

Attachment A – Amendment Five to Contract with Alight Solutions, LLC



**Amendment Number Five to Contract with  
Alight Solutions LLC for Provision of  
Benefits Administration Outsourcing Services**

THIS AMENDMENT Number Five (5) (hereinafter “Amendment”), is made and entered into, upon execution of all necessary signatures, by and between the County of Orange, a political subdivision of the State of California (hereinafter “County”), and Alight Solutions LLC, with a place of business at 4 Overlook Point, Lincolnshire, IL 60069, (hereinafter “Contractor”), which are sometimes individually referred to as “Party” or collectively referred to as “Parties”.

WHEREAS, County and Contractor entered into the Contract for Provision of Benefits Administration Outsourcing Services, effective July 16, 2019, through March 31, 2025 (hereinafter “Contract”); and

WHEREAS, pursuant to Attachment B of the Contract, beginning April 1, 2021, fees for ongoing services are subject to an annual increase, if the Employment Cost Index (ECI) exceeds three percent (3%), in which case fees will increase by the amount above three percent (3%). Each fee increase will be communicated to the County at least 60 calendar days prior to the effective date of the increase.

WHEREAS, the Parties entered into Amendment Number One to amend and restate Attachment B, Compensation/Payment to increase Contractor’s fees for ongoing services and change orders by two percent (2%), effective June 1, 2022.

WHEREAS, the Parties entered into Amendment Number Two to amend and restate Attachment B, Compensation/Payment to increase Contractor’s fees for ongoing services and change orders by two and one tenth of a percent (2.1%), effective June 1, 2023.

WHEREAS, the Parties entered into Amendment Number Three to amend and restate Attachment B, Compensation/Payment to increase Contractor’s fees for ongoing services and change orders by two and one tenth of a percent (1.3%), effective June 1, 2024.

WHEREAS, the Parties entered into Amendment Number Four to extend the Term date of the Contract from March 31, 2025, to June 30, 2027; and to make other changes to the Contract as mutually agreed and set forth in the Amendment.

WHEREAS, both Parties desire to amend the Contract to extend the Term date from June 30, 2027 to June 30, 2030; and to make other changes to the Contract as mutually agreed and set forth in this Amendment.

NOW THEREFORE, in consideration of the mutual obligations set forth herein, both County and Contractor agree as follows:

1. The Contract is hereby extended from June 30, 2027, to and including June 30, 2030.
2. Effective July 1, 2026 the term Reimbursement Account will be replaced with Flexible Spending Account.
3. Effective July 1, 2027, Attachment F, Ongoing Performance Guarantee 2.2.3, has been amended to restate the quarterly performance target to 90% for Call Center First Contact Resolution.

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4. Effective July 1, 2026, the Optional Service for One-Time Dependent Verification Audit shall include a Return on Investment Guarantee that if the amount of the Cost Savings, defined as \$4,500 per ineligible dependent, is less than 500 percent of the amount of Covered Fees, Alight will reduce the amount of Covered Fees payable by the County by 100 percent.
5. Effective July 1, 2026, Attachment B, Compensation/Payment, to the Contract is hereby replaced in its entirety as follows:

**CONTRACT OPERATING EXPENSES**

**1. Compensation:** This is a fixed fee price Contract between the County and Contractor for services as provided under this Contract. The Contractor agrees to accept the specified compensation as set forth in this Attachment B as full remuneration for (a) performing all services and furnishing all staffing and materials required, (b) any reasonably unforeseen difficulties which may arise or be encountered in the execution of the services until acceptance, (c) risks connected with the services, and for performance by the Contractor of all its duties and obligations required herein.

In addition to payment of fees, the County will reimburse Contractor for actual costs for the following pass-through expenses:

- Postage – to be charged separately and at cost
- Handling - outside delivery Services such as shipping, express mail, and messenger Services.

**2. Pricing Structure:** Contractor agrees that no price increases shall be passed along to the County during the term of this Contract not otherwise specified and provided for within this Contract.

**3. Contractor’s Expense:** The Contractor will be responsible for all costs related to photo copying, telephone communications, fax communications, and parking while on County sites during the performance of work and services under this Contract. The County will not provide free parking for any service in the County Civic Center.

