



Purchasing Agreement # 2021003068

The Agreement to furnish certain goods and services described herein and in the documents referenced herein ("Goods and/or Services") is made by and between The Regents of the University of California, a California public corporation ("UC") on behalf of the University of California, and the supplier named below, US Tech Solutions ("Supplier"). This Agreement is binding only if it is negotiated and executed by an authorized representative with the proper delegation of authority.

1. Statement of Work

Supplier agrees to perform the Services listed in the statement of work attached as Attachment A ("Statement of Work") and any other documents referenced in the Incorporated Documents section herein, at the prices set forth in the Statement of Work and any other documents referenced in the Incorporated Documents section herein. Unless otherwise provided in the Agreement, UC will not be obligated to purchase a minimum amount of Goods and/or Services from Supplier.

Supplier agrees to extend pricing and Goods and/or Services to the California State University institutions (CSU) and the California Community Colleges (CCC) under the terms of the Agreement. All contractual administration issues (e.g. terms and conditions, extensions, and renewals) will remain UC's responsibility. Operational issues, fiduciary responsibility, payment issues, performance issues and liabilities, and disputes involving individual CSU or CCC campuses will be addressed, administered, and resolved by each CSU or CCC campus.

October 1, 2021, The Regents of the University of California (also known as a "Principle Procurement Agency" in material provided by OMNIA Partners) and Contractor partnered with OMNIA Partners to offer the Contract (also known as a "Master Agreement" in material distributed by OMNIA Partners) on a national basis to public agencies who register with OMNIA Partners.

Supplier agrees to extend Goods and/or Services to state and local governmental entities, public and private primary, secondary and higher education entities, non-profit entities, and agencies for the public benefit ("Public Agencies") registered with OMNIA Partners, Public Sector ("Participating Public Agencies") under the terms of this agreement. Operational issues, fiduciary responsibility, payment issues and liabilities, and disputes involving individual participating public agencies will be addressed, administered, and resolved by each participating public agency.

2. Term of Agreement/Termination

- a) The initial term of the Agreement will be from **October 1, 2021** and through **September 30, 2026** (Initial Term) and is subject to earlier termination as provided below. UC may renew the Agreement for **5** successive **1**-year periods (each, a Renewal Term), by providing Supplier with at least **30** calendar days' written notice before the end of the Initial Term or any Renewal Term.
- b) UC may terminate the Agreement for convenience by giving Supplier at least **30** calendar days' written notice.
- c) UC or Supplier may terminate the Agreement for cause by giving the other party at least **15** days' notice to cure a breach of the Agreement (Cure Period). If the breaching party fails to cure the breach within the Cure Period, the non-breaching party may immediately terminate the Agreement.

3. Purchase Order; Advance Payments

Unless otherwise provided in the Agreement, Supplier may not begin providing Goods and/or Services until UC approves a Purchase Order for the Goods and/or Services.

4. Pricing, Invoicing Method, and Settlement Method and Terms

Refer to Statement of Work or Purchase Order for Pricing.



For system-wide agreements, each UC Location will specify the Invoicing Method and Payment Options that will apply, taking into account the operational capabilities of Supplier and the UC Location. See UC's Procure to Pay Standards <http://www.ucop.edu/procurement-services/files/Matrix%20for%20website.pdf> for the options that will be considered. In the case of system-wide agreements, each UC Location will specify these terms in a Statement of Work or Purchase Order, as the case may be.

5. Notices

As provided in the UC Terms and Conditions of Purchase, notices may be given by email, which will be considered legal notice only if such communications include the following text in the Subject field: FORMAL LEGAL NOTICE – [insert, as the case may be, Supplier name or University of California]. If a physical format notice is required, it must be sent by overnight delivery or by certified mail with return receipt requested, at the addresses specified below.

To UC, regarding confirmed or suspected Breaches as defined under Appendix – Data Security:

| | |
|----------------|--|
| Name | Matthew Linzer |
| Phone | 510-987-9680 |
| Email | Matthew.Linzer@ucop.edu |
| Address | 1111 Franklin Street |
| | Oakland, CA 94607 |

To UC, regarding Breaches or Security Incidents as defined under Appendix – Business Associate:

| | |
|----------------|--|
| Name | Noelle Vidal |
| Phone | 510-987-0725 |
| Email | Noelle.Vidal@ucop.edu |
| Address | 1111 Franklin Street |
| | Oakland, CA 94617 |

To UC, regarding contract issues not addressed above:

| | |
|----------------|--|
| Name | Robert Puerzer |
| Phone | 510-987-9352 |
| Email | Robert.Puerzer@ucop.edu |
| Address | 1111 Franklin Street |
| | Oakland, CA 94617 |

To Supplier:

| | |
|----------------|--|
| Name | Michelle Vanetti (Legal/Compliance Manager) |
| Phone | 201-524-9600 Ext 7367 |
| Email | Contracts@ustechsolutions.com |
| Address | 10 Exchange Place, Suite 1710 |
| | Jersey City, NJ 07302 |

6. Intellectual Property, Copyright and Patents

/_X_/ The Goods and/or Services involve Work Made for Hire



☐ The Goods and/or Services **do not** involve Work Made for Hire

7. Patient Protection and Affordable Care Act (PPACA)

☒ Because the Services involve temporary or supplementary staffing, they are subject to the PPACA warranties in the T&Cs.

☐ The Services do not involve temporary or supplementary staffing, and they are not subject to the PPACA warranties in the T&Cs.

8. Prevailing Wages

☐ Supplier is not required to pay prevailing wages when providing the Services.

9. Fair Wage/Fair Work

☐ Supplier is not required to pay the UC Fair Wage (defined as \$13 per hour as of 10/1/15, \$14 per hour as of 10/1/16, and \$15 per hour as of 10/1/17) when providing the Services.

10. Restriction Relating to Consulting Services or Similar Contracts – Follow-on Contracts

Please note a Supplier that is awarded a consulting services or similar contract cannot later submit a bid or be considered for any work “required, suggested, or otherwise deemed appropriate” as the end product of the Services (see Public Contract Code Section 10515).

11. Insurance

Deliver the PDF version of the Certificate of Insurance to UC’s Buyer, by email with the following text in the Subject field: CERTIFICATE OF INSURANCE – **US Tech Solutions, Inc.**

12. Records about Individuals

Records created pursuant to the Agreement that contain personal information about individuals (including statements made by or about individuals) may become subject to the California Information Practices Act of 1977, which includes a right of access by the subject individual. While ownership of confidential or personal information about individuals is subject to negotiated agreement between UC and Supplier, records will normally become UC’s property, and subject to state law and UC policies governing privacy and access to files. When collecting the information, Supplier must inform the individual that the record is being made, and the purpose of the record. Use of recording devices in discussions with employees is permitted only as specified in the Statement of Work.

13. Amendments to UC Terms and Conditions of Purchase

The UC Terms and Conditions of Purchase, dated 4/1/2021 are hereby amended as follows:

The following articles are not applicable for the requested services under this Agreement: Article 7.A, Article 7.B, Article 13, Article 17, and Article 26



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14. Incorporated Documents

This Agreement and its Incorporated Documents contain the entire agreement between the Parties, in order of the below precedent, concerning its subject matter and shall supersede all prior or other agreements, oral and written declarations of intent and other legal arrangements (whether binding or non-binding) made by the Parties in respect thereof.

- a. Statement of Work – Attachment A
- b. Pricing – Attachment B
- c. Program Requirements – Attachment C
- d. UC Terms and Conditions of Purchase, dated 4/1/2021
- e. UC Appendix – Data Security, dated 8/12/2019
- f. UC Appendix - Business Associate (HIPAA), dated 8/2/19

15. Additional Terms

Conversion Fee:

As set forth below, UC agrees to pay a conversion fee upon the conversion of a contingent labor employee to UC's employment. The conversion fee is based on the annualized salary (2,096 hours) of the converted employee. Multiply the contingent employee's pay rate by 2,096 to determine the annualized salary.

Should the employee be used in a different capacity/project, the time banked on previous assignment(s) shall apply as the total calendar days as follows:

| Calendar Days Worked on Assignment | % of Annualized Salary |
|------------------------------------|------------------------|
| 0-45 days | 20% |
| 46-90 days | 10% |
| 90 days | 0% |

16. Entire Agreement

The Agreement and its Incorporated Documents contain the entire Agreement between the parties and supersede all prior written or oral agreements with respect to the subject matter herein.

This Agreement can only be signed by an authorized representative with the proper delegation of authority.

**THE REGENTS OF THE
UNIVERSITY OF CALIFORNIA**

Justin Sullivan

(Signature)

Justin Sullivan, Director, Strategic Sourcing

(Printed Name, Title)

8/30/2021

(Date)

US TECH SOLUTIONS, INC

Michelle Vanetti

(Signature)

Michelle Vanetti

(Printed Name, Title)

08-25-2021

(Date)



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ATTACHMENT A SAMPLE STATEMENT OF WORK

Example order form to retain IT Temporary or IT Professional Services Labor Services.

Does not replace UC Location Purchase Order. UC Locations can and may use location specific statements of work and/or purchase order forms.

This Statement of Work # ____ ("SOW") is issued pursuant to Purchasing Agreement # ____ dated _____, 20__ between UC and Supplier ("Agreement").

Supplier Name:

UC Agreement#

Supplier Customer Service Contact:

Dedicated toll-free number(s) or online access for UC Order Placement for Non IT Temporary Labor Services.

Name:

Title:

Phone:

Email:

Position Title:

Position Short Description:

UC Supervisor Contact Person for Reporting and Notification Purposes:

Name:

Title:

Phone:

Email:

Recruitment Team:

Duration of Assignment:

Desired Start Date:

Duration of Work:

Work Schedule (days and hours of work):

Location of Temp Assignment (address, building, suite or room#):

Dress Code:

Reason Temp Needed (i.e. LOA, recruiting for open position, etc.):

Hourly Rate:

Terms of Payment:

Address to send invoices:



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Identifying information to include on invoices:

Agreed to by University and Supplier (changes to basic terms and conditions require the signature of an authorized representative).

This Statement of Work is signed below by the parties' duly authorized representatives.

**THE REGENTS OF THE
UNIVERSITY OF CALIFORNIA**

US TECH SOLUTIONS, INC

(Signature)

(Signature)

(Printed Name, Title)

(Printed Name, Title)

(Date)

(Date)



UNIVERSITY OF CALIFORNIA

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ATTACHMENT B – PRICING

“US Tech Solutions, Inc.-UC System-wide Pricing Template”

IT Temporary/Supplementary Staffing Agencies: Which are provided by US Tech Solutions, Inc.’s resource, direct employee or subcontractor, on a time and material billing basis. The work product and deliverable(s) are owned by UC or Participating Agencies and not the resource nor the supplier. The resource is an “extra set of hands” under the direction of the Project Manager who is a UC employee or the designated Participating Agency employee. UC and Participating Agency owns the means, method, and manner of the work effort.

