

EXHIBIT A

SCOPE OF SERVICES

Contractor to provide up to 18 workforce development interns to various City of San Leandro departments. Interns will be assigned to project-based and time-bound assignments. City departments have the exclusive right to screen the intern applicants by way of the City's standard background check and oral interview process. Interns will be placed in the following departments: City Manager's Office, Finance, Information Technology, Human Services, Library, Police, Public Works, Recreation. Interns will be placed for a 6-month period. City has discretion to dismiss or remove any intern from an assignment or Department at any time for any reason, or no reason. Interns are completely at-will to City, and have no explicit or inherent rights to City employment or any City position.

Year Up provides its program participants with the opportunity to develop essential career readiness and business skills, build foundational technical capabilities, and complete an immersive, work-based experience with a leading employer partner. Throughout the entirety of their program, participants receive ongoing coaching and have access to a robust offering of services and supports to promote their success. While enrolled, participants may also be eligible to earn college credits or prepared to sit for common industry-recognized credentials.

EXHIBIT B

COMPENSATION SCHEDULE

WORKFORCE DEVELOPMENT INTERNSHIPS - \$600,000

Contractor will receive compensation for providing workforce development interns.

The cost to place one intern is \$29,700.

Invoices will be sent according to the schedule below, and the City will submit payment no later than 30 days after receipt of invoice from Year Up:

(1) An invoice for the amount of \$14,850, or 50% of the total payment will be sent within 30 days of the Internship Start Date

(2) A second and final invoice for the amount of \$14,850, or 50% of the total payment will be sent within 90 days of the Internship Start Date

In the unlikely event that an intern leaves the program prior to the anticipated end date of the internship, Year Up will apply a credit to the account, based on a pro rata basis based on number of weeks completed. Notwithstanding the foregoing, if the intern's early departure results from Internship Partner hiring the intern, no credits will apply and the Program Fee will be immediately due and payable in full.

There are no reimbursable expenses.