**4. Payment Term:** Standard H&W services ongoing fees and Tax-Advantaged Flexible Spending Account Services (HCFSA, DCFSA and Judges’ Reimbursement Accounts) will be invoiced by Contractor forty-five (45) calendar days in advance of providing Services. Such invoice will include an estimate of the standard ongoing fees based on estimated counts. The County shall pay such invoice by wire transfer or Automated Clearing House (ACH) payment within forty-five (45) calendar days of receipt of a correct invoice. At the end of the month for which Services are provided, a reconciliation of actual to estimated counts will be performed and any necessary adjustment will be made on the next invoice. For example, Contractor will invoice for April Services by February 15th. The County will pay invoice by April 1<sup>st</sup>. Reconciliation will be done at the end of April and any adjustments will be reflected on the May invoice. Standard ongoing fees commence the first of the month in which the Services are scheduled to go live and end the month the last production data file is processed by Contractor. The final reconciliation and associated invoice of the H&W standard fees and the HCFSA, DCFSA, and Judges’ Reimbursement Accounts will be done forty-five (45) calendar days after the end of the month of the last production data file

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Fees for additional services other than monthly H&W and Tax-Advantaged Flexible Account Services (HCFSA, DCFSA and Judges' Reimbursement Accounts) will be invoiced to County based on charges through the last day of the month. Such invoices are to be submitted within 30 calendar days from the last day of the month in which the services were provided. Payment will be net 30 calendar days after receipt, and approval, by County of an invoice in a format acceptable to the County and verified and approved by the agency/department and subject to routine processing requirements.

Any additional runout services beyond the scope of services will be billed as change orders.

Adjustment or credits due to the reconciliation of the standard fees will be included on the invoice.

Invoices shall cover services not previously invoiced. The Contractor shall reimburse the County for any monies paid to the Contractor for services not provided or when services do not meet the Contract requirements.

Payments made by the County shall not preclude the right of the County from thereafter disputing any items or services involved or billed under this Contract and shall not be construed as acceptance of any part of the services.

**5. Payment – Invoicing Instructions, Miscellaneous Fees, and Other Charges:** The Contractor will provide an invoice on the Contractor's letterhead for services rendered. Each invoice will have a number and will include the following information:

1. Contractor's name and address
2. Contractor's remittance address, if different from 1 above
3. Name of County agency/department
4. Delivery/service address
5. Contract Number
6. Date of order
7. Type of fees/service
8. Sales tax, if applicable
9. Dates of fees/service
10. Brief description of fees/service – detail hourly rates
11. Contractor's Federal I.D. Number

The County's Project Manager, or designee, is responsible for approval of invoices and subsequent submittal of invoices to the County Auditor-Controller for processing of payment. The responsibility for providing an acceptable invoice to the County for payment rests with the Contractor. Incomplete or incorrect invoices are not acceptable and will be returned to the Contractor for correction. Invoices and support documentation are to be forwarded to:

Benefits Administration Program Manager  
Human Resource Services, Employee Benefits  
400 W. Civic Center Dr., Ste 111  
Santa Ana, CA 92701

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The fees provided in this Compensation/Payment Schedule assume Contractor will provide the Services consistent with the Scope of Work in Attachment A (the “Scope of Work”). Certain of the Services and procedures discussed in the Scope of Work will be set out with greater specificity in the Business Requirements Document.

**Ongoing Administration Fees**

Service Commencement Dates	Date
Health and Welfare (H&W) Services	April 1, 2020 or Go Live whichever is later

**Ongoing Fee Schedule**

H&W Standard Services as reflected in the SOW	Per eligible H&W Participant per month (as defined below): April 1, 2025 – June 30, 2027 = \$8.00 July 1, 2027 – June 30, 2030 = \$7.75
COBRA Administration Services	Included
Direct Billing Administration Services	Included
Payroll Reconciliation (monthly snapshot compare of active and pension payroll contributions)	Included
Annual Full-Time Student Verification (Dental Plan) – online or customer care attestation (no documentation collected)	Included
Employer Mandate Eligibility Tracking (FTE Requirement)	Included
Printing and Fulfillment for Standard System-generated Communications (e.g., new hire enrollment notice, confirmation statement, dependent verification, COBRA notice, etc.)	Included
Printing and Fulfillment of County-provided Communications (e.g., SPD mailing, annual enrollment guide, etc.)	County to reimburse Contractor for actual Printing and Fulfillment costs. Cost varies based on the volume, scope and complexity of each mailing and will be quoted in advance for review and approval by the County.
Ongoing Dependent Verification Services – (verification process to validate dependent	\$20.84 per event