| IT TEMP SERVICES | JUNIOR LEVEL (1-3 YEARS) | | | | | | INTERMEDIATE LEVEL (4-6 YEARS) | | | | | | SENIOR LEVEL (6+ YEARS) | | | | | |
|--|--------------------------|----------|-------------------|----------|-----------|---------|--------------------------------|----------|-------------------|----------|-----------|---------|-------------------------|----------|-------------------|----------|-----------|---------|
| | Pay Rate (\$/Hr) | | Bill Rate (\$/Hr) | | Mark-Up % | | Pay Rate (\$/Hr) | | Bill Rate (\$/Hr) | | Mark-Up % | | Pay Rate (\$/Hr) | | Bill Rate (\$/Hr) | | Mark-Up % | |
| | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum |
| Agile Coach | \$ 53.00 | \$ 59.00 | \$ 68.90 | \$ 76.70 | 30% | 30% | \$ 62.00 | \$ 65.00 | \$ 80.60 | \$ 84.50 | 30% | 30% | \$ 71.00 | \$ 76.00 | \$ 92.30 | \$ 98.80 | 30% | 30% |
| Agile Scrum Master | \$ 53.00 | \$ 59.00 | \$ 68.90 | \$ 76.70 | 30% | 30% | \$ 62.00 | \$ 65.00 | \$ 80.60 | \$ 84.50 | 30% | 30% | \$ 71.00 | \$ 76.00 | \$ 92.30 | \$ 98.80 | 30% | 30% |
| AI/ML Engineer | \$ 44.00 | \$ 47.00 | \$ 57.20 | \$ 61.10 | 30% | 30% | \$ 52.00 | \$ 58.00 | \$ 67.60 | \$ 75.40 | 30% | 30% | \$ 64.00 | \$ 67.00 | \$ 83.20 | \$ 87.10 | 30% | 30% |
| Android Developer | \$ 41.00 | \$ 46.00 | \$ 53.30 | \$ 59.80 | 30% | 30% | \$ 50.00 | \$ 56.00 | \$ 67.00 | \$ 72.90 | 30% | 30% | \$ 63.00 | \$ 66.00 | \$ 81.90 | \$ 85.80 | 30% | 30% |
| Application Developer | \$ 32.00 | \$ 36.00 | \$ 41.60 | \$ 46.80 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 58.00 | \$ 61.00 | \$ 76.70 | \$ 79.30 | 30% | 30% |
| AUTO CAD Drafter | \$ 21.00 | \$ 27.00 | \$ 27.30 | \$ 35.10 | 30% | 30% | \$ 31.00 | \$ 35.00 | \$ 40.30 | \$ 45.50 | 30% | 30% | \$ 36.00 | \$ 41.00 | \$ 46.80 | \$ 53.30 | 30% | 30% |
| AV Technician | \$ 17.00 | \$ 22.00 | \$ 22.10 | \$ 28.60 | 30% | 30% | \$ 26.00 | \$ 31.00 | \$ 33.80 | \$ 40.30 | 30% | 30% | \$ 36.00 | \$ 42.00 | \$ 46.80 | \$ 54.60 | 30% | 30% |
| AWS Developer | \$ 42.00 | \$ 46.00 | \$ 54.60 | \$ 59.80 | 30% | 30% | \$ 52.00 | \$ 58.00 | \$ 67.60 | \$ 75.40 | 30% | 30% | \$ 61.00 | \$ 67.00 | \$ 79.30 | \$ 87.10 | 30% | 30% |
| Big Data Administrator | \$ 39.00 | \$ 43.00 | \$ 50.70 | \$ 55.90 | 30% | 30% | \$ 46.00 | \$ 52.00 | \$ 59.80 | \$ 67.60 | 30% | 30% | \$ 55.00 | \$ 61.00 | \$ 71.50 | \$ 79.30 | 30% | 30% |
| Big Data Developer | \$ 42.00 | \$ 47.00 | \$ 54.60 | \$ 61.10 | 30% | 30% | \$ 51.00 | \$ 57.00 | \$ 66.30 | \$ 74.10 | 30% | 30% | \$ 59.00 | \$ 64.00 | \$ 76.70 | \$ 83.20 | 30% | 30% |
| BigData Specialist | \$ 40.00 | \$ 45.00 | \$ 52.00 | \$ 58.50 | 30% | 30% | \$ 50.00 | \$ 55.00 | \$ 65.00 | \$ 71.50 | 30% | 30% | \$ 60.00 | \$ 65.00 | \$ 75.40 | \$ 80.60 | 30% | 30% |
| BioMed Tech | \$ 25.00 | \$ 28.00 | \$ 32.80 | \$ 36.40 | 30% | 30% | \$ 32.00 | \$ 37.00 | \$ 41.60 | \$ 48.10 | 30% | 30% | \$ 41.00 | \$ 46.00 | \$ 53.30 | \$ 59.80 | 30% | 30% |
| Business Architect | \$ 46.00 | \$ 50.00 | \$ 59.80 | \$ 65.00 | 30% | 30% | \$ 54.00 | \$ 58.00 | \$ 70.20 | \$ 75.40 | 30% | 30% | \$ 62.00 | \$ 67.00 | \$ 80.60 | \$ 87.10 | 30% | 30% |
| Business Intelligence Specialist | \$ 33.00 | \$ 39.00 | \$ 42.90 | \$ 50.70 | 30% | 30% | \$ 44.00 | \$ 50.00 | \$ 57.20 | \$ 65.00 | 30% | 30% | \$ 54.00 | \$ 60.00 | \$ 70.20 | \$ 78.00 | 30% | 30% |
| Business Objects Developer | \$ 35.00 | \$ 37.00 | \$ 45.50 | \$ 48.10 | 30% | 30% | \$ 43.00 | \$ 50.00 | \$ 55.90 | \$ 65.00 | 30% | 30% | \$ 51.00 | \$ 55.00 | \$ 66.30 | \$ 71.50 | 30% | 30% |
| Business Systems Analyst | \$ 30.00 | \$ 36.00 | \$ 39.00 | \$ 46.80 | 30% | 30% | \$ 37.00 | \$ 40.00 | \$ 48.10 | \$ 52.00 | 30% | 30% | \$ 41.00 | \$ 43.00 | \$ 53.30 | \$ 55.90 | 30% | 30% |
| Change Management Specialist | \$ 47.00 | \$ 54.00 | \$ 61.10 | \$ 70.20 | 30% | 30% | \$ 56.00 | \$ 62.00 | \$ 75.40 | \$ 80.60 | 30% | 30% | \$ 65.00 | \$ 73.00 | \$ 84.50 | \$ 94.90 | 30% | 30% |
| Chatbot Developer | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 51.00 | \$ 58.00 | \$ 66.30 | \$ 75.40 | 30% | 30% | \$ 62.00 | \$ 69.00 | \$ 78.00 | \$ 89.70 | 30% | 30% |
| CISSP | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 51.00 | \$ 58.00 | \$ 66.30 | \$ 75.40 | 30% | 30% | \$ 62.00 | \$ 69.00 | \$ 78.00 | \$ 89.70 | 30% | 30% |
| Citrix Administrator | \$ 30.00 | \$ 35.00 | \$ 39.00 | \$ 45.50 | 30% | 30% | \$ 41.00 | \$ 44.00 | \$ 53.30 | \$ 57.20 | 30% | 30% | \$ 51.00 | \$ 56.00 | \$ 66.30 | \$ 72.90 | 30% | 30% |
| Cloud Administrator | \$ 34.00 | \$ 36.00 | \$ 44.20 | \$ 46.80 | 30% | 30% | \$ 42.00 | \$ 47.00 | \$ 54.60 | \$ 61.10 | 30% | 30% | \$ 53.00 | \$ 59.00 | \$ 68.90 | \$ 76.70 | 30% | 30% |
| Cloud Architect | \$ 51.00 | \$ 57.00 | \$ 66.30 | \$ 74.10 | 30% | 30% | \$ 62.00 | \$ 66.00 | \$ 80.60 | \$ 85.80 | 30% | 30% | \$ 68.00 | \$ 75.00 | \$ 88.40 | \$ 97.50 | 30% | 30% |
| Cloud Architect (AWS/ Azure/ Google) | \$ 51.00 | \$ 57.00 | \$ 66.30 | \$ 74.10 | 30% | 30% | \$ 62.00 | \$ 66.00 | \$ 80.60 | \$ 85.80 | 30% | 30% | \$ 68.00 | \$ 75.00 | \$ 88.40 | \$ 97.50 | 30% | 30% |
| Cloud Computing Engineer | \$ 40.00 | \$ 45.00 | \$ 52.00 | \$ 58.50 | 30% | 30% | \$ 50.00 | \$ 55.00 | \$ 65.00 | \$ 71.50 | 30% | 30% | \$ 60.00 | \$ 65.00 | \$ 75.40 | \$ 80.60 | 30% | 30% |
| Cloud Developer | \$ 41.00 | \$ 47.00 | \$ 53.30 | \$ 61.10 | 30% | 30% | \$ 52.00 | \$ 57.00 | \$ 67.60 | \$ 74.10 | 30% | 30% | \$ 62.00 | \$ 67.00 | \$ 79.30 | \$ 87.10 | 30% | 30% |
| Cloud Engineer | \$ 41.00 | \$ 47.00 | \$ 53.30 | \$ 61.10 | 30% | 30% | \$ 52.00 | \$ 57.00 | \$ 67.60 | \$ 74.10 | 30% | 30% | \$ 62.00 | \$ 67.00 | \$ 79.30 | \$ 87.10 | 30% | 30% |
| Cloud Specialist | \$ 40.00 | \$ 45.00 | \$ 52.00 | \$ 58.50 | 30% | 30% | \$ 50.00 | \$ 55.00 | \$ 65.00 | \$ 71.50 | 30% | 30% | \$ 60.00 | \$ 65.00 | \$ 75.40 | \$ 80.60 | 30% | 30% |
| Cognos Developer | \$ 32.00 | \$ 36.00 | \$ 41.60 | \$ 46.80 | 30% | 30% | \$ 42.00 | \$ 48.00 | \$ 54.60 | \$ 62.40 | 30% | 30% | \$ 51.00 | \$ 54.00 | \$ 66.30 | \$ 70.20 | 30% | 30% |
| CRM Specialist (MS Dynamics/ Salesforce etc.) | \$ 44.00 | \$ 48.00 | \$ 57.20 | \$ 62.40 | 30% | 30% | \$ 52.00 | \$ 58.00 | \$ 67.60 | \$ 75.40 | 30% | 30% | \$ 64.00 | \$ 68.00 | \$ 83.20 | \$ 88.40 | 30% | 30% |
| Customer Service Representative | \$ 12.00 | \$ 14.00 | \$ 15.60 | \$ 18.20 | 30% | 30% | \$ 15.00 | \$ 18.00 | \$ 19.50 | \$ 23.40 | 30% | 30% | \$ 20.00 | \$ 22.00 | \$ 26.00 | \$ 28.60 | 30% | 30% |
| Cyber Security | \$ 34.00 | \$ 39.00 | \$ 44.20 | \$ 50.70 | 30% | 30% | \$ 41.00 | \$ 44.00 | \$ 53.30 | \$ 57.20 | 30% | 30% | \$ 51.00 | \$ 56.00 | \$ 66.30 | \$ 75.40 | 30% | 30% |
| Cyber Security Analyst | \$ 34.00 | \$ 39.00 | \$ 44.20 | \$ 50.70 | 30% | 30% | \$ 41.00 | \$ 44.00 | \$ 53.30 | \$ 57.20 | 30% | 30% | \$ 51.00 | \$ 56.00 | \$ 66.30 | \$ 75.40 | 30% | 30% |
| Cyber Security Engineer | \$ 41.00 | \$ 44.00 | \$ 53.30 | \$ 57.20 | 30% | 30% | \$ 51.00 | \$ 58.00 | \$ 66.30 | \$ 75.40 | 30% | 30% | \$ 62.00 | \$ 65.00 | \$ 79.30 | \$ 84.50 | 30% | 30% |
| Cybersecurity Analyst | \$ 34.00 | \$ 39.00 | \$ 44.20 | \$ 50.70 | 30% | 30% | \$ 41.00 | \$ 44.00 | \$ 53.30 | \$ 57.20 | 30% | 30% | \$ 51.00 | \$ 56.00 | \$ 66.30 | \$ 75.40 | 30% | 30% |
| Cybersecurity Architect | \$ 53.00 | \$ 59.00 | \$ 68.90 | \$ 76.70 | 30% | 30% | \$ 61.00 | \$ 65.00 | \$ 79.30 | \$ 84.50 | 30% | 30% | \$ 68.00 | \$ 72.00 | \$ 88.40 | \$ 93.60 | 30% | 30% |
| Data Architect | \$ 48.00 | \$ 53.00 | \$ 62.40 | \$ 68.90 | 30% | 30% | \$ 56.00 | \$ 62.00 | \$ 75.40 | \$ 80.60 | 30% | 30% | \$ 67.00 | \$ 71.00 | \$ 87.10 | \$ 92.30 | 30% | 30% |
| Data Modeler | \$ 41.00 | \$ 47.00 | \$ 53.30 | \$ 61.10 | 30% | 30% | \$ 51.00 | \$ 55.00 | \$ 66.30 | \$ 71.50 | 30% | 30% | \$ 62.00 | \$ 65.00 | \$ 79.30 | \$ 84.50 | 30% | 30% |
| Data Scientist | \$ 34.00 | \$ 37.00 | \$ 44.20 | \$ 48.10 | 30% | 30% | \$ 41.00 | \$ 46.00 | \$ 53.30 | \$ 59.80 | 30% | 30% | \$ 51.00 | \$ 57.00 | \$ 66.30 | \$ 74.10 | 30% | 30% |
| Data Strategist | \$ 37.00 | \$ 43.00 | \$ 48.10 | \$ 55.90 | 30% | 30% | \$ 45.00 | \$ 50.00 | \$ 57.20 | \$ 65.00 | 30% | 30% | \$ 52.00 | \$ 57.00 | \$ 67.60 | \$ 75.40 | 30% | 30% |
| Data Warehouse Analyst | \$ 35.00 | \$ 41.00 | \$ 50.70 | \$ 53.30 | 30% | 30% | \$ 46.00 | \$ 50.00 | \$ 59.80 | \$ 65.00 | 30% | 30% | \$ 57.00 | \$ 61.00 | \$ 71.50 | \$ 79.30 | 30% | 30% |
| Database Administrator | \$ 35.00 | \$ 38.00 | \$ 45.50 | \$ 49.40 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 55.00 | \$ 60.00 | \$ 71.50 | \$ 78.00 | 30% | 30% |
| DevOps Developer | \$ 38.00 | \$ 43.00 | \$ 49.40 | \$ 55.90 | 30% | 30% | \$ 46.00 | \$ 52.00 | \$ 61.10 | \$ 67.60 | 30% | 30% | \$ 57.00 | \$ 64.00 | \$ 74.10 | \$ 83.20 | 30% | 30% |
| DevOps Engineer | \$ 38.00 | \$ 43.00 | \$ 49.40 | \$ 55.90 | 30% | 30% | \$ 46.00 | \$ 52.00 | \$ 61.10 | \$ 67.60 | 30% | 30% | \$ 57.00 | \$ 64.00 | \$ 74.10 | \$ 83.20 | 30% | 30% |
| DevOps Manager | \$ 40.00 | \$ 51.00 | \$ 63.70 | \$ 66.30 | 30% | 30% | \$ 57.00 | \$ 62.00 | \$ 74.10 | \$ 80.60 | 30% | 30% | \$ 70.00 | \$ 72.00 | \$ 87.10 | \$ 93.60 | 30% | 30% |
| DevOps Specialist | \$ 34.00 | \$ 37.00 | \$ 44.20 | \$ 48.10 | 30% | 30% | \$ 41.00 | \$ 46.00 | \$ 53.30 | \$ 59.80 | 30% | 30% | \$ 51.00 | \$ 57.00 | \$ 66.30 | \$ 74.10 | 30% | 30% |
| Digital Transformation Specialist (Microservices, API Management, Chatbot, RPA/AI/ML etc) | \$ 48.00 | \$ 53.00 | \$ 62.40 | \$ 68.90 | 30% | 30% | \$ 56.00 | \$ 62.00 | \$ 75.40 | \$ 80.60 | 30% | 30% | \$ 67.00 | \$ 71.00 | \$ 87.10 | \$ 92.30 | 30% | 30% |
| Disaster Recovery Specialist | \$ 30.00 | \$ 36.00 | \$ 39.00 | \$ 46.80 | 30% | 30% | \$ 37.00 | \$ 40.00 | \$ 48.10 | \$ 52.00 | 30% | 30% | \$ 41.00 | \$ 43.00 | \$ 53.30 | \$ 55.90 | 30% | 30% |
| Enterprise Architect | \$ 40.00 | \$ 48.00 | \$ 52.00 | \$ 62.40 | 30% | 30% | \$ 52.00 | \$ 58.00 | \$ 67.60 | \$ 75.40 | 30% | 30% | \$ 60.00 | \$ 67.00 | \$ 78.00 | \$ 87.10 | 30% | 30% |
| Enterprise Health Architect | \$ 40.00 | \$ 48.00 | \$ 52.00 | \$ 62.40 | 30% | 30% | \$ 52.00 | \$ 58.00 | \$ 67.60 | \$ 75.40 | 30% | 30% | \$ 60.00 | \$ 67.00 | \$ 78.00 | \$ 87.10 | 30% | 30% |
| Enterprise Security | \$ 41.00 | \$ 44.00 | \$ 53.30 | \$ 57.20 | 30% | 30% | \$ 47.00 | \$ 54.00 | \$ 61.10 | \$ 70.20 | 30% | 30% | \$ 57.00 | \$ 63.00 | \$ 74.10 | \$ 81.90 | 30% | 30% |
| ERP Cloud Engineer | \$ 41.00 | \$ 47.00 | \$ 53.30 | \$ 61.10 | 30% | 30% | \$ 51.00 | \$ 55.00 | \$ 66.30 | \$ 71.50 | 30% | 30% | \$ 62.00 | \$ 65.00 | \$ 79.30 | \$ 84.50 | 30% | 30% |
| ERP Cloud Infrastructure Architect | \$ 40.00 | \$ 48.00 | \$ 52.00 | \$ 62.40 | 30% | 30% | \$ 52.00 | \$ 58.00 | \$ 67.60 | \$ 75.40 | 30% | 30% | \$ 60.00 | \$ 67.00 | \$ 78.00 | \$ 87.10 | 30% | 30% |
| ERP Engineer | \$ 35.00 | \$ 38.00 | \$ 45.50 | \$ 49.40 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 55.00 | \$ 60.00 | \$ 71.50 | \$ 78.00 | 30% | 30% |
| ERP Functional Consultant | \$ 31.00 | \$ 35.00 | \$ 40.30 | \$ 45.50 | 30% | 30% | \$ 41.00 | \$ 45.00 | \$ 53.30 | \$ 59.80 | 30% | 30% | \$ 51.00 | \$ 55.00 | \$ 66.30 | \$ 71.50 | 30% | 30% |
| ERP Solution Architect | \$ 40.00 | \$ 48.00 | \$ 52.00 | \$ 62.40 | 30% | 30% | \$ 52.00 | \$ 58.00 | \$ 67.60 | \$ 75.40 | 30% | 30% | \$ 60.00 | \$ 67.00 | \$ 78.00 | \$ 87.10 | 30% | 30% |
| ETL Developer | \$ 41.00 | \$ 45.00 | \$ 53.30 | \$ 58.50 | 30% | 30% | \$ 53.00 | \$ 57.00 | \$ 67.60 | \$ 74.10 | 30% | 30% | \$ 60.00 | \$ 65.00 | \$ 75.40 | \$ 80.60 | 30% | 30% |
| Field Service Engineer | \$ 30.00 | \$ 35.00 | \$ 39.00 | \$ 45.50 | 30% | 30% | \$ 36.00 | \$ 42.00 | \$ 46.80 | \$ 54.60 | 30% | 30% | \$ 44.00 | \$ 51.00 | \$ 57.20 | \$ 66.30 | 30% | 30% |
| Functional ERP Consultant | \$ 31.00 | \$ 35.00 | \$ 40.30 | \$ 45.50 | 30% | 30% | \$ 41.00 | \$ 45.00 | \$ 53.30 | \$ 59.80 | 30% | 30% | \$ 51.00 | \$ 55.00 | \$ 66.30 | \$ 71.50 | 30% | 30% |
| Functional Specialist | \$ 41.00 | \$ 44.00 | \$ 53.30 | \$ 57.20 | 30% | 30% | \$ 48.00 | \$ 52.00 | \$ 62.40 | \$ 67.60 | 30% | 30% | \$ 54.00 | \$ 60.00 | \$ 70.20 | \$ 78.00 | 30% | 30% |
| Hadoop Specialist | \$ 36.00 | \$ 40.00 | \$ 48.10 | \$ 52.00 | 30% | 30% | \$ 43.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 53.00 | \$ 59.00 | \$ 68.90 | \$ 76.70 | 30% | 30% |



