

**CHANGE ORDER**

Customer Name	Lake County CA (“ Customer ”)
Workday Entity Name	Workday, Inc. (“ Workday ”) Address: https://www.workday.com/content/dam/web/en-us/documents/legal/contracting-entity-addresses.pdf
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	\$175,000.00

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:

The Professional Services Fees for this Change Order are \$175,000.00. Customer will be invoiced for the Change Order Fees as outlined in the updated invoice schedule below:

Invoice Number	Invoice Date	Invoice Amount
18	January 10, 2027	\$99,250.00
19	February 10, 2027	\$99,250.00
20	March 10, 2027	\$100,000.00
21	April 10, 2027	\$99,250.00
22	May 10, 2027	\$99,250.00

*Note: Invoice Number’s 18, 19, 21, and 22 have been updated to reflect the \$175,000 increase.

Amendment:

This Change Order amends the SOW identified above, including the designated Invoice Numbers referenced therein. Except as expressly amended by this Change Order, all other 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

Changes to Tasks in Scope:

- New GOLD tenant build with new data workbooks from customer
- Additional E2E testing time
- Additional Payroll Parallel Testing Cycle

CHANGE ORDER**Changes to Deliverables:**

- New GOLD tenant build
- Extend Post Production Support from the present 2 months to 3 months
- Extend Post Production Support for Interest Apportionment for an additional 4 weeks
- Extend Payroll Post-Production Support from the at the highest level of support available under the Agreement through the successful completion of the County's first two production payroll cycles, including payroll processing, validation, issue resolution, and payroll close activities.
- Extend Interest Apportionment Post-Production Support at the highest level of support available under the Agreement through the successful completion of one of end-to-end interest apportionment calculation, validation, allocation, and reconciliation process.

Changes to Project Schedule:

- This Change Order modifies the Project schedule set forth in the current Project plan as follows:
 - New E2E Testing Cycle: 6/15/26 – 7/24/26
 - Solution Stabilization: 7/24/26 – 8/7/26
 - Payroll Parallel Cycle 3: 7/06/26 – 07/24/26
 - GOLD Build: 8/10/26 – 9/4/26
 - Data Catchup / GOLD Validation: 9/7/26 – 9/18/26
 - MTP: 9/14/26
 - Post Production Support (All Workstreams): 9/15/26 – 12/14/26
 - Post Production Support (Interest Apportionment Only): 9/15/26 – 1/14/27

Changes to Go Live Date:

- This Change Order shall extend the Go-Live Date of the Original SOW from 6/19/26 to 9/14/26.

[Signatures on Following Page]

**CHANGE ORDER**

THE VALIDITY OF THIS CHANGE ORDER IS CONDITIONED ON WORKDAY RECEIVING FROM CUSTOMER A SIGNED COPY OF THIS CHANGE ORDER BY NO LATER THAN 5 PM PST ON SEPTEMBER 30th, 2026 ("DEADLINE"). Notwithstanding the foregoing, this Change Order shall be valid if Workday, in its sole discretion, accepts a Change Order received after the Deadline. Workday will notify the Customer in the event Workday does not accept the Change Order.

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.***Steve O'Donnell*_____
Signature

Brad Rasmussen

Name

CHAIR, Board of Supervisors

Title_____
Date_____
Signature

steve odonnell

Name

Vice President - Field Services

Title

Aug 31, 2026

Date**Lake County CA**

Approval as to Form:


Lloyd Guintivano (Aug 31, 2026 12:09:14 PDT)_____
Signature

Lloyd C. Guintivano

Name

County Counsel

Title

Aug 31, 2026

Date