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<p>eligibility for new hires, family status changes, qualified events and new dependents added during open enrollment)</p>	
<p>Medicare Eligibility and Premium Verification Services</p>	<p>\$20.84 per event</p>
<p>Tax-Advantaged Flexible Spending Account Services (HCFSA, DCFSA and Judges’ Reimbursement Accounts)</p>	<p>HCFSA/DCFSA:</p> <ul style="list-style-type: none"> <li>• \$3.43 per enrolled Participant per month (pepm), assuming 1,000–2,499 Participants. \$3.16 per enrolled Participant per month (pepm) for 2,500-4,999 Participants. Fee decreases with higher enrollment counts.</li> </ul> <p>Judges’ HRA:</p> <ul style="list-style-type: none"> <li>• \$369.24 per month, assuming 89 enrolled Participants</li> </ul>
<p>Affordable Care Act – Section 6055/6056 Employer Reporting Solutions</p> <p><i>Comprehensive Solution (includes code derivation, form delivery, tax filing, and customer service per delivery model)</i></p>	<p>\$70,154.74 per year</p> <p><i>Assumptions:</i></p> <ul style="list-style-type: none"> <li>• Service is effective for 2024 tax year (filings performed in early 2025)</li> <li>• Annual fees are payable 40% in October, 40% in November and 20% in December.</li> <li>• 25,271 employees and pre-65 retirees including up to a +/- 10% variance.</li> <li>• Includes 5% annual allocation for corrected forms or paper reprint requests and \$1.25 fee per form above 5%.</li> </ul>

In the event of a mutually agreed upon mid-month Go Live date (instead of first of a month), the ongoing per participant fee will be prorated for that month based on the number of days that Contractor is providing services.

Fees for ongoing services and any renewal period are subject to an annual increase, beginning April 1, 2021, or 12 months after Go Live whichever is later, and each anniversary date after. Fees will only increase if the Employment Cost Index (Table 9. Employment Cost Index for Wages and Salaries, for Private Industry Workers, Not Seasonally Adjusted, All Workers) exceeds three percent (3%), in which case fees will increase by the amount above three percent (3%). Each fee increase will be communicated to the County at least 60 calendar days prior to the effective date

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of the increase and will be based on the most recent percent change for the 12-month period ending in the prior December.

**Optional Services**

Contractor shall provide the following services upon the written request of County, at the rates set forth below.

<p>One-time Dependent Audit:</p> <p>Administrative Services</p> <p>Audit Technology</p>	<p>\$12.80 per event</p> <p>\$ 8.04 per event</p>
<p>Claims &amp; Appeals Management Services</p>	<p>\$400 per case</p>
<p>QMCSO Administration Services</p>	<p>\$250 per Order</p>
<p>Power of Attorney (POA) Services</p>	<p>\$400 per POA</p>
<p><b>Employee Total Rewards (Digital Approach)</b></p> <p>Implementation</p> <p>Ongoing:</p> <ul style="list-style-type: none"> <li>• Personalize Total Value Statement page that is customized with County branding</li> <li>• Total Rewards data card on home page</li> <li>• Supporting Content pages (up to 5)</li> <li>• Supporting recommendation cards (up to 5)</li> <li>• Data integration with external providers (up to 5) and data refresh scheduled as often as requested</li> <li>• Available via Web and Mobile</li> <li>• Quarterly Total Rewards content refreshes</li> <li>• Reporting and Analytics to show statement views/downloads</li> <li>• Launch and annual promotional communication campaigns The items below are included:                             <ul style="list-style-type: none"> <li>- One High Impact Email launch campaign to drive awareness and adoption.</li> <li>- One High Impact Email campaign annually to re-promote Total Rewards and drive ongoing engagement.</li> <li>- An annual strategy/consulting touchpoint to align on priorities and what to promote.</li> </ul> </li> </ul>	<p>\$90,000, onetime</p> <p>\$70,000, annually</p> <p>*If implemented mid-year, ongoing fee will be prorated based on the full months the Contractor is providing services.</p>

