

THE INFORMATION IN THIS BOX IS NOT A PART OF THE CONTRACT AND IS FOR COUNTY USE ONLY



Contract Number

25- 395 A-2

SAP Number

4400026513

Innovation and Technology Department

Department Contract Representative	Noel Cantrell
Telephone Number	909-388-0622
Contractor	Lasting Impact Solutions, LLC
Contractor Representative	Heather Frederick
Telephone Number	414-301-1842
Contract Term	September 3, 2024 – September 2, 2026
Original Contract Amount	\$200,000
Amendment Amount	\$279,920
Total Contract Amount	\$479,920
Cost Center	
Grant Number (if applicable)	

IT IS HEREBY AGREED AS FOLLOWS:

AMENDMENT NO. 2

This Amendment No. 2 (Amendment) dated June 10, 2025, is made by and between Lasting Impact Solutions (Consultant), and San Bernardino County (County) and modifies the terms to agreement executed between the parties as of September 6, 2024 (Contract).

1. Delete Attachment A and replace with Attachment A, as attached hereto and incorporated herein.
2. **D. TERM OF CONTRACT** This Contract, as amended by this Amendment, is effective as of September 3, 2024, and expires September 2, 2026, but may be terminated earlier in accordance with provisions of this Contract. All Executed Work Orders executed during the term of this Contract will be governed by the terms of this Contract regardless of expiration date of the Executed Work Order.
3. **F. FISCAL PROVISIONS, F.1** The maximum amount of payment under this Contract, as amended by this Amendment, shall not exceed Four Hundred Thousand Dollars (\$479,920), of which \$0 may be federally funded, and shall be subject to availability of other funds to the County. The consideration to be paid to

Consultant, as provided herein, shall be in full payment for all Consultant's services and expenses incurred in the performance hereof, including travel and per diem.

Consultant bears the risk that it may not be able to generate its anticipated (or any) profit in completing its performance of all required items of work for the specified level of compensation. In no event shall Consultant be entitled to receive compensation for any item of work required of Consultant under the terms of the Contract, which item of work is not performed by Consultant (including Consultant's agents and approved subcontractors).

SAN BERNARDINO COUNTY

► Dawn Rowe

Dawn Rowe, Chair, Board of Supervisors

Dated: JUN 10 2025

SIGNED AND CERTIFIED THAT A COPY OF THIS DOCUMENT HAS BEEN DELIVERED TO THE CHAIRMAN OF THE BOARD

Lynna Monell
Clerk of the Board of Supervisors
San Bernardino County

B
y



Deputy

LASTING IMPACT SOLUTIONS LLC

(Print or type name of corporation, company, contractor, etc.)

B
y

► Heather J. Frederick
(Authorized signature - sign in blue ink)

Name HEATHER J. FREDERICK
(Print or type name of person signing contract)

Title OCM Consultant
(Print or Type)

Dated: 5/9/2025

Address 601 Willow Ln
So. Milw, WI 53172

FOR COUNTY USE ONLY

Approved as to Legal Form

► Bonnie Uphold
Supervising Deputy County Counsel

Date 5/30/2025

Reviewed for Contract Compliance

►

Date

Reviewed/Approved by Department

►

Date

ATTACHMENT A

EXHIBIT A

STATEMENT OF WORK NO: 1

SOW Term: 9/3/2024 - 9/2/2026

Project Title: Lead Change Manager (HCM Project)

Project Description:

Responsible for overseeing and driving organizational change management for implementing IT projects, ensuring smooth transitions, and successful execution of a major HCM replacement. Will be responsible for change strategy development, stake-holder engagement, communication planning, risk management, performance tracking, and continuous improvement throughout the program.

Project Manager: Youmin Zhang

Worksite Address: 851 E. Cooley Dr. Colton, CA 92324

Billing Address: 851 E. Cooley Dr. Colton, CA 92415-0916

Pursuant to SAP Contract #4400016513 by and between the County, and Lasting Impact Solutions, LLC

for Professional/Technical services, Consultant hereby agrees to provide the following services:

- I. The Consultant agrees to provide Professional/Technical services through personnel on a time and materials basis at the specified hourly rate , as follows:

\$140.00 /hr for 3,428 hours = \$479,920

☒ Professional ☐ Technical ☐ Professional AND Technical services to be performed by the above classification:

- II. County will pay Consultant for all services to be rendered under the provisions of this SOW in an amount not to exceed \$479,920.

SAN BERNARDINO COUNTY

Dawn Rowe, Chair, Board of Supervisors

(Print name of department authorized representative)

By

Dawn Rowe

(Authorized signature)

Dated

June 10, 2025

(Print or Type)

LASTING IMPACT SOLUTIONS, LLC

(Print or type name of corporation, company, Consultant, etc.)

By

Heather J. Frederick

(Authorized signature)

Name

Heather Frederick

(Print or type name of person signing work order)

Title

Change Management Consultant

(Print or Type)

Dated:

6/5/2025