UNIVERSITY OF CALIFORNIA

Purchasing Agreement # 2021003068

| | | | | | | | | | | | | | | | | | | |
|---------------------------------------|----------|----------|----------|----------|-----|-----|----------|----------|----------|----------|-----|-----|----------|----------|----------|-----------|-----|-----|
| MS Access Developer | \$ 39.00 | \$ 42.00 | \$ 50.70 | \$ 54.60 | 30% | 30% | \$ 39.00 | \$ 42.00 | \$ 50.70 | \$ 54.60 | 30% | 30% | \$ 57.00 | \$ 63.00 | \$ 74.10 | \$ 81.90 | 30% | 30% |
| Microsoft Integrators | \$ 44.00 | \$ 47.00 | \$ 57.20 | \$ 61.10 | 30% | 30% | \$ 49.00 | \$ 54.00 | \$ 63.70 | \$ 70.20 | 30% | 30% | \$ 57.00 | \$ 62.00 | \$ 74.10 | \$ 80.60 | 30% | 30% |
| NET Developer | \$ 35.00 | \$ 40.00 | \$ 45.50 | \$ 52.00 | 30% | 30% | \$ 42.00 | \$ 47.00 | \$ 54.60 | \$ 61.10 | 30% | 30% | \$ 51.00 | \$ 54.00 | \$ 66.30 | \$ 70.20 | 30% | 30% |
| Network Administrator | \$ 30.00 | \$ 35.00 | \$ 39.00 | \$ 45.50 | 30% | 30% | \$ 37.00 | \$ 42.00 | \$ 48.10 | \$ 54.60 | 30% | 30% | \$ 45.00 | \$ 50.00 | \$ 58.50 | \$ 65.00 | 30% | 30% |
| Network Engineer | \$ 32.00 | \$ 37.00 | \$ 41.60 | \$ 48.10 | 30% | 30% | \$ 39.00 | \$ 44.00 | \$ 50.70 | \$ 57.20 | 30% | 30% | \$ 49.00 | \$ 54.00 | \$ 63.70 | \$ 70.20 | 30% | 30% |
| OnBase Admin | \$ 29.00 | \$ 33.00 | \$ 37.70 | \$ 42.90 | 30% | 30% | \$ 35.00 | \$ 40.00 | \$ 45.50 | \$ 52.00 | 30% | 30% | \$ 45.00 | \$ 50.00 | \$ 58.50 | \$ 65.00 | 30% | 30% |
| Oracle Cloud Consultant | \$ 42.00 | \$ 46.00 | \$ 54.60 | \$ 59.80 | 30% | 30% | \$ 52.00 | \$ 59.00 | \$ 67.60 | \$ 76.70 | 30% | 30% | \$ 62.00 | \$ 65.00 | \$ 80.60 | \$ 84.50 | 30% | 30% |
| Oracle EBS Functional Consultant | \$ 45.00 | \$ 49.00 | \$ 58.50 | \$ 63.70 | 30% | 30% | \$ 51.00 | \$ 57.00 | \$ 66.30 | \$ 74.10 | 30% | 30% | \$ 60.00 | \$ 66.00 | \$ 78.00 | \$ 85.80 | 30% | 30% |
| PACS Admin | \$ 35.00 | \$ 39.00 | \$ 45.50 | \$ 50.70 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 51.00 | \$ 54.00 | \$ 66.30 | \$ 70.20 | 30% | 30% |
| PACS Administrator | \$ 35.00 | \$ 39.00 | \$ 45.50 | \$ 50.70 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 51.00 | \$ 54.00 | \$ 66.30 | \$ 70.20 | 30% | 30% |
| Pandemic SME | \$ 40.00 | \$ 45.00 | \$ 52.00 | \$ 58.50 | 30% | 30% | \$ 47.00 | \$ 51.00 | \$ 61.10 | \$ 66.30 | 30% | 30% | \$ 56.00 | \$ 60.00 | \$ 72.80 | \$ 83.20 | 30% | 30% |
| Pandemic Support | \$ 22.00 | \$ 27.00 | \$ 28.60 | \$ 35.10 | 30% | 30% | \$ 29.00 | \$ 32.00 | \$ 37.70 | \$ 41.60 | 30% | 30% | \$ 33.00 | \$ 35.00 | \$ 42.90 | \$ 45.50 | 30% | 30% |
| Peoplesoft Commitment Accounting | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 52.00 | \$ 59.00 | \$ 67.60 | \$ 76.70 | 30% | 30% | \$ 62.00 | \$ 65.00 | \$ 80.60 | \$ 84.50 | 30% | 30% |
| PeopleSoft Developer | \$ 41.00 | \$ 45.00 | \$ 53.30 | \$ 58.50 | 30% | 30% | \$ 41.00 | \$ 45.00 | \$ 53.30 | \$ 58.50 | 30% | 30% | \$ 63.00 | \$ 68.00 | \$ 81.90 | \$ 85.80 | 30% | 30% |
| Peripheral Equipment Operator | \$ 15.00 | \$ 19.00 | \$ 19.50 | \$ 24.70 | 30% | 30% | \$ 21.00 | \$ 24.00 | \$ 27.30 | \$ 31.20 | 30% | 30% | \$ 27.00 | \$ 31.00 | \$ 35.10 | \$ 40.30 | 30% | 30% |
| Process Mining Analyst | \$ 29.00 | \$ 33.00 | \$ 37.70 | \$ 42.90 | 30% | 30% | \$ 35.00 | \$ 40.00 | \$ 45.50 | \$ 52.00 | 30% | 30% | \$ 45.00 | \$ 50.00 | \$ 58.50 | \$ 65.00 | 30% | 30% |
| Process Mining Engineer | \$ 31.00 | \$ 35.00 | \$ 40.30 | \$ 45.50 | 30% | 30% | \$ 40.00 | \$ 45.00 | \$ 52.00 | \$ 58.50 | 30% | 30% | \$ 44.00 | \$ 50.00 | \$ 57.20 | \$ 65.00 | 30% | 30% |
| Program Manager | \$ 48.00 | \$ 53.00 | \$ 62.40 | \$ 68.90 | 30% | 30% | \$ 55.00 | \$ 59.00 | \$ 71.50 | \$ 76.70 | 30% | 30% | \$ 62.00 | \$ 66.00 | \$ 80.60 | \$ 85.80 | 30% | 30% |
| Programmer, Advanced Technology | \$ 40.00 | \$ 45.00 | \$ 52.00 | \$ 58.50 | 30% | 30% | \$ 50.00 | \$ 55.00 | \$ 65.00 | \$ 71.50 | 30% | 30% | \$ 60.00 | \$ 65.00 | \$ 78.00 | \$ 84.50 | 30% | 30% |
| Project Manager | \$ 47.00 | \$ 52.00 | \$ 61.10 | \$ 67.60 | 30% | 30% | \$ 56.00 | \$ 60.00 | \$ 72.80 | \$ 78.00 | 30% | 30% | \$ 64.00 | \$ 68.00 | \$ 83.20 | \$ 89.40 | 30% | 30% |
| QA Analyst | \$ 29.00 | \$ 32.00 | \$ 37.70 | \$ 41.60 | 30% | 30% | \$ 33.00 | \$ 37.00 | \$ 42.90 | \$ 48.10 | 30% | 30% | \$ 41.00 | \$ 46.00 | \$ 53.30 | \$ 59.80 | 30% | 30% |
| Release Management | \$ 30.00 | \$ 34.00 | \$ 39.00 | \$ 44.20 | 30% | 30% | \$ 39.00 | \$ 42.00 | \$ 50.70 | \$ 54.60 | 30% | 30% | \$ 50.00 | \$ 56.00 | \$ 65.00 | \$ 72.80 | 30% | 30% |
| Robotic Process Automation Developer | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 62.40 | 30% | 30% | \$ 52.00 | \$ 59.00 | \$ 67.60 | \$ 72.80 | 30% | 30% | \$ 60.00 | \$ 64.00 | \$ 78.00 | \$ 83.20 | 30% | 30% |
| Salesforce.com Consultants | \$ 36.00 | \$ 41.00 | \$ 46.80 | \$ 53.30 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 54.00 | \$ 59.00 | \$ 70.20 | \$ 76.70 | 30% | 30% |
| Salesforce Developer | \$ 36.00 | \$ 41.00 | \$ 46.80 | \$ 53.30 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 54.00 | \$ 59.00 | \$ 70.20 | \$ 76.70 | 30% | 30% |
| SAP BASIS Administrator | \$ 29.00 | \$ 33.00 | \$ 37.70 | \$ 42.90 | 30% | 30% | \$ 36.00 | \$ 41.00 | \$ 46.80 | \$ 53.30 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% |
| SAP BW/BI Programmer/Analyst | \$ 41.00 | \$ 47.00 | \$ 53.30 | \$ 61.10 | 30% | 30% | \$ 50.00 | \$ 57.00 | \$ 65.00 | \$ 74.10 | 30% | 30% | \$ 60.00 | \$ 65.00 | \$ 78.00 | \$ 84.50 | 30% | 30% |
| SAP Developers | \$ 36.00 | \$ 40.00 | \$ 46.80 | \$ 52.00 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 54.00 | \$ 59.00 | \$ 70.20 | \$ 76.70 | 30% | 30% |
| SAP Functional Consultant | \$ 33.00 | \$ 40.00 | \$ 42.90 | \$ 52.00 | 30% | 30% | \$ 45.00 | \$ 50.00 | \$ 58.50 | \$ 65.00 | 30% | 30% | \$ 55.00 | \$ 63.00 | \$ 71.50 | \$ 81.90 | 30% | 30% |
| SAP Hanna Functional Expert | \$ 37.00 | \$ 42.00 | \$ 48.10 | \$ 54.60 | 30% | 30% | \$ 46.00 | \$ 51.00 | \$ 59.80 | \$ 66.30 | 30% | 30% | \$ 57.00 | \$ 65.00 | \$ 74.10 | \$ 84.50 | 30% | 30% |
| SAP S4 HANA | \$ 33.00 | \$ 40.00 | \$ 42.90 | \$ 52.00 | 30% | 30% | \$ 45.00 | \$ 50.00 | \$ 58.50 | \$ 65.00 | 30% | 30% | \$ 55.00 | \$ 63.00 | \$ 71.50 | \$ 81.90 | 30% | 30% |
| ServiceNow Architect | \$ 52.00 | \$ 57.00 | \$ 67.60 | \$ 74.10 | 30% | 30% | \$ 60.00 | \$ 67.00 | \$ 78.00 | \$ 87.10 | 30% | 30% | \$ 73.00 | \$ 79.00 | \$ 94.90 | \$ 102.70 | 30% | 30% |
| ServiceNow Dev/ Eng/ Arch | \$ 39.00 | \$ 44.00 | \$ 50.70 | \$ 57.20 | 30% | 30% | \$ 49.00 | \$ 53.00 | \$ 63.70 | \$ 68.90 | 30% | 30% | \$ 56.00 | \$ 61.00 | \$ 72.80 | \$ 79.30 | 30% | 30% |
| ServiceNow Developer | \$ 39.00 | \$ 44.00 | \$ 50.70 | \$ 57.20 | 30% | 30% | \$ 49.00 | \$ 53.00 | \$ 63.70 | \$ 68.90 | 30% | 30% | \$ 56.00 | \$ 61.00 | \$ 72.80 | \$ 79.30 | 30% | 30% |
| SharePoint Administrator | \$ 39.00 | \$ 42.00 | \$ 50.70 | \$ 54.60 | 30% | 30% | \$ 39.00 | \$ 42.00 | \$ 50.70 | \$ 54.60 | 30% | 30% | \$ 57.00 | \$ 63.00 | \$ 74.10 | \$ 81.90 | 30% | 30% |
| SharePoint Technical Specialist | \$ 32.00 | \$ 37.00 | \$ 41.60 | \$ 48.10 | 30% | 30% | \$ 41.00 | \$ 49.00 | \$ 53.30 | \$ 63.70 | 30% | 30% | \$ 54.00 | \$ 64.00 | \$ 70.20 | \$ 83.20 | 30% | 30% |
| Site Reliability Engineer | \$ 39.00 | \$ 42.00 | \$ 50.70 | \$ 54.60 | 30% | 30% | \$ 45.00 | \$ 52.00 | \$ 58.50 | \$ 67.60 | 30% | 30% | \$ 55.00 | \$ 57.00 | \$ 71.50 | \$ 74.10 | 30% | 30% |
| SnapLogic / Data Integration Engineer | \$ 37.00 | \$ 41.00 | \$ 48.10 | \$ 53.30 | 30% | 30% | \$ 45.00 | \$ 50.00 | \$ 58.50 | \$ 65.00 | 30% | 30% | \$ 54.00 | \$ 57.00 | \$ 70.20 | \$ 74.10 | 30% | 30% |
| Software Developer | \$ 41.00 | \$ 45.00 | \$ 53.30 | \$ 58.50 | 30% | 30% | \$ 41.00 | \$ 45.00 | \$ 53.30 | \$ 58.50 | 30% | 30% | \$ 63.00 | \$ 66.00 | \$ 81.90 | \$ 85.80 | 30% | 30% |
| Software Engineer | \$ 34.00 | \$ 37.00 | \$ 44.20 | \$ 48.10 | 30% | 30% | \$ 43.00 | \$ 48.00 | \$ 55.90 | \$ 62.40 | 30% | 30% | \$ 52.00 | \$ 59.00 | \$ 67.60 | \$ 76.70 | 30% | 30% |
| Solutions Architect | \$ 46.00 | \$ 52.00 | \$ 59.80 | \$ 68.90 | 30% | 30% | \$ 56.00 | \$ 63.00 | \$ 72.80 | \$ 81.90 | 30% | 30% | \$ 66.00 | \$ 73.00 | \$ 85.80 | \$ 94.90 | 30% | 30% |
| SQL DBA | \$ 33.00 | \$ 38.00 | \$ 42.90 | \$ 49.40 | 30% | 30% | \$ 43.00 | \$ 49.00 | \$ 55.90 | \$ 63.70 | 30% | 30% | \$ 51.00 | \$ 56.00 | \$ 68.30 | \$ 72.80 | 30% | 30% |
| Statistical Programmer | \$ 39.00 | \$ 44.00 | \$ 50.70 | \$ 57.20 | 30% | 30% | \$ 49.00 | \$ 54.00 | \$ 63.70 | \$ 70.20 | 30% | 30% | \$ 56.00 | \$ 62.00 | \$ 72.80 | \$ 80.60 | 30% | 30% |
| Systems Administrator | \$ 27.00 | \$ 31.00 | \$ 35.10 | \$ 40.30 | 30% | 30% | \$ 36.00 | \$ 40.00 | \$ 46.80 | \$ 52.00 | 30% | 30% | \$ 44.00 | \$ 55.00 | \$ 57.20 | \$ 71.50 | 30% | 30% |
| Technical Consultant | \$ 32.00 | \$ 36.00 | \$ 41.60 | \$ 46.80 | 30% | 30% | \$ 41.00 | \$ 45.00 | \$ 53.30 | \$ 58.50 | 30% | 30% | \$ 50.00 | \$ 54.00 | \$ 65.00 | \$ 70.20 | 30% | 30% |
| Technical ERP Consultant | \$ 34.00 | \$ 38.00 | \$ 44.20 | \$ 49.40 | 30% | 30% | \$ 43.00 | \$ 47.00 | \$ 55.90 | \$ 61.10 | 30% | 30% | \$ 52.00 | \$ 56.00 | \$ 67.60 | \$ 72.80 | 30% | 30% |
| Technical Specialist | \$ 32.00 | \$ 36.00 | \$ 41.60 | \$ 46.80 | 30% | 30% | \$ 41.00 | \$ 45.00 | \$ 53.30 | \$ 58.50 | 30% | 30% | \$ 50.00 | \$ 54.00 | \$ 65.00 | \$ 70.20 | 30% | 30% |
| Technical Writer | \$ 28.00 | \$ 32.00 | \$ 36.40 | \$ 41.60 | 30% | 30% | \$ 37.00 | \$ 43.00 | \$ 48.10 | \$ 55.90 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 62.40 | 30% | 30% |
| Telecom Analyst | \$ 25.00 | \$ 29.00 | \$ 32.50 | \$ 37.70 | 30% | 30% | \$ 33.00 | \$ 38.00 | \$ 42.90 | \$ 49.40 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 62.40 | 30% | 30% |
| Telecom Engineer | \$ 36.00 | \$ 41.00 | \$ 46.80 | \$ 53.30 | 30% | 30% | \$ 46.00 | \$ 51.00 | \$ 59.80 | \$ 66.30 | 30% | 30% | \$ 56.00 | \$ 61.00 | \$ 72.80 | \$ 79.30 | 30% | 30% |
| Telecom Technician | \$ 22.00 | \$ 26.00 | \$ 28.60 | \$ 33.80 | 30% | 30% | \$ 30.00 | \$ 34.00 | \$ 39.00 | \$ 44.20 | 30% | 30% | \$ 37.00 | \$ 42.00 | \$ 48.10 | \$ 54.60 | 30% | 30% |
| UX Researcher | \$ 32.00 | \$ 37.00 | \$ 41.60 | \$ 48.10 | 30% | 30% | \$ 42.00 | \$ 50.00 | \$ 54.60 | \$ 65.00 | 30% | 30% | \$ 54.00 | \$ 60.00 | \$ 70.20 | \$ 78.00 | 30% | 30% |
| UX/UI Designer | \$ 34.00 | \$ 39.00 | \$ 44.20 | \$ 50.70 | 30% | 30% | \$ 46.00 | \$ 52.00 | \$ 59.80 | \$ 67.60 | 30% | 30% | \$ 56.00 | \$ 62.00 | \$ 72.80 | \$ 80.60 | 30% | 30% |
| VMWare Engineer | \$ 39.00 | \$ 43.00 | \$ 50.70 | \$ 55.90 | 30% | 30% | \$ 47.00 | \$ 51.00 | \$ 61.10 | \$ 66.30 | 30% | 30% | \$ 56.00 | \$ 61.00 | \$ 71.50 | \$ 79.30 | 30% | 30% |
| Web Developer | \$ 36.00 | \$ 44.00 | \$ 46.80 | \$ 57.20 | 30% | 30% | \$ 47.00 | \$ 51.00 | \$ 61.10 | \$ 66.30 | 30% | 30% | \$ 55.00 | \$ 60.00 | \$ 71.50 | \$ 78.00 | 30% | 30% |
| Workday Consultant | \$ 44.00 | \$ 50.00 | \$ 57.20 | \$ 65.00 | 30% | 30% | \$ 52.00 | \$ 58.00 | \$ 67.60 | \$ 75.40 | 30% | 30% | \$ 65.00 | \$ 70.00 | \$ 84.50 | \$ 91.00 | 30% | 30% |

