

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



Contract Number

23-621-A-3

SAP Number

Workforce Development Department

Department Contract Representative
Telephone Number

Bradley Gates
909-387-9856

Contractor

First Institute Training &
Management, Inc.

Contractor Representative
Telephone Number

Eric Beier
On File

Contract Term

July 1, 2023 to June 30, 2028

Original Contract Amount

Aggregate Maximum Obligation
Amount \$19,160,018

Amendment Amount

N/A

Total Contract Amount

Aggregate Maximum Obligation
Amount \$19,160,018

Cost Center

571 695 2260

Grant Number (if applicable)

IT IS HEREBY AGREED AS FOLLOWS:

AMENDMENT NO. 3 TO CONTRACT NO. 23-621, entered by and between the San Bernardino County (County) on behalf of the Workforce Development Department (WDD) and First Institute Training & Management, Inc. (Contractor). County and Contractor are collectively referred as "Parties."

WHEREAS, the Parties entered into Contract No. 23-621 on July 1, 2023 for the delivery of the California Work Opportunity and Responsibility to Kids (CalWORKs) Subsidized Employment Program (CSEP), and

WHEREAS, the original term of the Contract commenced on July 1, 2023 and expired on June 30, 2024, and

WHEREAS, on June 25, 2024, the Parties entered into Amendment No. 1 to extend the term of the Contract through June 30, 2025 and increase the aggregate amount not-to-exceed compensation by \$15,126,330 to an aggregate maximum obligation amount of \$19,160,018, and

WHEREAS, on June 23, 2025, the Parties entered into Amendment No. 2 to extend the term of the Contract through June 30, 2026, and

WHEREAS, the Parties desire to extend the term of the Contract through June 30, 2028, the aggregate amount not-to-exceed compensation shall remain unchanged, and

WHEREAS, the Parties also desire to grant the County the authority to issue a letter to Contractor during the Contract term to adjust the number of Customers to be served by the Contractor on an annual basis in lieu of formal amendment, and

NOW, THEREFORE, in consideration of mutual covenants and conditions, the Parties agree as follows:

1. Section B.4 is hereby deleted and replaced with the following:

Place a minimum number of eligible Customers with employers in San Bernardino County and those in the immediate County vicinity. The minimum number of eligible Customers and the associated amount of funding to be received by Contractor shall be established by the County by letter to the Contractor. The maximum term for each Customer's employer shall be no more than six (6) months and shall not exceed four hundred eighty-five (485) hours. Worksite Agreements shall be entered into from the period of July 1, 2023 through June 30, 2028.

2. Section D is hereby deleted and replaced with the following:

This Contract is effective as of July 1, 2023 and expires June 30, 2028 but may be terminated earlier in accordance with provisions of this Contract.

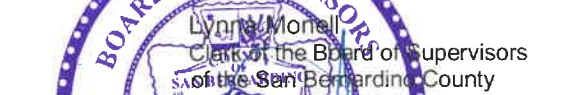
3. The parties agree that this Amendment No. 3 may be executed in counterparts, each of which shall be deemed to be an original, but both of which together shall constitute one and the same instrument, and that a photocopy or facsimile may serve as an original. If this Amendment No. 3 is executed in counterparts, no signatory hereto shall be bound until both the parties have fully executed a counterpart of this Amendment No. 3. The Parties shall be entitled to sign and transmit an electronic signature of this Amendment No. 3 (whether by facsimile, PDF, or other email transmission), which signature shall be binding on the party whose name is contained therein. Each Party providing an electronic signature agrees to promptly execute and deliver to the other party an original signed Amendment No. 3 upon request.
4. All other terms and conditions of the Contract shall remain unchanged.

IN WITNESS WHEREOF, the San Bernardino County and the Contractor have each caused this Contract to be subscribed by its respective duly authorized officers, on its behalf.

SAN BERNARDINO COUNTY

► 
Dawn Rowe, Chair, Board of Supervisors

Dated: JUN 09 2026
SIGNED AND CERTIFIED THAT A COPY OF THIS DOCUMENT HAS BEEN DELIVERED TO THE CHAIRMAN OF THE BOARD

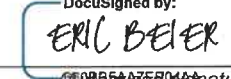

Lynne Monell,
Clerk of the Board of Supervisors
of the San Bernardino County

B
y 
Deputy



First Institute Training & Management, Inc.

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

B
y ► 
(Authorized signature - sign in blue ink)

Name ERIC BEIER
(Print or type name of person signing contract)

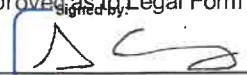
Title CEO
(Print or Type)

Dated: 05/27/2026 | 9:54 AM PDT

Address 790 McHenry Ave

Crystal Lake, IL 60014

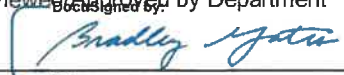
FOR COUNTY USE ONLY

Approved as to Legal Form
Signed by: 
Sophie A. Cums, Deputy County Counsel

Date 05/27/2026 | 9:58 AM PDT

Reviewed for Contract Compliance
DocuSigned by: 
Robert Chavez, Assistant Director

Date 05/27/2026 | 10:14 AM PDT

Reviewed/Approved by Department
DocuSigned by: 
Bradley Gates, Director

Date 05/27/2026 | 11:16 AM PDT