Pleasanton, CA 94588, United States (“ Workday ”)
SOW Effective Date / SOW #	February 1, 2025 / SOW #486236
Change Order Effective Date	The later of the dates beneath the parties’ signature below
Currency	USD
Fee Type	Fixed Fee
Change Order Fees	\$0

Customer/Partner Project Manager	Jenavive Herrington
Project Name	Lake County CA SOW #486236 Launch Platform
Project Sponsor	Jenavive Herrington
Workday Engagement Manager	Subhasish Moitra
Billing Contact Email (Required)	Jenavive.Herrington@lakecountyca.gov

Fees:

There are no additional Professional Services Fees due from Customer for this Change Order as the original Project budget is sufficient to cover the new scope outlined herein.

Any travel and other expenses associated with the Professional Services set forth in this Change Order are subject to the terms of the SOW or the Agreement to which the SOW is subject, as the case may be.

Amendment:

This Change Order amends the SOW identified above. Except as expressly amended by this Change Order, the terms of the SOW shall remain in full force and effect.

Change Order Reason(s):

- Additional project management
- Additional testing/post prod support
- Change approach: other
- Scope addition: Data conversion
- Scope reduction: Functional

Changes to Tasks in Scope:

- Change Management removed from scope
- Rebuild Foundation Tenant

Changes to Deliverables:

- Phase 1 Scope:
 - HCM
 - Payroll
 - Absence
 - Time Tracking
 - FDM
 - Core Financials
 - Procurement

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- Expenses
- Projects
- Budgets
- Grants
- Sourcing Essentials
- Integrations
- Reporting
- Test Lead Services
- Phase 2 Scope:
 - Benefits
 - Recruiting
 - Talent
 - Learning
 - Scheduling
 - Messaging
 - PRISM
 - Adaptive Planning
- Removed from Scope: Change Management, Customer will own Change Management workstream
- Integration Assumptions: Technical Services Standards.
 - Technical Services Standards are intended to be implemented with minimal or no need for modification, in lieu of developing a custom integration, because they are preconfigured technical solutions with defined functionality and deployment approach.
 - The functionality of each Technical Services Standard, the extent to which they may be adjusted, and the scope of adjustments, is described in the Technical Services Standards Terms.
 - If any Technical Services Standard specified in this Change Order does not fit the needs of the Customer and/or requires modifications not expressly described in the Technical Services Standards Terms, then a new Change Order will be required removing Technical Services Standard as a Deliverable.
 - Customer will determine the desired configuration of each Technical Services Standard in scope during deployment and complete all applicable Customer tasks required to implement same.
 - Unless expressly agreed by the parties in this SOW, Workday will deliver and deploy the Technical Services Standards to the Tenant; with Customer's written approval, migrate the solution to Production; work with Customer to resolve defects as provided herein; and provide knowledge transfer Services to Customer.

Changes to Project Schedule:

- This Change Order modifies the Project schedule set forth in the current Project plan as follows:

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Phase 1:

Phase 1	Pre-Reservation	Plan	Architect & Configure	Test	Deploy	Post production	Total
Total Estimated Weeks	1	18	28	16	8	7	78
Start Date	02/01/2025	02/09/25	06/16/2025	01/01/2026	04/26/2026	06/21/2026	
End Date	02/08/2025	06/15/2025	12/31/2025	04/25/2026	06/20/2026	08/09/2026	

Phase 2:

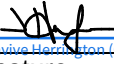
Phase 2	Plan	Architect & Configure	Test	Deploy	Post production	Total
Total Estimated Weeks	4	15	6	4	2	31
Start Date	10/04/2026	11/01/2026	02/14/2027	03/28/2027	04/25/2027	
End Date	10/31/2026	02/13/2027	03/27/2027	04/24/2027	05/08/2027	

Changes to Go Live Date:

- This Change Order shall extend the Go-Live Date of the Original SOW from September 26th, 2025 to June 20th, 2026.

IN WITNESS WHEREOF, the parties' authorized signatories have duly executed this Change Order as of the later dates beneath the parties' signatures below.

Lake County CA**Workday, Inc.**


Jenavive Herrington (Oct 3, 2025 14:17:34 PDT)
Signature
Jenavive Herrington
Name
Auditor-Controller/Clerk
Title
10/03/2025
Date


Steve O'Donnell (Oct 3, 2025 14:34:27 PDT)
Signature
Steve O'Donnell
Name
Sr. Director - SLED Field Services
Title
10/03/2025
Date