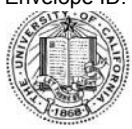


UNIVERSITY OF CALIFORNIA

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IT Professional Services: Covering services provided by US Tech Solutions Inc. that utilizes their own resources, direct employees and/or subcontractors, to meet an expected and agreed upon deliverable. Services to be provided are highly specialized functions, typically of a technical nature, with respect to information technology services to the University on a project by project basis; each project to be defined by mutually agreed to Scope or Statement of Work (SOW), which will be generated independently by each UC location or Participating Agency and may be referenced by location's Purchase Order. The billing is quoted on a firm, fixed hourly billing rate for the supplier's identified professional services role offered.

| Roles | JUNIOR LEVEL (1-3 YEARS) | | | | | | | | | | | | INTERMEDIATE (4-6 YEARS) | | | | | | | | | | | | SENIOR LEVEL (6+ YEARS) | | | | | | | | | | | |
|--|--------------------------|----------|-------------------|----------|-----------|---------|------------------|----------|-------------------|----------|-----------|---------|--------------------------|----------|-------------------|----------|-----------|---------|------------------|----------|-------------------|-----------|-----------|---------|-------------------------|--|--|--|--|--|--|--|--|--|--|--|
| | Pay Rate (\$/Hr) | | Bill Rate (\$/Hr) | | Mark-Up % | | Pay Rate (\$/Hr) | | Bill Rate (\$/Hr) | | Mark-Up % | | Pay Rate (\$/Hr) | | Bill Rate (\$/Hr) | | Mark-Up % | | Pay Rate (\$/Hr) | | Bill Rate (\$/Hr) | | Mark-Up % | | | | | | | | | | | | | |
| | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | | | | | | | | | | | | |
| Active Directory Engineer | \$ 28.00 | \$ 35.00 | \$ 36.40 | \$ 45.50 | 30% | 30% | \$ 37.00 | \$ 41.00 | \$ 48.10 | \$ 53.30 | 30% | 30% | \$ 45.00 | \$ 52.00 | \$ 68.50 | \$ 77.00 | 30% | 30% | \$ 53.00 | \$ 60.00 | \$ 79.30 | \$ 89.30 | 30% | 30% | | | | | | | | | | | | |
| Administrative Assistant | \$ 17.00 | \$ 20.00 | \$ 22.10 | \$ 26.00 | 30% | 30% | \$ 24.00 | \$ 27.00 | \$ 31.20 | \$ 35.10 | 30% | 30% | \$ 28.00 | \$ 30.00 | \$ 36.40 | \$ 39.00 | 30% | 30% | \$ 34.00 | \$ 36.00 | \$ 43.70 | \$ 45.00 | 30% | 30% | | | | | | | | | | | | |
| Advanced Technology Specialist | \$ 28.00 | \$ 32.00 | \$ 36.40 | \$ 41.60 | 30% | 30% | \$ 35.00 | \$ 37.00 | \$ 45.50 | \$ 48.10 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 63.70 | \$ 67.00 | 30% | 30% | \$ 53.00 | \$ 58.00 | \$ 74.10 | \$ 77.00 | 30% | 30% | | | | | | | | | | | | |
| Agile Coach | \$ 53.00 | \$ 59.00 | \$ 69.30 | \$ 76.70 | 30% | 30% | \$ 62.00 | \$ 65.00 | \$ 80.60 | \$ 84.50 | 30% | 30% | \$ 71.00 | \$ 76.00 | \$ 92.30 | \$ 98.30 | 30% | 30% | \$ 80.00 | \$ 85.00 | \$ 103.30 | \$ 109.30 | 30% | 30% | | | | | | | | | | | | |
| AI/ML Engineer | \$ 44.00 | \$ 47.00 | \$ 57.20 | \$ 61.10 | 30% | 30% | \$ 52.00 | \$ 58.00 | \$ 67.60 | \$ 75.40 | 30% | 30% | \$ 64.00 | \$ 67.00 | \$ 83.20 | \$ 87.10 | 30% | 30% | \$ 76.00 | \$ 79.00 | \$ 98.30 | \$ 102.30 | 30% | 30% | | | | | | | | | | | | |
| Amazon Architect | \$ 54.00 | \$ 59.00 | \$ 70.20 | \$ 76.70 | 30% | 30% | \$ 64.00 | \$ 69.00 | \$ 83.20 | \$ 89.70 | 30% | 30% | \$ 71.00 | \$ 75.00 | \$ 92.30 | \$ 97.50 | 30% | 30% | \$ 84.00 | \$ 89.00 | \$ 109.30 | \$ 114.30 | 30% | 30% | | | | | | | | | | | | |
| Analyst - Business | \$ 32.00 | \$ 35.00 | \$ 41.60 | \$ 45.50 | 30% | 30% | \$ 42.00 | \$ 47.00 | \$ 54.60 | \$ 61.10 | 30% | 30% | \$ 51.00 | \$ 55.00 | \$ 66.30 | \$ 71.50 | 30% | 30% | \$ 60.00 | \$ 64.00 | \$ 79.30 | \$ 84.50 | 30% | 30% | | | | | | | | | | | | |
| Analyst - Financial | \$ 34.00 | \$ 37.00 | \$ 44.20 | \$ 48.10 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 53.00 | \$ 57.00 | \$ 68.80 | \$ 72.80 | 30% | 30% | \$ 63.00 | \$ 67.00 | \$ 83.20 | \$ 87.10 | 30% | 30% | | | | | | | | | | | | |
| Analyst - Risk Assessment | \$ 32.00 | \$ 35.00 | \$ 41.60 | \$ 45.50 | 30% | 30% | \$ 42.00 | \$ 47.00 | \$ 54.60 | \$ 61.10 | 30% | 30% | \$ 51.00 | \$ 55.00 | \$ 66.30 | \$ 71.50 | 30% | 30% | \$ 60.00 | \$ 64.00 | \$ 79.30 | \$ 84.50 | 30% | 30% | | | | | | | | | | | | |
| Analyst - Technical | \$ 30.00 | \$ 34.00 | \$ 39.00 | \$ 44.20 | 30% | 30% | \$ 30.00 | \$ 34.00 | \$ 39.00 | \$ 44.20 | 30% | 30% | \$ 44.00 | \$ 50.00 | \$ 57.20 | \$ 65.00 | 30% | 30% | \$ 53.00 | \$ 59.00 | \$ 68.80 | \$ 79.30 | 30% | 30% | | | | | | | | | | | | |
| Analyst-Re-engineering | \$ 32.00 | \$ 35.00 | \$ 41.60 | \$ 45.50 | 30% | 30% | \$ 32.00 | \$ 35.00 | \$ 41.60 | \$ 45.50 | 30% | 30% | \$ 48.00 | \$ 51.00 | \$ 63.70 | \$ 66.30 | 30% | 30% | \$ 66.00 | \$ 69.00 | \$ 86.30 | \$ 88.90 | 30% | 30% | | | | | | | | | | | | |
| Application Developer | \$ 35.00 | \$ 40.00 | \$ 45.50 | \$ 52.00 | 30% | 30% | \$ 35.00 | \$ 40.00 | \$ 45.50 | \$ 52.00 | 30% | 30% | \$ 55.00 | \$ 61.00 | \$ 71.50 | \$ 79.30 | 30% | 30% | \$ 66.00 | \$ 72.00 | \$ 86.30 | \$ 94.10 | 30% | 30% | | | | | | | | | | | | |
| Application Support and/or Implementation | \$ 30.00 | \$ 34.00 | \$ 39.00 | \$ 44.20 | 30% | 30% | \$ 30.00 | \$ 34.00 | \$ 39.00 | \$ 44.20 | 30% | 30% | \$ 44.00 | \$ 50.00 | \$ 57.20 | \$ 65.00 | 30% | 30% | \$ 53.00 | \$ 59.00 | \$ 68.80 | \$ 79.30 | 30% | 30% | | | | | | | | | | | | |
| APPS Programmer/Analyst | \$ 32.00 | \$ 35.00 | \$ 41.60 | \$ 45.50 | 30% | 30% | \$ 32.00 | \$ 35.00 | \$ 41.60 | \$ 45.50 | 30% | 30% | \$ 48.00 | \$ 51.00 | \$ 63.70 | \$ 66.30 | 30% | 30% | \$ 66.00 | \$ 69.00 | \$ 86.30 | \$ 88.90 | 30% | 30% | | | | | | | | | | | | |
| APPS Systems Engineer | \$ 35.00 | \$ 40.00 | \$ 45.50 | \$ 52.00 | 30% | 30% | \$ 35.00 | \$ 40.00 | \$ 45.50 | \$ 52.00 | 30% | 30% | \$ 55.00 | \$ 61.00 | \$ 71.50 | \$ 79.30 | 30% | 30% | \$ 66.00 | \$ 72.00 | \$ 86.30 | \$ 94.10 | 30% | 30% | | | | | | | | | | | | |
| Architect | \$ 45.00 | \$ 50.00 | \$ 58.50 | \$ 65.00 | 30% | 30% | \$ 55.00 | \$ 63.00 | \$ 71.50 | \$ 81.90 | 30% | 30% | \$ 65.00 | \$ 72.00 | \$ 84.50 | \$ 93.60 | 30% | 30% | \$ 76.00 | \$ 83.00 | \$ 98.30 | \$ 107.40 | 30% | 30% | | | | | | | | | | | | |
| Architecture Planning & Assessment- Business | \$ 46.00 | \$ 52.00 | \$ 59.80 | \$ 67.60 | 30% | 30% | \$ 57.00 | \$ 65.00 | \$ 74.10 | \$ 84.50 | 30% | 30% | \$ 67.00 | \$ 74.00 | \$ 87.10 | \$ 96.20 | 30% | 30% | \$ 78.00 | \$ 85.00 | \$ 98.30 | \$ 107.40 | 30% | 30% | | | | | | | | | | | | |
| Architecture Planning & Assessment-Information/ Data | \$ 45.00 | \$ 51.00 | \$ 58.50 | \$ 66.30 | 30% | 30% | \$ 54.00 | \$ 62.00 | \$ 70.20 | \$ 80.60 | 30% | 30% | \$ 65.00 | \$ 71.00 | \$ 84.50 | \$ 92.30 | 30% | 30% | \$ 76.00 | \$ 82.00 | \$ 98.30 | \$ 106.10 | 30% | 30% | | | | | | | | | | | | |