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<p><b>Candidate Total Rewards</b></p> <p>A secure, personalized candidate experience that models the value of the total job offer (beyond pay) and supports recruiters with automated candidate communications and hosted access. The Candidate Total Rewards does have an Incremental implementation and on-going cost.</p>	<p>Pricing TBD</p> <p>If implemented, pricing will be detailed in mutually agreed upon Change Order</p>																		
<p><b>Communication Services</b></p> <p>Billable rates for Custom Communication Services support. For additional services requested through a mutually agreed upon Change Order, the below rates will be used to calculate fees based on an hourly rate for requested services. Rates may increase yearly by no more than a maximum of 5% from the prior year’s rates.</p> <table border="1" data-bbox="203 743 800 1087"> <thead> <tr> <th>Role</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>County Lead</td> <td>\$550</td> </tr> <tr> <td>Project Manager</td> <td>\$430</td> </tr> <tr> <td>Writer</td> <td>\$405</td> </tr> <tr> <td>Designer</td> <td>\$325</td> </tr> <tr> <td>Production Editor/Proofreader</td> <td>\$295</td> </tr> <tr> <td>Project/Production Coordinator</td> <td>\$330</td> </tr> <tr> <td>Developer</td> <td>\$325</td> </tr> <tr> <td>Digital Consultant</td> <td>\$420</td> </tr> </tbody> </table> <p>The County agrees to reimburse actual printing and fulfillment costs for the Custom Communication Services outlined above. Examples of current fulfillment rates for custom communications as of the date of execution of the Contract are listed below. In the event new Communication Services are requested by the County, any additional design costs will be addressed through the Change Order process. Fulfillment and postage will be billed separately and at cost.</p>		Role	Rate	County Lead	\$550	Project Manager	\$430	Writer	\$405	Designer	\$325	Production Editor/Proofreader	\$295	Project/Production Coordinator	\$330	Developer	\$325	Digital Consultant	\$420
Role	Rate																		
County Lead	\$550																		
Project Manager	\$430																		
Writer	\$405																		
Designer	\$325																		
Production Editor/Proofreader	\$295																		
Project/Production Coordinator	\$330																		
Developer	\$325																		
Digital Consultant	\$420																		

**Flexible Spending Account (Health Care/Dependent Care)**

- Fees are per Participant per month during each Plan year (fee commences the month the Account is open (usually January for calendar year Plan years, but later for mid Plan year hires)) and the applicable Claims Submission Period. If a Participant is enrolled in both Health Care and Dependent Care accounts, only one monthly fee will apply. The monthly fee attributable to the Claims Submission Period for a Participant is waived if the Participant establishes an Account of the same type for the following Plan year. If the Participant does not establish an Account of the same type, County will be billed for any month during the Claims Submission Period in which the Account carries a balance.
- For the Carry Over (\$500) following the Plan year, the monthly fee attributable to the Carry Over for the Participant is waived if the Participant establishes an Account of the same type

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for the following Plan year. If the Participant does not establish an account, County will be billed for any month in which the Account carries a balance during the Carry Over period.

- For purposes of this Service, (i) “Participant” means each employee enrolled in a Health Care Flexible Spending or Dependent Care Flexible Spending Account for which Contractor is providing administrative Services under this Agreement, (ii) “Claims Submission Period” means the period immediately following a Plan year during which Participants may present, and Contractor will process, claims for such Plan year (commonly, for calendar year Plans, through March 31st following the end of the Plan year), and (iii) “Carry Over” means the plan allows up to \$500 of unused funds to carryover from one plan year to the next plan year without impacting the annual IRS maximum for the new plan year

**Total Rewards**

A comprehensive digital total rewards platform, including customized statement design, data aggregation, hosting, maintenance, and employee access capabilities. The solution is available (excludes AOCDs), and can be implemented upon a mutually agreed upon Change Order, that will detail:

- Scope of Services
- Implementation and Timeline
- Data Security, Privacy, and Ownership
- Accuracy & Liability for Statements
- Service Level Agreements
- Fees & Pricing Structure
- Employee Communications & Support

**Change Order Contractor Billing Rates**

Billing rates for various employee classifications to be assigned to implement Change Orders mutually agreed upon between the Parties pursuant to Section 17 of Attachment A, Scope of Work.

<b>Employee Classification</b>	<b>Rates effective June 1, 2024</b>
Service Delivery Manager / Implementation Manager	\$519.04
Senior Project Management / Senior Technology	\$427.26
Project Management / Technology	\$337.58
Business Analyst / Configuration Analyst	\$239.47
Customer Service	\$179.34
Project Management / Technology (Offshore)	\$107.60
Business Analyst / Configuration Analyst (Offshore)	\$81.23

Rates for Change Orders are subject to an annual increase, beginning April 1, 2021, or 12 months after Go Live whichever is later, and each anniversary date after. Rates will only increase if the Employment Cost Index (Table 9. Employment Cost Index for Wages and Salaries, for Private

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Industry Workers, Not Seasonally Adjusted, All Workers) exceeds three percent (3%), in which rates will increase by the amount above three percent (3%). Each rate increase will be communicated to the County at least 60 days prior to the effective date of the increase and will be based on the most recent percent change for the 12-month period ending in the prior December.

