



County of Lake

Workday Implementation:

Amendment No. 3 – Payroll and Other Related Data
Reconciliation and Data Mapping Support

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AMENDMENT NO. 3 TO THE PROFESSIONAL SERVICES AGREEMENT BETWEEN THE COUNTY OF LAKE AND AVERO, LLC DBA AVERO ADVISORS

This Amendment No. 3 to the Professional Services Agreement (“Amendment”) is made and entered into this 17th day of April, 2026, by and between the County of Lake, a political subdivision of the State of California (“County”), and Avero, LLC d/b/a Avero Advisors, a Tennessee limited liability company (“Service Provider”), collectively referred to as the “Parties.”

RECITALS

WHEREAS, the Parties entered into a Professional Services Agreement dated February 15, 2024 (“Agreement”); and

WHEREAS, the Parties executed Amendment No. 1 dated April 22, 2025 and Amendment No. 2 dated November 26, 2025 to modify the scope of services and increase the total compensation under the Agreement; and

WHEREAS, the County desires to obtain additional services related to payroll and other related data reconciliation and analysis support; and

WHEREAS, the Parties desire to amend the Agreement to include such additional services and adjust the total compensation accordingly.

NOW, THEREFORE, the Parties agree as follows:

1. Scope of Services

The Agreement is hereby amended to include additional services as set forth in Exhibit C – Payroll and Other Data Reconciliation and Data Mapping Support, attached hereto and incorporated herein by reference.

2. Compensation

Section 3, “Cost of Services,” is hereby amended to increase the total not-to-exceed compensation under the Agreement by Sixteen Thousand Dollars (\$16,000.00) for the additional services described herein.

The total compensation under the Agreement shall not exceed \$541,000.00.

Services described in Exhibit C shall be performed on a time and materials basis at a rate of \$200 per hour, not to exceed 80 hours, unless otherwise agreed to in writing by both Parties.

3. No Other Changes

Except as expressly modified by this Amendment, all other terms and conditions of the Agreement and Amendment No. 1 and Amendment No. 2 shall remain in full force and effect.

EXHIBIT C – Payroll and Other Data Reconciliation and Data Mapping Support

Scope of Services

Service Provider will provide payroll and other data reconciliation, data mapping, and analysis support using client-provided workbook extracts (e.g., Workday and legacy system data). Services may include:

- Comparing datasets to identify variances in gross wages and related elements
- Reviewing employee populations across files to identify mismatches or gaps
- Analyzing and categorizing variances (e.g., rounding, mapping, timing differences)
- Supporting development, refinement, and validation of data mapping between legacy systems and Workday
- Assisting with transformation logic and alignment of source data to target formats (e.g., EIB templates or similar structures)
- Reviewing and organizing source data in Excel to support conversion and reconciliation efforts
- Supporting multiple iterations of comparison and mapping files as updates are made
- Providing summaries of findings and potential drivers of discrepancies
- Collaborating with County staff and/or third parties (e.g., Workday, ERPA) to communicate findings

Assumptions

- Analysis will be based solely on data provided in workbook extracts
- Service Provider will not perform data extraction from source systems
- Service Provider will not make system changes or execute data loads
- County staff and/or third parties will be responsible for implementing any updates or fixes
- Data may be revised and re-submitted multiple times during the engagement
- Mapping requirements and formats may evolve as part of the implementation process
- Frequent changes to underlying data, mapping logic, or report structure may impact total level of effort
Compensation

IN WITNESS WHEREOF, the Parties have executed this Amendment as of the date first written above.

Service Provider

Avèro, LLC d/b/a Avèro Advisors



Sara Roser
Director of Client Success
Avèro Advisors

Date: 6/3/26

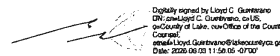
Client

County of Lake

Chair, Board of Supervisors

Date: _____

Date: _____



Digitally signed by Lloyd C. Guintivano
DN: cn=Lloyd C. Guintivano, o=County of Lake, ou=Office of the County Counsel, email=Lloyd.Guintivano@lakecountynv.gov
Date: 2026.06.03 11:56:05 -0700

Lloyd C. Guintivano,
County Counsel
County of Lake

June 3, 2026

Date: _____