| Architecture Planning & Assessment- Security | \$ 44.00 | \$ 50.00 | \$ 57.20 | \$ 65.00 | 30% | 30% | \$ 52.00 | \$ 57.00 | \$ 67.60 | \$ 75.40 | 30% | 30% | \$ 63.00 | \$ 68.00 | \$ 83.20 | \$ 87.10 | 30% | 30% | \$ 74.00 | \$ 79.00 | \$ 96.30 | \$ 100.20 | 30% | 30% | | | | | | | | | | | | |
| Architecture Planning & Assessment- Technical | \$ 32.00 | \$ 35.00 | \$ 41.60 | \$ 45.50 | 30% | 30% | \$ 42.00 | \$ 47.00 | \$ 54.60 | \$ 61.10 | 30% | 30% | \$ 51.00 | \$ 53.00 | \$ 66.30 | \$ 68.80 | 30% | 30% | \$ 62.00 | \$ 64.00 | \$ 79.30 | \$ 81.80 | 30% | 30% | | | | | | | | | | | | |
| Automation Tester/SDET | \$ 31.00 | \$ 33.00 | \$ 40.30 | \$ 42.90 | 30% | 30% | \$ 35.00 | \$ 37.00 | \$ 45.50 | \$ 48.10 | 30% | 30% | \$ 41.00 | \$ 43.00 | \$ 53.30 | \$ 55.90 | 30% | 30% | \$ 47.00 | \$ 49.00 | \$ 60.30 | \$ 62.90 | 30% | 30% | | | | | | | | | | | | |
| AWS & Azure Cloud | \$ 42.00 | \$ 46.00 | \$ 54.60 | \$ 59.80 | 30% | 30% | \$ 52.00 | \$ 58.00 | \$ 67.60 | \$ 75.40 | 30% | 30% | \$ 61.00 | \$ 67.00 | \$ 79.30 | \$ 87.10 | 30% | 30% | \$ 71.00 | \$ 77.00 | \$ 92.30 | \$ 100.20 | 30% | 30% | | | | | | | | | | | | |
| AWS Engineer | \$ 42.00 | \$ 46.00 | \$ 54.60 | \$ 59.80 | 30% | 30% | \$ 52.00 | \$ 58.00 | \$ 67.60 | \$ 75.40 | 30% | 30% | \$ 61.00 | \$ 67.00 | \$ 79.30 | \$ 87.10 | 30% | 30% | \$ 71.00 | \$ 77.00 | \$ 92.30 | \$ 100.20 | 30% | 30% | | | | | | | | | | | | |
| Azure Architect | \$ 55.00 | \$ 59.00 | \$ 71.50 | \$ 76.70 | 30% | 30% | \$ 63.00 | \$ 67.00 | \$ 81.90 | \$ 87.10 | 30% | 30% | \$ 70.00 | \$ 74.00 | \$ 91.90 | \$ 96.20 | 30% | 30% | \$ 84.00 | \$ 88.00 | \$ 107.40 | \$ 111.70 | 30% | 30% | | | | | | | | | | | | |
| Banner Consultant | \$ 30.00 | \$ 35.00 | \$ 40.30 | \$ 45.50 | 30% | 30% | \$ 37.00 | \$ 41.00 | \$ 48.10 | \$ 53.30 | 30% | 30% | \$ 43.00 | \$ 46.00 | \$ 56.30 | \$ 59.80 | 30% | 30% | \$ 51.00 | \$ 54.00 | \$ 65.30 | \$ 68.80 | 30% | 30% | | | | | | | | | | | | |
| BigData Specialist | \$ 40.00 | \$ 45.00 | \$ 52.00 | \$ 58.50 | 30% | 30% | \$ 50.00 | \$ 55.00 | \$ 65.00 | \$ 71.50 | 30% | 30% | \$ 58.00 | \$ 62.00 | \$ 75.40 | \$ 80.60 | 30% | 30% | \$ 68.00 | \$ 72.00 | \$ 88.40 | \$ 93.60 | 30% | 30% | | | | | | | | | | | | |
| Block Chain Consultant | \$ 50.00 | \$ 55.00 | \$ 65.00 | \$ 71.50 | 30% | 30% | \$ 62.00 | \$ 66.00 | \$ 80.60 | \$ 85.80 | 30% | 30% | \$ 68.00 | \$ 75.00 | \$ 88.40 | \$ 97.50 | 30% | 30% | \$ 78.00 | \$ 85.00 | \$ 98.30 | \$ 107.40 | 30% | 30% | | | | | | | | | | | | |
| Business Analyst | \$ 32.00 | \$ 35.00 | \$ 41.60 | \$ 45.50 | 30% | 30% | \$ 42.00 | \$ 47.00 | \$ 54.60 | \$ 61.10 | 30% | 30% | \$ 51.00 | \$ 55.00 | \$ 66.30 | \$ 71.50 | 30% | 30% | \$ 60.00 | \$ 64.00 | \$ 79.30 | \$ 84.50 | 30% | 30% | | | | | | | | | | | | |
| Business Applications Analyst | \$ 34.00 | \$ 37.00 | \$ 44.20 | \$ 48.10 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 53.00 | \$ 57.00 | \$ 68.80 | \$ 74.10 | 30% | 30% | \$ 63.00 | \$ 67.00 | \$ 83.20 | \$ 87.10 | 30% | 30% | | | | | | | | | | | | |
| Business Intelligence | \$ 34.00 | \$ 37.00 | \$ 44.20 | \$ 48.10 | 30% | 30% | \$ 44.00 | \$ 51.00 | \$ 57.20 | \$ 66.30 | 30% | 30% | \$ 54.00 | \$ 63.00 | \$ 70.20 | \$ 81.90 | 30% | 30% | \$ 64.00 | \$ 73.00 | \$ 86.30 | \$ 97.40 | 30% | 30% | | | | | | | | | | | | |
| Business Process Analyst | \$ 30.00 | \$ 34.00 | \$ 39.00 | \$ 44.20 | 30% | 30% | \$ 37.00 | \$ 41.00 | \$ 48.10 | \$ 53.30 | 30% | 30% | \$ 44.00 | \$ 50.00 | \$ 57.20 | \$ 65.00 | 30% | 30% | \$ 53.00 | \$ 59.00 | \$ 68.80 | \$ 79.30 | 30% | 30% | | | | | | | | | | | | |
| Business Process Consultant | \$ 30.00 | \$ 34.00 | \$ 39.00 | \$ 44.20 | 30% | 30% | \$ 37.00 | \$ 41.00 | \$ 48.10 | \$ 53.30 | 30% | 30% | \$ 44.00 | \$ 50.00 | \$ 57.20 | \$ 65.00 | 30% | 30% | \$ 53.00 | \$ 59.00 | \$ 68.80 | \$ 79.30 | 30% | 30% | | | | | | | | | | | | |
| Business Systems Analyst | \$ 30.00 | \$ 34.00 | \$ 39.00 | \$ 44.20 | 30% | 30% | \$ 37.00 | \$ 44.00 | \$ 48.10 | \$ 57.20 | 30% | 30% | \$ 47.00 | \$ 52.00 | \$ 61.10 | \$ 67.60 | 30% | 30% | \$ 57.00 | \$ 62.00 | \$ 74.10 | \$ 80.60 | 30% | 30% | | | | | | | | | | | | |
| Business Systems Consultant | \$ 30.00 | \$ 34.00 | \$ 39.00 | \$ 44.20 | 30% | 30% | \$ 37.00 | \$ 44.00 | \$ 48.10 | \$ 57.20 | 30% | 30% | \$ 47.00 | \$ 52.00 | \$ 61.10 | \$ 67.60 | 30% | 30% | \$ 57.00 | \$ 62.00 | \$ 74.10 | \$ 80.60 | 30% | 30% | | | | | | | | | | | | |
| CCIE Engineer | \$ 32.00 | \$ 35.00 | \$ 41.60 | \$ 45.50 | 30% | 30% | \$ 42.00 | \$ 47.00 | \$ 54.60 | \$ 61.10 | 30% | 30% | \$ 51.00 | \$ 55.00 | \$ 66.30 | \$ 71.50 | 30% | 30% | \$ 60.00 | \$ 64.00 | \$ 79.30 | \$ 84.50 | 30% | 30% | | | | | | | | | | | | |
| CCNA | \$ 34.00 | \$ 37.00 | \$ 44.20 | \$ 48.10 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 53.00 | \$ 57.00 | \$ 68.80 | \$ 74.10 | 30% | 30% | \$ 63.00 | \$ 67.00 | \$ 83.20 | \$ 87.10 | 30% | 30% | | | | | | | | | | | | |
| CCNP | \$ 34.00 | \$ 37.00 | \$ 44.20 | \$ 48.10 | 30% | 30% | \$ 44.00 | \$ 51.00 | \$ 57.20 | \$ 66.30 | 30% | 30% | \$ 54.00 | \$ 63.00 | \$ 70.20 | \$ 81.90 | 30% | 30% | \$ 64.00 | \$ 73.00 | \$ 86.30 | \$ 97.40 | 30% | 30% | | | | | | | | | | | | |
| Chatbot Developer | \$ 43.00 | \$ 49.00 | \$ 55.90 | \$ 63.70 | 30% | 30% | \$ 54.00 | \$ 59.00 | \$ 70.20 | \$ 76.70 | 30% | 30% | \$ 63.00 | \$ 67.00 | \$ 81.90 | \$ 87.10 | 30% | 30% | \$ 74.00 | \$ 78.00 | \$ 96.30 | \$ 101.30 | 30% | 30% | | | | | | | | | | | | |
| CI/CD manager | \$ 49.00 | \$ 51.00 | \$ 62.60 | \$ 66.30 | 30% | 30% | \$ 57.00 | \$ 62.00 | \$ 74.10 | \$ 80.60 | 30% | 30% | \$ 67.00 | \$ 72.00 | \$ 84.50 | \$ 93.60 | 30% | 30% | \$ 78.00 | \$ 83.00 | \$ 98.30 | \$ 107.40 | 30% | 30% | | | | | | | | | | | | |
| Cloud Architect | \$ 51.00 | \$ 57.00 | \$ 66.30 | \$ 74.10 | 30% | 30% | \$ 62.00 | \$ 66.00 | \$ 80.60 | \$ 85.80 | 30% | 30% | \$ 68.00 | \$ 75.00 | \$ 88.40 | \$ 97.50 | 30% | 30% | \$ 78.00 | \$ 85.00 | \$ 98.30 | \$ 107.40 | 30% | 30% | | | | | | | | | | | | |
| Cloud Architect (AWS/ Azure/ Google) | \$ 51.00 | \$ 57.00 | \$ 66.30 | \$ 74.10 | 30% | 30% | \$ 62.00 | \$ 66.00 | \$ 80.60 | \$ 85.80 | 30% | 30% | \$ 68.00 | \$ 75.00 | \$ 88.40 | \$ 97.50 | 30% | 30% | \$ 78.00 | \$ 85.00 | \$ 98.30 | \$ 107.40 | 30% | 30% | | | | | | | | | | | | |
| Cloud Engineer | \$ 41.00 | \$ 47.00 | \$ 53.30 | \$ 61.10 | 30% | 30% | \$ 52.00 | \$ 57.00 | \$ 67.60 | \$ 75.40 | 30% | 30% | \$ 62.00 | \$ 65.00 | \$ 80.60 | \$ 84.50 | 30% | 30% | \$ 72.00 | \$ 75.00 | \$ 92.30 | \$ 96.20 | 30% | 30% | | | | | | | | | | | | |
| Cloud Specialist | \$ 40.00 | \$ 45.00 | \$ 52.00 | \$ 58.50 | 30% | 30% | \$ 50.00 | \$ 55.00 | \$ 65.00 | \$ 71.50 | 30% | 30% | \$ 60.00 | \$ 65.00 | \$ 78.00 | \$ 84.50 | 30% | 30% | \$ 70.00 | \$ 75.00 | \$ 90.30 | \$ 96.80 | 30% | 30% | | | | | | | | | | | | |
| Cloud Systems Consultant | \$ 40.00 | \$ 45.00 | \$ 52.00 | \$ 58.50 | 30% | 30% | \$ 50.00 | \$ 55.00 | \$ 65.00 | \$ 71.50 | 30%</ | | | | | | | | | | | | | | | | | | | | | | | | | |



