



County of Lake

Workday ERP Implementation:

Amendment No. 4 – Schedule Extension Support

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AMENDMENT NO. 4 TO THE PROFESSIONAL SERVICES AGREEMENT BETWEEN THE COUNTY OF LAKE AND AVÈRO, LLC DBA AVÈRO ADVISORS

This Amendment No. 4 to the Professional Services Agreement (“Amendment”) is made and entered into this 5th day of June, 2026, by and between the County of Lake, a political subdivision of the State of California (“County”), and Avèro, LLC d/b/a Avèro 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, Amendment No. 2 dated November 26, 2025, and Amendment No.3 dated April 17, 2026, to modify the scope of services and increase the total compensation under the Agreement; and

WHEREAS, the County is extending its Workday Go-Live schedule timeline by three (3) months, necessitating a continuation of implementation support, project management, and advisory services to prevent any gaps in oversight; 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 D – Workday ERP Implementation Schedule Extension 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 **Ninety-Three Thousand Nine Hundred Twenty-Five Dollars (\$93,925.00)** for the additional services described herein.

The total compensation under the Agreement shall not exceed **\$634,925.00** (reflecting the previous \$541,000.00 maximum plus this \$93,925.00 extension).

Services described in Exhibit D shall be performed on a time and materials basis over an estimated 13-week duration, utilizing the following role-based rates:

- **Director:** 2 hours/week @ \$225/hour
- **Project Manager:** 12 hours/week @ \$200/hour
- **Business Analyst:** 25 hours/week @ \$175/hour

3. No Other Changes

Except as expressly modified by this Amendment, all other terms and conditions of the Agreement and Amendments No. 1, No. 2, and No. 3 shall remain in full force and effect.

EXHIBIT D – Workday ERP Implementation Schedule Extension Support Scope of Services

Scope of Services

Service Provider will provide ongoing implementation governance, risk mitigation, business process analysis, and quality control oversight during the County's 3-month Go-Live extension period.

Assumptions

- The extension duration is modeled as exactly thirteen (13) weeks based on a 3-month timeline shift.
- Resource allocations will average 12 hours/week for the Project Manager, 25 hours/week for the Business Analyst, and 2 hours/week for the Director.
- Service Provider will continue to have access to the necessary County stakeholders and system documentation required to fulfill oversight obligations.
- Any additional post-go-live stabilization support outside of this 3-month extension window will require a separate written agreement.

- Reimbursable travel and expenses, if any, will be pre-approved by the County in accordance with Section 5 of the Agreement and are not included in, and do not count against, the \$93,925 not-to-exceed amount.

Lake County Workday Implementation Consulting Services		Director	Project Manager	Business Analyst	
		\$225	\$200	\$175	Hourly Rate
		26	156	325	Total Hours
		Hours	Hours	Hours	
Ongoing Project Support		26	156	325	\$93,925
August - 2026		8	48	100	\$28,900
September - 2026		8	48	100	\$28,900
October - 2026		8	48	100	\$28,900
November - 2026		2	12	25	\$7,225
					\$ 93,925

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

Steve Carroll
Vice President of Delivery
Avero Advisors

Date: -----

Client

County of Lake

Chair, Board of Supervisors
County of Lake
Date: -----

ATTEST:

Susan Parker
Clerk to the Board of Supervisors

By: -----
Date: -----

APPROVED AS TO FORM:

Lloyd C. Guintivano
County Counsel

By: -----
Date: July 10, 2026