Additional support for Run-Out processing pursuant to Section 22.13 of Attachment A, Scope of Work, will be billed at the Change Order rates listed above.

**Assumptions**

- For H&W Services, eligible H&W Participants are individuals with independent eligibility rights for one (1) or more of the health and welfare plans. Participants who are not eligible for County benefits are excluded from this calculation (e.g., E00P, ESLP, R20P, AOCDS retirees, County RMR Deps of AOCDS retiree health). For purposes of clarity, this also includes:
  - Employees enrolled in health coverage via the Association of Orange County Deputy Sheriffs (AOCDS). Contractor to calculate payroll deductions and administer County-provided benefits.
  - Individuals who are still in their initial COBRA enrollment period
  - Employees on unpaid LOA, including those who have opted out of coverage. These individuals have an enrollment opportunity after the move to LOA (e.g., drop/change coverage) and could also have life events while on LOA.
  - Variable hour employees deemed to be full-time as part of ACA Employer Mandate measurement administration. Considered an eligible Participant while in their 12 month “stability” period, during which full-time status is locked in.
  - Retiree Married to Employee (RME), where retiree chooses to be covered by the employee. Retiree is considered a Participant as they still have rights to coverage, can experience events that impact coverage, and require tracking of Retiree Medical Grant.
  - Employee Married to Employee (EME): Each employee is evaluated separately to determine if they have independent eligibility rights.
  - Employee who is retiring and choosing between COBRA and retiree coverage. This individual will only be counted as one Participant.
- Contractor has relied on the information provided by the County through the RFP process about its current plans, activity volumes, and head counts of 25,271 H&W Eligible Participants.
- Contractor’s minimum monthly H&W Participant-based ongoing fees will be calculated using 90% of the Participant head counts listed above. Should Participant counts increase or drop by more than 10%, the Parties agree to renegotiate the fees in good faith. Until such time an agreement is reached, the minimum ongoing fees shall apply.
- Fees assume a passive annual enrollment each year, with exception of plans requiring an annual election (e.g., Flexible Spending Accounts and Optional Benefit Plan).

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- Contractor will pay for travel-related expenses for implementation and semi-annual stewardship meetings.
6. Attachment C, Staffing Plan, has been amended to remove the specific names of the Ongoing Delivery and Customer Care teams, and only reflect the classification of the staffing members.

<b>Ongoing Delivery Team</b>			
<b>Classification/Title</b>	<b>Key Personnel</b>	<b>%FTE</b>	<b>Roles and Responsibilities</b>
Client Executive	Y	20%	The Client Executive assumes ultimate accountability for the relationship with the County at the senior level, covering all consulting and outsourcing projects. The Client Executive will understand the County’s business philosophy and HR strategy.
Health Client Leader	Y	30%	The Health Client Leader is accountable for the entire breadth of services connected to health and welfare administration for the County, including recordkeeping, compliance, and integration across the all of the services provided by Contractor. The Health Client Leader is responsible for bringing the full breadth of knowledge and thought leadership to the County.
Health Client Manager	Y	100% and 50 - 100%*  *May be variable based on business need, but at least one CM will be 100% dedicated, and another semi or fully dedicated based on business need	The Health Client Manager is responsible for the overall quality of benefits delivery for health and welfare services and is the main point of contact for the County with respect to ongoing requirements definitions, large-scale ad hoc projects, and service delivery questions. The Health Client Manager is also responsible for the County’s satisfaction, health care consulting, requirements creation and maintenance, customer service provisional training and integration with the system development team for health and welfare services.

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Client Technology Manager	Y	50 - 100%  May be variable based on business need, but CTM will be primary on County	The Client Technology Manager is accountable for the development (system analysis, configuration, and quality) of the benefits system for all health and welfare services provided by Contractor. The Client Technology Manager is responsible for creating high-level analyses, coaching service-aligned analysts, reviewing and approving all analyses, system configuration, technical documentation, and testing for health and welfare services. In addition, the Client Technology Manager signs off on the stability of newly released projects into production and provides ongoing support.
Performance Team Leader	Y	50 - 100%  May be variable based on business need, but PTL will be primary on County	The performance team leader (PTM) is accountable for overall team and project management. The PTM is responsible for creating and managing project plans, coaching service-aligned analysts, reviewing operating procedures, ensuring operational documentation is current and accurate, and supports internal testing for health and welfare services. The team leader is also the “people manager” for the colleagues supporting County of Orange (client managers, technology support team, client analysts, etc.).
Operations Support	N	Varies	See Alight and Wipro Delivery Activities in Section 4 below.
Technology Support	N	Varies	See Alight and Wipro Delivery Activities in Section 4 below.
Shared Services Support	N	Varies	Shared Services function support (all in conjunction with the client team): <ul style="list-style-type: none"> <li>• Financial Reporting</li> <li>• Health Plan Eligibility</li> <li>• Direct Billing</li> <li>• Forms Processing</li> </ul> <p>See Alight and Wipro Delivery Activities in Section 4 below.</p>