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|--|----------|----------|----------|----------|-----|-----|----------|----------|----------|----------|-----|-----|----------|----------|----------|----------|-----|-----|
| Eclipsys - Go Live Support | \$ 32.00 | \$ 35.00 | \$ 41.60 | \$ 45.50 | 30% | 30% | \$ 42.00 | \$ 47.00 | \$ 54.60 | \$ 61.10 | 30% | 30% | \$ 51.00 | \$ 55.00 | \$ 66.30 | \$ 71.50 | 30% | 30% |
| Eclipsys - Principal Trainer | \$ 30.00 | \$ 34.00 | \$ 39.00 | \$ 44.20 | 30% | 30% | \$ 30.00 | \$ 34.00 | \$ 39.00 | \$ 44.20 | 30% | 30% | \$ 44.00 | \$ 50.00 | \$ 57.20 | \$ 65.00 | 30% | 30% |
| Eclipsys - Program Manager | \$ 32.00 | \$ 35.00 | \$ 41.60 | \$ 45.50 | 30% | 30% | \$ 32.00 | \$ 35.00 | \$ 41.60 | \$ 45.50 | 30% | 30% | \$ 48.00 | \$ 51.00 | \$ 63.70 | \$ 66.30 | 30% | 30% |
| Eclipsys - Project Manager | \$ 35.00 | \$ 40.00 | \$ 45.50 | \$ 52.00 | 30% | 30% | \$ 35.00 | \$ 40.00 | \$ 45.50 | \$ 52.00 | 30% | 30% | \$ 55.00 | \$ 61.00 | \$ 71.50 | \$ 79.30 | 30% | 30% |
| Eclipsys - Trainer | \$ 30.00 | \$ 34.00 | \$ 39.00 | \$ 44.20 | 30% | 30% | \$ 30.00 | \$ 34.00 | \$ 39.00 | \$ 44.20 | 30% | 30% | \$ 44.00 | \$ 50.00 | \$ 57.20 | \$ 65.00 | 30% | 30% |
| E-Commerce Specialist | \$ 32.00 | \$ 35.00 | \$ 41.60 | \$ 45.50 | 30% | 30% | \$ 32.00 | \$ 35.00 | \$ 41.60 | \$ 45.50 | 30% | 30% | \$ 48.00 | \$ 51.00 | \$ 63.70 | \$ 66.30 | 30% | 30% |
| EDW Architect | \$ 48.00 | \$ 50.00 | \$ 62.40 | \$ 65.00 | 30% | 30% | \$ 53.00 | \$ 57.00 | \$ 68.90 | \$ 74.10 | 30% | 30% | \$ 60.00 | \$ 67.00 | \$ 78.50 | \$ 87.10 | 30% | 30% |
| EMR Implementation Strategic Advisor | \$ 34.00 | \$ 38.00 | \$ 44.20 | \$ 49.40 | 30% | 30% | \$ 44.00 | \$ 48.00 | \$ 57.20 | \$ 62.40 | 30% | 30% | \$ 51.00 | \$ 54.00 | \$ 66.30 | \$ 70.20 | 30% | 30% |
| Engagement Delivery Coordinator | \$ 30.00 | \$ 35.00 | \$ 39.00 | \$ 45.50 | 30% | 30% | \$ 40.00 | \$ 45.00 | \$ 52.00 | \$ 58.50 | 30% | 30% | \$ 50.00 | \$ 55.00 | \$ 65.00 | \$ 71.50 | 30% | 30% |
| Engagement Director | \$ 44.00 | \$ 48.00 | \$ 57.20 | \$ 62.40 | 30% | 30% | \$ 54.00 | \$ 59.00 | \$ 70.20 | \$ 76.70 | 30% | 30% | \$ 62.00 | \$ 67.00 | \$ 80.60 | \$ 87.10 | 30% | 30% |
| Engagement Manager | \$ 34.00 | \$ 39.00 | \$ 44.20 | \$ 50.70 | 30% | 30% | \$ 40.00 | \$ 45.00 | \$ 52.00 | \$ 58.50 | 30% | 30% | \$ 47.00 | \$ 50.00 | \$ 61.10 | \$ 65.00 | 30% | 30% |
| Enterprise Cloud Architect | \$ 40.00 | \$ 48.00 | \$ 52.00 | \$ 62.40 | 30% | 30% | \$ 52.00 | \$ 58.00 | \$ 67.60 | \$ 75.40 | 30% | 30% | \$ 60.00 | \$ 67.00 | \$ 78.50 | \$ 87.10 | 30% | 30% |
| ERP Functional Consultant | \$ 31.00 | \$ 35.00 | \$ 40.20 | \$ 45.50 | 30% | 30% | \$ 41.00 | \$ 45.00 | \$ 53.30 | \$ 58.50 | 30% | 30% | \$ 51.00 | \$ 55.00 | \$ 66.30 | \$ 71.50 | 30% | 30% |
| ERP Solution Architect | \$ 40.00 | \$ 48.00 | \$ 52.00 | \$ 62.40 | 30% | 30% | \$ 52.00 | \$ 58.00 | \$ 67.60 | \$ 75.40 | 30% | 30% | \$ 60.00 | \$ 67.00 | \$ 78.50 | \$ 87.10 | 30% | 30% |
| FHR - HL7 Architect | \$ 52.00 | \$ 56.00 | \$ 67.60 | \$ 75.40 | 30% | 30% | \$ 62.00 | \$ 67.00 | \$ 80.60 | \$ 87.10 | 30% | 30% | \$ 72.00 | \$ 75.00 | \$ 93.60 | \$ 97.50 | 30% | 30% |
| Fullstack Developer | \$ 39.00 | \$ 43.00 | \$ 50.70 | \$ 55.00 | 30% | 30% | \$ 46.00 | \$ 50.00 | \$ 59.80 | \$ 65.00 | 30% | 30% | \$ 52.00 | \$ 56.00 | \$ 67.60 | \$ 75.40 | 30% | 30% |
| Functional Configuration Analyst | \$ 30.00 | \$ 34.00 | \$ 39.00 | \$ 44.20 | 30% | 30% | \$ 37.00 | \$ 44.00 | \$ 48.10 | \$ 57.20 | 30% | 30% | \$ 44.00 | \$ 50.00 | \$ 57.20 | \$ 65.00 | 30% | 30% |
| Functional ERP Consultant - Intermediate | \$ 32.00 | \$ 35.00 | \$ 41.60 | \$ 45.50 | 30% | 30% | \$ 42.00 | \$ 47.00 | \$ 54.60 | \$ 61.10 | 30% | 30% | \$ 44.00 | \$ 50.00 | \$ 57.20 | \$ 65.00 | 30% | 30% |
| Hadoop Specialist | \$ 36.00 | \$ 40.00 | \$ 46.80 | \$ 52.00 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 53.00 | \$ 59.00 | \$ 69.90 | \$ 76.70 | 30% | 30% |
| Healthcare Application Consultant | \$ 29.00 | \$ 34.00 | \$ 37.70 | \$ 44.20 | 30% | 30% | \$ 38.00 | \$ 42.00 | \$ 49.40 | \$ 54.60 | 30% | 30% | \$ 47.00 | \$ 53.00 | \$ 61.10 | \$ 68.90 | 30% | 30% |
| Healthcare Application Consultant - Decision Support & Reporting | \$ 28.00 | \$ 32.00 | \$ 36.40 | \$ 41.60 | 30% | 30% | \$ 36.00 | \$ 40.00 | \$ 48.80 | \$ 54.00 | 30% | 30% | \$ 45.00 | \$ 51.00 | \$ 59.80 | \$ 66.30 | 30% | 30% |
| Healthcare Application Consultant-Clinical Applications | \$ 42.00 | \$ 47.00 | \$ 54.60 | \$ 61.10 | 30% | 30% | \$ 51.00 | \$ 55.00 | \$ 66.30 | \$ 71.50 | 30% | 30% | \$ 60.00 | \$ 66.00 | \$ 78.50 | \$ 85.80 | 30% | 30% |
| Healthcare Application Consultant-Practice Management Applications | \$ 42.00 | \$ 47.00 | \$ 54.60 | \$ 61.10 | 30% | 30% | \$ 51.00 | \$ 55.00 | \$ 66.30 | \$ 71.50 | 30% | 30% | \$ 60.00 | \$ 66.00 | \$ 78.50 | \$ 85.80 | 30% | 30% |
| Healthcare Application Consultant-Revenue Cycle Applications | \$ 30.00 | \$ 34.00 | \$ 39.00 | \$ 44.20 | 30% | 30% | \$ 38.00 | \$ 42.00 | \$ 49.40 | \$ 54.60 | 30% | 30% | \$ 47.00 | \$ 53.00 | \$ 61.10 | \$ 68.90 | 30% | 30% |
| Healthcare Application Consultant-Meaningful Use | \$ 35.00 | \$ 40.00 | \$ 45.50 | \$ 52.00 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 54.00 | \$ 57.00 | \$ 70.20 | \$ 74.10 | 30% | 30% |
| Healthcare Integration Specialist | \$ 30.00 | \$ 35.00 | \$ 39.00 | \$ 45.50 | 30% | 30% | \$ 35.00 | \$ 37.00 | \$ 45.50 | \$ 48.10 | 30% | 30% | \$ 39.00 | \$ 41.00 | \$ 50.70 | \$ 53.30 | 30% | 30% |
| Healthcare IT Project Management | \$ 54.00 | \$ 63.00 | \$ 70.20 | \$ 81.90 | 30% | 30% | \$ 60.00 | \$ 67.00 | \$ 80.60 | \$ 87.10 | 30% | 30% | \$ 72.00 | \$ 75.00 | \$ 93.60 | \$ 97.50 | 30% | 30% |
| Healthcare IT Project Management - Director | \$ 33.00 | \$ 40.00 | \$ 45.50 | \$ 52.00 | 30% | 30% | \$ 42.00 | \$ 49.00 | \$ 54.60 | \$ 63.70 | 30% | 30% | \$ 53.00 | \$ 59.00 | \$ 69.90 | \$ 76.70 | 30% | 30% |
| Healthcare IT Strategy Planning | \$ 35.00 | \$ 42.00 | \$ 45.50 | \$ 54.60 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 55.00 | \$ 60.00 | \$ 71.50 | \$ 78.00 | 30% | 30% |
| HIM Manager | \$ 33.00 | \$ 40.00 | \$ 42.90 | \$ 52.00 | 30% | 30% | \$ 42.00 | \$ 49.00 | \$ 54.60 | \$ 63.70 | 30% | 30% | \$ 53.00 | \$ 59.00 | \$ 68.90 | \$ 76.70 | 30% | 30% |
| HIPAA Compliant Consultant | \$ 30.00 | \$ 35.00 | \$ 39.00 | \$ 45.50 | 30% | 30% | \$ 37.00 | \$ 42.00 | \$ 48.10 | \$ 54.60 | 30% | 30% | \$ 45.00 | \$ 51.00 | \$ 59.80 | \$ 66.30 | 30% | 30% |
| HubSpot Implementation Specialist | \$ 34.00 | \$ 38.00 | \$ 44.20 | \$ 49.40 | 30% | 30% | \$ 44.00 | \$ 48.00 | \$ 57.20 | \$ 62.40 | 30% | 30% | \$ 54.00 | \$ 58.00 | \$ 70.20 | \$ 75.40 | 30% | 30% |
| IBM Architect | \$ 49.00 | \$ 53.00 | \$ 63.70 | \$ 68.90 | 30% | 30% | \$ 55.00 | \$ 63.00 | \$ 71.50 | \$ 81.90 | 30% | 30% | \$ 66.00 | \$ 71.00 | \$ 85.80 | \$ 92.30 | 30% | 30% |
| IBM Manager | \$ 45.00 | \$ 50.00 | \$ 59.80 | \$ 65.00 | 30% | 30% | \$ 54.00 | \$ 59.00 | \$ 70.20 | \$ 76.70 | 30% | 30% | \$ 63.00 | \$ 67.00 | \$ 81.90 | \$ 87.10 | 30% | 30% |
| Implementation Cons | \$ 34.00 | \$ 37.00 | \$ 44.20 | \$ 48.10 | 30% | 30% | \$ 44.00 | \$ 51.00 | \$ 57.20 | \$ 66.30 | 30% | 30% | \$ 54.00 | \$ 63.00 | \$ 70.20 | \$ 81.90 | 30% | 30% |
| Implementation Mgr | \$ 30.00 | \$ 34.00 | \$ 39.00 | \$ 44.20 | 30% | 30% | \$ 37.00 | \$ 44.00 | \$ 48.10 | \$ 57.20 | 30% | 30% | \$ 47.00 | \$ 52.00 | \$ 61.10 | \$ 67.60 | 30% | 30% |
| Info Security Analyst | \$ 32.00 | \$ 35.00 | \$ 41.60 | \$ 45.50 | 30% | 30% | \$ 42.00 | \$ 47.00 | \$ 54.60 | \$ 61.10 | 30% | 30% | \$ 51.00 | \$ 55.00 | \$ 66.30 | \$ 71.50 | 30% | 30% |
| Info Security Engineer | \$ 34.00 | \$ 37.00 | \$ 44.20 | \$ 48.10 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 53.00 | \$ 57.00 | \$ 69.90 | \$ 74.10 | 30% | 30% |
| Infrastructure Core Services Specialist | \$ 32.00 | \$ 36.00 | \$ 41.60 | \$ 46.80 | 30% | 30% | \$ 40.00 | \$ 45.00 | \$ 52.00 | \$ 58.50 | 30% | 30% | \$ 47.00 | \$ 49.00 | \$ 61.10 | \$ 63.70 | 30% | 30% |
| Instructional Designer | \$ 29.00 | \$ 33.00 | \$ 37.70 | \$ 42.90 | 30% | 30% | \$ 35.00 | \$ 37.00 | \$ 45.50 | \$ 48.10 | 30% | 30% | \$ 41.00 | \$ 44.00 | \$ 53.30 | \$ 57.20 | 30% | 30% |
| Integration Specialist | \$ 27.00 | \$ 31.00 | \$ 35.30 | \$ 40.20 | 30% | 30% | \$ 33.00 | \$ 35.00 | \$ 42.90 | \$ 45.50 | 30% | 30% | \$ 39.00 | \$ 42.00 | \$ 50.70 | \$ 53.30 | 30% | 30% |
| IT Engineer | \$ 28.00 | \$ 32.00 | \$ 36.40 | \$ 41.60 | 30% | 30% | \$ 36.00 | \$ 45.00 | \$ 48.80 | \$ 58.50 | 30% | 30% | \$ 47.00 | \$ 52.00 | \$ 61.10 | \$ 67.60 | 30% | 30% |
| IT Analyst | \$ 29.00 | \$ 34.00 | \$ 37.70 | \$ 44.20 | 30% | 30% | \$ 39.00 | \$ 43.00 | \$ 50.70 | \$ 55.00 | 30% | 30% | \$ 53.00 | \$ 55.00 | \$ 68.90 | \$ 71.50 | 30% | 30% |
| IT Consulting Partner/Principal | \$ 40.00 | \$ 47.00 | \$ 52.00 | \$ 61.10 | 30% | 30% | \$ 51.00 | \$ 55.00 | \$ 66.30 | \$ 71.50 | 30% | 30% | \$ 57.00 | \$ 61.00 | \$ 74.10 | \$ 79.30 | 30% | 30% |
| IT Contract Administrator | \$ 34.00 | \$ 37.00 | \$ 44.20 | \$ 48.10 | 30% | 30% | \$ 44.00 | \$ 51.00 | \$ 57.20 | \$ 66.30 | 30% | 30% | \$ 54.00 | \$ 63.00 | \$ 70.20 | \$ 81.90 | 30% | 30% |
| IT Manager | \$ 35.00 | \$ 42.00 | \$ 45.50 | \$ 54.60 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 55.00 | \$ 60.00 | \$ 71.50 | \$ 78.00 | 30% | 30% |
| IT PMO Consultant | \$ 41.00 | \$ 44.00 | \$ 53.30 | \$ 57.20 | 30% | 30% | \$ 49.00 | \$ 52.00 | \$ 63.70 | \$ 67.60 | 30% | 30% | \$ 64.00 | \$ 62.00 | \$ 76.70 | \$ 80.60 | 30% | 30% |
| IT Project Manager | \$ 52.00 | \$ 57.00 | \$ 67.60 | \$ 75.40 | 30% | 30% | \$ 60.00 | \$ 65.00 | \$ 78.50 | \$ 84.00 | 30% | 30% | \$ 72.00 | \$ 75.00 | \$ 93.60 | \$ 97.50 | 30% | 30% |
| IT Security | \$ 42.00 | \$ 47.00 | \$ 54.60 | \$ 61.10 | 30% | 30% | \$ 51.00 | \$ 55.00 | \$ 66.30 | \$ 71.50 | 30% | 30% | \$ 60.00 | \$ 66.00 | \$ 78.50 | \$ 85.80 | 30% | 30% |
| IT Security Engineer | \$ 37.00 | \$ 42.00 | \$ 48.10 | \$ 54.60 | 30% | 30% | \$ 47.00 | \$ 52.00 | \$ 61.10 | \$ 67.60 | 30% | 30% | \$ 57.00 | \$ 62.00 | \$ 74.10 | \$ 80.60 | 30% | 30% |
| LAN Security Specialist | \$ 30.00 | \$ 35.00 | \$ 39.00 | \$ 45.50 | 30% | 30% | \$ 40.00 | \$ 45.00 | \$ 52.00 | \$ 58.50 | 30% | 30% | \$ 50.00 | \$ 55.00 | \$ 65.00 | \$ 71.50 | 30% | 30% |
| LMS Administrator | \$ 29.00 | \$ 33.00 | \$ 37.70 | \$ 42.90 | 30% | 30% | \$ 35.00 | \$ 40.00 | \$ 45.50 | \$ 52.00 | 30% | 30% | \$ 43.00 | \$ 47.00 | \$ 55.90 | \$ 61.10 | 30% | 30% |
| Machine Learning Consultant | \$ 44.00 | \$ 47.00 | \$ 57.20 | \$ 61.10 | 30% | 30% | \$ 52.00 | \$ 57.00 | \$ 67.60 | \$ 74.10 | 30% | 30% | \$ 61.00 | \$ 64.00 | \$ 78.50 | \$ 83.20 | 30% | 30% |
| Mainframe - Operating System | \$ 33.00 | \$ 40.00 | \$ 42.90 | \$ 52.00 | 30% | 30% | \$ 42.00 | \$ 49.00 | \$ 54.60 | \$ 63.70 | 30% | 30% | \$ 53.00 | \$ 59.00 | \$ 69.90 | \$ 76.70 | 30% | 30% |
| Mainframe - Operations | \$ 35.00 | \$ 42.00 | \$ 45.50 | \$ 54.60 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 55.00 | \$ 60.00 | \$ 71.50 | \$ 78.00 | 30% | 30% |
| Mainframe Security | \$ 33.00 | \$ 40.00 | \$ 42.90 | \$ 52.00 | 30% | 30% | \$ 42.00 | \$ 49.00 | \$ 54.60 | \$ 63.70 | 30% | 30% | \$ 53.00 | \$ 59.00 | \$ 69.90 | \$ 76.70 | 30% | 30% |
| Mainframe Support | \$ 29.00 | \$ 32.00 | \$ 37.70 | \$ 41.60 | 30% | 30% | \$ 35.00 | \$ 37.00 | \$ 45.50 | \$ 48.10 | 30% | 30% | \$ 41.00 | \$ 46.00 | \$ 53.30 | \$ 59.80 | 30% | 30% |
| Management Consultant | \$ 33.00 | \$ 39.00 | \$ 42.90 | \$ 50.70 | 30% | 30% | \$ 44.00 | \$ 47.00 | \$ 57.20 | \$ 61.10 | 30% | 30% | \$ 50.00 | \$ 56.00 | \$ 65.00 | \$ 72.80 | 30% | 30% |
| Manager Technology | \$ 35.00 | \$ 40.00 | \$ 45.50 | \$ 52.00 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 54.00 | \$ 57.00 | \$ 70.20 | \$ 74.10 | 30% | 30% |
| Mature Languages & Mainframe | \$ 30.00 | \$ 35.00 | \$ 39.00 | \$ 45.50 | 30% | 30% | \$ 35.00 | \$ 37.00 | \$ 45.50 | \$ 48.10 | 30% | 30% | \$ 39.00 | \$ 41.00 | \$ 50.70 | \$ 53.30 | 30% | 30% |
| Modeling - Business | \$ 54.00 | \$ 63.00 | \$ 70.20 | \$ 81.90 | 30% | 30% | \$ 62.00 | \$ 67.00 | \$ 80.60 | \$ 87.10 | 30% | 30% | \$ 71.00 | \$ 75.00 | \$ 93.60 | \$ 97.50 | 30% | 30% |
| Modeling - Data | \$ 32.00 | \$ 40.00 | \$ 42.90 | \$ 52.00 | 30% | 30% | \$ 42.00 | \$ 49.00 | \$ 54.60 | \$ 63.70 | 30% | 30% | \$ 53.00 | \$ 59.00 | \$ 69.90 | \$ 76.70 | 30% | 30% |
| Modeling - Process | \$ 35.00 | \$ 42.00 | \$ 45.50 | \$ 54.60 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 55.00 | \$ 60.00 | \$ 71.50 | \$ 78.00 | 30% | 30% |
| Network (Data, Radio, Video, Voice) - LAN/ WAN Internet Support | \$ 46.00 | \$ 52.00 | \$ 59.80 | \$ 67.60 | 30% | 30% | \$ 53.00 | \$ 62.00 | \$ 68.90 | \$ 80.60 | 30% | 30% | \$ 65.00 | \$ 67.00 | \$ 84.90 | \$ 87.10 | 30% | 30% |
| Network (Data, Radio, Video, Voice) - Network Telecommunications | \$ 46.00 | \$ 52.00 | \$ 59.80 | \$ 67.60 | 30% | 30% | \$ 53.00 | \$ 59.00 | \$ 68.90 | \$ 76.70 | 30% | 30% | \$ 63.00 | \$ 68.00 | \$ 81.90 | \$ 88.40 | | |



UNIVERSITY OF CALIFORNIA

Purchasing Agreement # 2021003068

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|--|----------|----------|----------|----------|-----|-----|----------|----------|----------|----------|-----|-----|----------|----------|----------|----------|-----|-----|
| System Engineer | \$ 30.00 | \$ 34.00 | \$ 39.00 | \$ 44.20 | 30% | 30% | \$ 38.00 | \$ 41.00 | \$ 49.40 | \$ 53.30 | 30% | 30% | \$ 45.00 | \$ 52.00 | \$ 58.50 | \$ 67.60 | 30% | 30% |
| System Engineering and Administration | \$ 29.00 | \$ 32.00 | \$ 37.70 | \$ 41.60 | 30% | 30% | \$ 35.00 | \$ 37.00 | \$ 45.50 | \$ 48.10 | 30% | 30% | \$ 41.00 | \$ 46.00 | \$ 53.30 | \$ 59.80 | 30% | 30% |
| System Integrator | \$ 32.00 | \$ 37.00 | \$ 41.60 | \$ 48.10 | 30% | 30% | \$ 41.00 | \$ 49.00 | \$ 53.30 | \$ 63.70 | 30% | 30% | \$ 52.00 | \$ 57.00 | \$ 67.60 | \$ 74.10 | 30% | 30% |
| System QA Analyst | \$ 30.00 | \$ 34.00 | \$ 39.00 | \$ 44.20 | 30% | 30% | \$ 37.00 | \$ 42.00 | \$ 48.10 | \$ 54.60 | 30% | 30% | \$ 47.00 | \$ 52.00 | \$ 61.10 | \$ 67.60 | 30% | 30% |
| System/Software Analyst | \$ 29.00 | \$ 34.00 | \$ 37.70 | \$ 44.20 | 30% | 30% | \$ 39.00 | \$ 43.00 | \$ 50.70 | \$ 55.90 | 30% | 30% | \$ 47.00 | \$ 53.00 | \$ 61.10 | \$ 68.90 | 30% | 30% |
| Systems Analyst | \$ 29.00 | \$ 34.00 | \$ 37.70 | \$ 44.20 | 30% | 30% | \$ 39.00 | \$ 43.00 | \$ 50.70 | \$ 55.90 | 30% | 30% | \$ 47.00 | \$ 53.00 | \$ 61.10 | \$ 68.90 | 30% | 30% |
| Systems Analyst | \$ 34.00 | \$ 37.00 | \$ 44.20 | \$ 48.10 | 30% | 30% | \$ 43.00 | \$ 48.00 | \$ 55.90 | \$ 62.40 | 30% | 30% | \$ 52.00 | \$ 59.00 | \$ 67.60 | \$ 76.70 | 30% | 30% |
| Systems Engineer | \$ 41.00 | \$ 46.00 | \$ 53.30 | \$ 59.80 | 30% | 30% | \$ 47.00 | \$ 53.00 | \$ 61.10 | \$ 68.90 | 30% | 30% | \$ 55.00 | \$ 57.00 | \$ 71.50 | \$ 74.10 | 30% | 30% |
| Systems Support Analyst | \$ 27.00 | \$ 32.00 | \$ 35.10 | \$ 41.60 | 30% | 30% | \$ 37.00 | \$ 41.00 | \$ 48.10 | \$ 53.30 | 30% | 30% | \$ 45.00 | \$ 51.00 | \$ 58.50 | \$ 66.30 | 30% | 30% |
| Tech Project Coordinator | \$ 29.00 | \$ 34.00 | \$ 37.70 | \$ 44.20 | 30% | 30% | \$ 29.00 | \$ 43.00 | \$ 50.70 | \$ 55.90 | 30% | 30% | \$ 47.00 | \$ 53.00 | \$ 61.10 | \$ 68.90 | 30% | 30% |
| TECH-066 PeopleSoft Developer | \$ 36.00 | \$ 44.00 | \$ 46.80 | \$ 57.20 | 30% | 30% | \$ 47.00 | \$ 51.00 | \$ 61.10 | \$ 66.30 | 30% | 30% | \$ 55.00 | \$ 60.00 | \$ 71.50 | \$ 78.00 | 30% | 30% |
| Technical Area Manager | \$ 43.00 | \$ 46.00 | \$ 55.90 | \$ 59.80 | 30% | 30% | \$ 52.00 | \$ 59.00 | \$ 67.60 | \$ 76.70 | 30% | 30% | \$ 63.00 | \$ 67.00 | \$ 81.90 | \$ 87.10 | 30% | 30% |
| Technical Consultant | \$ 28.00 | \$ 32.00 | \$ 36.40 | \$ 41.60 | 30% | 30% | \$ 38.00 | \$ 45.00 | \$ 48.90 | \$ 58.50 | 30% | 30% | \$ 47.00 | \$ 52.00 | \$ 61.10 | \$ 67.60 | 30% | 30% |
| Technical Consultant | \$ 35.00 | \$ 42.00 | \$ 45.50 | \$ 54.60 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 52.00 | \$ 56.00 | \$ 67.60 | \$ 72.80 | 30% | 30% |
| Technical Editor/Writer | \$ 28.00 | \$ 32.00 | \$ 36.40 | \$ 41.60 | 30% | 30% | \$ 37.00 | \$ 43.00 | \$ 48.10 | \$ 55.90 | 30% | 30% | \$ 44.00 | \$ 48.00 | \$ 57.20 | \$ 62.40 | 30% | 30% |
| Technical ERP Consultant | \$ 39.00 | \$ 41.00 | \$ 50.70 | \$ 53.30 | 30% | 30% | \$ 46.00 | \$ 50.00 | \$ 59.80 | \$ 65.00 | 30% | 30% | \$ 52.00 | \$ 57.00 | \$ 67.60 | \$ 74.10 | 30% | 30% |
| Technical Manager | \$ 35.00 | \$ 38.00 | \$ 45.50 | \$ 49.40 | 30% | 30% | \$ 54.00 | \$ 58.00 | \$ 70.20 | \$ 65.00 | 30% | 30% | \$ 55.00 | \$ 68.00 | \$ 71.50 | \$ 88.40 | 30% | 30% |
| Technical Project Manager | \$ 32.00 | \$ 38.00 | \$ 41.60 | \$ 49.40 | 30% | 30% | \$ 42.00 | \$ 48.00 | \$ 54.60 | \$ 62.40 | 30% | 30% | \$ 52.00 | \$ 58.00 | \$ 67.60 | \$ 75.40 | 30% | 30% |
| Technical Quality Monitor | \$ 41.00 | \$ 45.00 | \$ 53.30 | \$ 59.80 | 30% | 30% | \$ 53.00 | \$ 57.00 | \$ 68.90 | \$ 74.10 | 30% | 30% | \$ 60.00 | \$ 65.00 | \$ 76.00 | \$ 84.50 | 30% | 30% |
| Technical Service Specialist | \$ 33.00 | \$ 37.00 | \$ 42.90 | \$ 46.10 | 30% | 30% | \$ 39.00 | \$ 41.00 | \$ 50.70 | \$ 53.30 | 30% | 30% | \$ 42.00 | \$ 48.00 | \$ 54.60 | \$ 62.40 | 30% | 30% |
| Technical Specialist | \$ 37.00 | \$ 39.00 | \$ 48.10 | \$ 50.70 | 30% | 30% | \$ 41.00 | \$ 47.00 | \$ 53.30 | \$ 61.10 | 30% | 30% | \$ 48.00 | \$ 52.00 | \$ 62.40 | \$ 67.60 | 30% | 30% |
| Technical Writer | \$ 28.00 | \$ 32.00 | \$ 36.40 | \$ 41.60 | 30% | 30% | \$ 37.00 | \$ 43.00 | \$ 48.10 | \$ 55.90 | 30% | 30% | \$ 44.00 | \$ 48.00 | \$ 57.20 | \$ 62.40 | 30% | 30% |
| Telehealth Specialist | \$ 29.00 | \$ 33.00 | \$ 37.70 | \$ 42.90 | 30% | 30% | \$ 35.00 | \$ 43.00 | \$ 45.50 | \$ 55.90 | 30% | 30% | \$ 46.00 | \$ 53.00 | \$ 59.80 | \$ 68.90 | 30% | 30% |
| Telepresence Engineer | \$ 35.00 | \$ 42.00 | \$ 45.50 | \$ 54.60 | 30% | 30% | \$ 44.00 | \$ 49.00 | \$ 57.20 | \$ 63.70 | 30% | 30% | \$ 52.00 | \$ 56.00 | \$ 67.60 | \$ 72.80 | 30% | 30% |
| Testing - System Tester/HP LoadRunner | \$ 28.00 | \$ 32.00 | \$ 36.40 | \$ 41.60 | 30% | 30% | \$ 37.00 | \$ 43.00 | \$ 48.10 | \$ 55.90 | 30% | 30% | \$ 44.00 | \$ 48.00 | \$ 57.20 | \$ 62.40 | 30% | 30% |
| Training - E-Learning Course Development | \$ 39.00 | \$ 41.00 | \$ 50.70 | \$ 53.30 | 30% | 30% | \$ 46.00 | \$ 50.00 | \$ 59.80 | \$ 65.00 | 30% | 30% | \$ 52.00 | \$ 57.00 | \$ 67.60 | \$ 74.10 | 30% | 30% |
| UX/UI Designer | \$ 34.00 | \$ 39.00 | \$ 44.20 | \$ 50.70 | 30% | 30% | \$ 46.00 | \$ 52.00 | \$ 59.80 | \$ 67.60 | 30% | 30% | \$ 56.00 | \$ 62.00 | \$ 72.80 | \$ 80.60 | 30% | 30% |
| Vice President/Managing Director | \$ 35.00 | \$ 38.00 | \$ 45.50 | \$ 49.40 | 30% | 30% | \$ 54.00 | \$ 58.00 | \$ 70.20 | \$ 65.00 | 30% | 30% | \$ 55.00 | \$ 68.00 | \$ 71.50 | \$ 88.40 | 30% | 30% |
| Voice Engineer | \$ 33.00 | \$ 37.00 | \$ 42.90 | \$ 46.10 | 30% | 30% | \$ 39.00 | \$ 41.00 | \$ 50.70 | \$ 53.30 | 30% | 30% | \$ 42.00 | \$ 48.00 | \$ 54.60 | \$ 62.40 | 30% | 30% |
| Web Analytics | \$ 31.00 | \$ 36.00 | \$ 40.30 | \$ 46.80 | 30% | 30% | \$ 41.00 | \$ 46.00 | \$ 53.30 | \$ 59.80 | 30% | 30% | \$ 51.00 | \$ 56.00 | \$ 66.30 | \$ 72.80 | 30% | 30% |
| Web Design & Development- HTML/XML/CSS/JavaScript/Jquery | \$ 33.00 | \$ 37.00 | \$ 42.90 | \$ 46.10 | 30% | 30% | \$ 39.00 | \$ 41.00 | \$ 50.70 | \$ 53.30 | 30% | 30% | \$ 42.00 | \$ 48.00 | \$ 54.60 | \$ 62.40 | 30% | 30% |
| Web Designer- Graphic Artist & UI Design | \$ 37.00 | \$ 39.00 | \$ 48.10 | \$ 50.70 | 30% | 30% | \$ 41.00 | \$ 47.00 | \$ 53.30 | \$ 61.10 | 30% | 30% | \$ 48.00 | \$ 52.00 | \$ 62.40 | \$ 67.60 | 30% | 30% |
| Web Developer | \$ 36.00 | \$ 44.00 | \$ 46.80 | \$ 57.20 | 30% | 30% | \$ 47.00 | \$ 51.00 | \$ 61.10 | \$ 66.30 | 30% | 30% | \$ 55.00 | \$ 60.00 | \$ 71.50 | \$ 78.00 | 30% | 30% |
| Web Information Architect | \$ 33.00 | \$ 37.00 | \$ 42.90 | \$ 46.10 | 30% | 30% | \$ 39.00 | \$ 41.00 | \$ 50.70 | \$ 53.30 | 30% | 30% | \$ 42.00 | \$ 48.00 | \$ 54.60 | \$ 62.40 | 30% | 30% |
| Web Security & Accessibility - Security/ADA/Section 508 Compliance | \$ 37.00 | \$ 39.00 | \$ 48.10 | \$ 50.70 | 30% | 30% | \$ 41.00 | \$ 47.00 | \$ 53.30 | \$ 61.10 | 30% | 30% | \$ 48.00 | \$ 52.00 | \$ 62.40 | \$ 67.60 | 30% | 30% |
| Web Security Analyst | \$ 33.00 | \$ 37.00 | \$ 42.90 | \$ 46.10 | 30% | 30% | \$ 39.00 | \$ 41.00 | \$ 50.70 | \$ 53.30 | 30% | 30% | \$ 42.00 | \$ 48.00 | \$ 54.60 | \$ 62.40 | 30% | 30% |
| Web SITE Administrator | \$ 37.00 | \$ 39.00 | \$ 48.10 | \$ 50.70 | 30% | 30% | \$ 41.00 | \$ 47.00 | \$ 53.30 | \$ 61.10 | 30% | 30% | \$ 48.00 | \$ 52.00 | \$ 62.40 | \$ 67.60 | 30% | 30% |
| Web Site Security Consultant | \$ 30.00 | \$ 33.00 | \$ 39.00 | \$ 42.90 | 30% | 30% | \$ 35.00 | \$ 38.00 | \$ 45.50 | \$ 49.40 | 30% | 30% | \$ 42.00 | \$ 49.00 | \$ 54.60 | \$ 63.70 | 30% | 30% |
| Web Support Engineer | \$ 30.00 | \$ 33.00 | \$ 39.00 | \$ 42.90 | 30% | 30% | \$ 35.00 | \$ 38.00 | \$ 45.50 | \$ 49.40 | 30% | 30% | \$ 41.00 | \$ 45.00 | \$ 53.30 | \$ 58.50 | 30% | 30% |
| Web Systems Analyst | \$ 29.00 | \$ 34.00 | \$ 37.70 | \$ 44.20 | 30% | 30% | \$ 39.00 | \$ 43.00 | \$ 50.70 | \$ 55.90 | 30% | 30% | \$ 47.00 | \$ 53.00 | \$ 61.10 | \$ 68.90 | 30% | 30% |
| Web Usability Specialist | \$ 29.00 | \$ 34.00 | \$ 37.70 | \$ 44.20 | 30% | 30% | \$ 39.00 | \$ 43.00 | \$ 50.70 | \$ 55.90 | 30% | 30% | \$ 47.00 | \$ 53.00 | \$ 61.10 | \$ 68.90 | 30% | 30% |
| Web/Internet Developer | \$ 36.00 | \$ 44.00 | \$ 46.80 | \$ 57.20 | 30% | 30% | \$ 47.00 | \$ 51.00 | \$ 61.10 | \$ 66.30 | 30% | 30% | \$ 55.00 | \$ 60.00 | \$ 71.50 | \$ 78.00 | 30% | 30% |
| WEBB Systems Engineer 4 | \$ 30.00 | \$ 33.00 | \$ 39.00 | \$ 42.90 | 30% | 30% | \$ 35.00 | \$ 38.00 | \$ 45.50 | \$ 49.40 | 30% | 30% | \$ 41.00 | \$ 45.00 | \$ 53.30 | \$ 58.50 | 30% | 30% |