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Point Solutions Support	N	Varies	<p>Point Solutions support optional services (all in conjunction with the client team):</p> <ul style="list-style-type: none"> <li>• Reimbursement Account Administration</li> <li>• Dependent Verification</li> <li>• Claims and Appeals Management</li> </ul> <p>See Alight and Wipro Delivery Activities in Section 4 below.</p>
Customer Care Client Manager	Y	<p>35-50%</p> <p>May be variable based on business need</p>	<p>The Customer Care Client Manager is the County’s main contact and partners with the operations team and the County on issue resolution and broader client-specific customer care issues. As the direct manager for the Customer Service team, the Customer Care Client Manager oversees escalated issues, change orders, performance support and training management for the Customer Service team assigned to the County.</p>
Customer Care Team Manager (CCTM)	Y	<p>50-100%</p> <p>May be variable based on business need, but CCTM will be primary on County</p>	<p>The Customer Care Team Manager directly manages Customer Care Representatives and Customer Care specialists, focusing on skill development, performance management and escalation avoidance. Through coaching and development, the Customer Care Team Manager works to enhance policy, plan, and program knowledge, drive proficiency in desktop usage and support customer interactions.</p>
Customer Care Leader	N	10%	<p>The County’s Customer Care leader is the County’s resource for broad customer care needs and is an escalation point for overall operational results. In addition to having ownership for best practice delivery, processes, and overall quality, the Customer Care Leader manages the Customer Care Team Managers and Customer Care Client Managers assigned to the County.</p>

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Customer Care Client Specialist	N	<p>100%</p> <p>50-100%</p> <p>May be variable based on business need, but at least one CCCS will be 100% dedicated, and another semi or fully dedicated based on business need</p>	<p>Customer Care Client Specialists partner with Customer Care Client Managers to monitor the County’s daily deliverables. The Customer Care Client Specialists have deep knowledge of Call Center processes, knowledge, content management and training and are day-to-day subject matter experts on County’s policies and process provisions.</p>
Customer Care Team	N	Varies	<p>The Customer Care Team consists of Customer Care Representatives and Customer Care specialists. They provide quality customer care by helping the County employees, former employees, and others understand, work with, and use their benefits plan(s) accurately and effectively. This team works with the County’s Participants to resolve complex questions and issues arising from inbound calls, secured online submissions and written requests, including those from the County regarding a Participant.</p>

7. Except as amended herein, all other terms and conditions of the Contract, including any change orders and administrative modifications previously agreed to as authorized under the terms of the Contract, are incorporated by this reference as if fully set forth herein and shall remain in full force and effect.

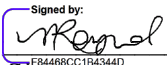
Signature page to follow:

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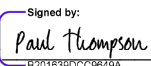
The Parties hereto have executed this Amendment on the dates shown opposite their respective signatures below.

**Alight Solutions LLC**

By: Nadine Reynolds SVP Commercial Operations  
Print Name Title

 3/19/2026  
Signature Date

By: Paul Thompson Chief of Staff  
Print Name Title

 3/19/2026  
Signature Date

**\* If the Contractor is a corporation, signatures of two specific corporate officers are required as further set forth.**

**The first corporate officer signature must be one of the following: 1) the Chairman of the Board; 2) the President; 3) any Vice President.**

**The second corporate officer signature must be one of the following: a) Secretary; b) Assistant Secretary; c) Chief Financial Officer; d) Assistant Treasurer.**

**In the alternative, a single corporate signature is acceptable when accompanied by a corporate resolution demonstrating the legal authority of the signature to bind the company.**

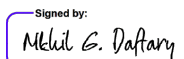
\*\*\*\*\*  
**County of Orange, a political subdivision of the State of California**

\_\_\_\_\_  
Print Name Title

\_\_\_\_\_  
Signature Date

\*\*\*\*\*

APPROVED AS TO FORM:

  
Deputy, Office of County Counsel  
Orange County, California