**ATTACHMENT C – PROGRAM REQUIREMENTS*****Scope of Work*****A. Qualified Personnel**

Supplier shall provide, qualified, trained temporary staffing/professional services personnel, on an as-needed basis determined by the University. Receipt of award does not guarantee that the University will request any temporary staffing/professional services personnel during the period of the Agreement. The University reserves the right to assess and select the best-qualified temporary workers for each individual project from any one of the qualified services providers. A comprehensive resume shall be required for each candidate submitted by the supplier for consideration. References and previous employers listed on resumes may be contacted by the University as well as possible candidate background checks. The University agrees to be responsible for 1) any breach of its obligations for maintaining any personal information of the temporary employees in compliance with laws, statutes or regulations governing personal data and 2) any claims that arise that are related to its maintaining, handling or storing of such personal information of the temporary employees. The University reserves the right to reject any temporary staffing candidate proposed by supplier. Project work will be scheduled with a minimum of inconvenience to the University and conducted on-site during regular University hours.

B. Immigration & Naturalization Services Compliance

All temporary staffing personnel employed by supplier shall be US Citizens or legal aliens in accordance with the employment verification provisions of the Immigration and Nationality Act (INA), according to the Illegal Immigration Reform and Immigrant Responsibility Act (IIRIRA) signed on September 30, 1996 and any revisions of such Act. It is the supplier's responsibility to verify legal alien's compliance to all current laws and regulations of the United States and state of California as they pertain to alien status and employment eligibility.

C. Guarantee of Appropriate Interview and Placement Standards

Supplier will ensure the quality of their Interview and Placement Standards. The University of California will not permit any of the following to occur:

1. Other individuals speaking for Candidates during live interviews.
2. Other individuals speaking for Candidates during taped interviews.
3. Replacement of Candidates with other Candidates after the Interview and Screening process has occurred and a Job Offer has been made.
4. Substitution of the Skill Sets of Candidates.
5. Falsification of information related to any Candidate.

If any of the Candidates have been falsely presented, represented, or put forth, The University of California will review the situation which may result in the Termination of the Agreement.

**D. Background Checks**

Supplier will arrange for background checks, verifications, references, and other investigations, as requested, as part of the overall assessment of candidates presented for consideration.

Supplier warrants that professional services staff, including staff who are located outside of the United States, or plan to relocate outside the United States as part of the Agreement, Supplier is solely responsible for complying with all local laws (including tax and payroll). Temporary Staff will have had a full background check initiated by Supplier and that the Temporary Staff will have no known criminal records or criminal charges which would in any way affect the ability of Temporary Staff, to discharge their responsibilities according to the highest ethical standards. Supplier is solely responsible for complying with all local laws (including tax and payroll). In addition, professional services staff will have a full background check to discharge their responsibilities in regard to patient and financial data and the systems that process such information. Background checks will include, but are not limited to, reference checks and criminal checks.

All felony and misdemeanor convictions (except marijuana related offenses greater than two years old) must be reported to the University and may result in the Temporary Staff being prohibited from performing work at the University. Acceptable background screening will consist of the last seven years residence and employment verification. The background screen will also include a criminal conviction records investigation conducted by any third-party agencies that adheres to the California Investigative Consumer Reporting Agencies Act. A criminal convictions records investigation will consist of a records search (documented by a written report retained by supplier) by the appropriate law enforcement or other local or state agency in each location in which the Temporary Staff has resided and worked in during at least seven years preceding the date of the criminal conviction records investigation. The University may require persons, before entering University premises, to complete a criminal convictions questionnaire. In the event that the University has grounds to believe that a Temporary Staff falsified his or her criminal convictions questionnaire in any way, such person will not perform any work for the University or enter onto the University premises. The University reserves the right, at its discretion, to request from supplier documentation of the completion of a criminal conviction records investigation for any Temporary Staff assigned to work on the University premises. Supplier's failure to have completed a criminal convictions investigation of any of its Temporary Staff in accordance with this clause will be grounds for immediate expulsion of the Temporary Staff and the University will have the right to terminate the Agreement both with respect to the Temporary Staff and supplier.

E. Duration of Assignments

The length of assignments will vary. Supplier's personnel may be required to sign confidentiality agreements depending on the nature of the access privilege granted. At the conclusion and/or termination of the assignment, the Supplier's employee shall return all property (such as keys, etc.) to the University's requesting department prior to departing

**F. Right of Severance and Termination**

The University shall have the right to request removal of any specific supplier temporary worker for the following:

- If the worker is deemed by the University to be incompetent or negligent based on worker's inability to execute the required project deliverables.
- For failure to adhere to University's standards, data protection policy or application, development methodology.
- For worker misconduct.

G. Right to Dismiss

If, in the sole discretion of the University's requester, the supplier personnel are deemed incompetent or negligent (based on the individual's inability to perform the assigned task or engagement in misconduct) the University will require the personnel to leave the premises and the department will immediately inform the supplier of its action.

The supplier hereby agrees that the University shall not be liable for any damage or cause of action arising out of the dismissal of supplier's personnel to the extent supplier violated applicable law and hereby agrees to indemnify, defend and hold harmless the University for such cause of action or damage brought by the supplier personnel against the University, which would arise out of such dismissal.

Supplier's personnel deemed unsatisfactory due to performance will be excluded from future assignments to the University based on but not limited to:

- Failure to demonstrate skills sufficient to perform duties assigned.
- Employee's noncompliance with the University's policies and/or procedures or other unprofessional conduct.
- Negative results on appropriate background checks.

H. Quality of Service Standards and Service Guaranty

Upon notification of unsatisfactory performance of a Candidate, a replacement will be provided and the charges for the initial Candidate will be removed from the University's Account.

Credits for unsatisfactory performance of a Candidate will be a minimum of forty (40) hours or five (5) business days.

The minimum Quality of Service Standards set forth above recognize that occasional errors are likely, however, the supplier further agrees to use Best Efforts to achieve a 100% Quality of Service Level.

Should the Quality Levels fall below the Minimum Standards and the supplier does not take corrective action within fourteen (14) days following the University of California notification, the University reserves the right to terminate the Agreement.

**I. Supplier Response Time**

Orders/releases for personnel services will be initiated by University requesters. Requests will be made as much in advance of the required start date as possible. Typically, requests will be made at least 48-72 hours in advance of need.

All information regarding reporting time and scope of assignment will be provided at the time of the initial call.

The supplier is required to decline request(s), or propose personnel, subject to the availability of qualified personnel, within 24 hours after receipt of the initial call.

J. Payments on Termination

If the University elects to terminate any temporary worker furnished by supplier for any reason, the University shall be responsible for payment of actual work hours performed by supplier worker or a minimum of four (4) hours, whichever is greater.

K. Worker Availability

Supplier furnished temporary workers shall be available between the hours of 8:00 AM and 5:00 PM, with an hour lunch break, with the possibility of work hour modifications for specially arranged circumstances. Workdays are typically eight (8) hours plus one hour for a meal break.

L. Work Week

A Work Week is generally forty (40) hours in length from Sunday midnight till the following Sunday midnight. The University will not pay premium rates for work beyond forty (40) hours in a Work Week.

M. University of California Holidays

Supplier furnished Temporary Staff will generally adhere to University's holiday schedule as referenced at

<https://www.ucop.edu/local-human-resources/op-life/holiday-calendar.html>.

N. Parking at the University

The University is not responsible for parking arrangements and parking fees for any temporary worker supplier may furnish under this order.

O. Vehicles

Supplier's temporary workers shall be required to use supplier owned vehicles or their own vehicles to reach job site locations of the University. Supplier's temporary workers



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shall not operate university-owned vehicles.

P. CAL-OSHA

Supplier's temporary workers shall adhere to all CAL-OSHA regulations where and when applicable to their work environment.

Q. ID Badges

Supplier temporary workers may be required to wear University furnished ID badges dependent upon their project assignment and work location.

R. Supplier Training

The supplier shall be responsible for its own on-going employee-training program to keep supplier's temporary workers abreast of industry standards and developments.

S. Key Performance Indicators

The Key Performance Indicators (KPI's) are monitored through presentations in the Quarterly Business Reviews and the required activity reporting. The required Key Performance Indicators are:

| | | |
|---|--|------------------------------|
| 1 | On-Time Reporting (by UC Location and System): | 99% |
| 2 | Response to Initial Order: | Within (4) Hours |
| 3 | Placement of Short-Term (Under Six (6) Months) or Long-Term Positions (Over Six (6) Months): | Within (1) Business Day |
| 4 | RUSH Placements: | Within the Same Business Day |
| 5 | Customer Service Satisfaction | 99% |
| 6 | Request for Reports: | Within (5) Business Day |
| 7 | Placement Accuracy: | 100% |
| 8 | Invoice/Billing Accuracy: | 99% |

T. Subcontracting

Supplier may subcontract out to other suppliers but must provide the University with the following:

1. The name(s) of the originating firm(s) from which the Candidate is provided.
2. The method utilized to compensate the Candidate, showing compensation originates from the awarded supplier(s)'s organization.
3. The subcontracted Candidate must meet all of the qualifications as if they were provided by the awarded Supplier.



ARTICLE 1 – GENERAL

The equipment, materials, or supplies (“Goods”) and/or services (“Services”) furnished by Supplier (together, the “Goods and Services”) and covered by the UC Purchase Order (“PO”) and/or other agreement (which, when combined with these Terms and Conditions and any other documents incorporated by reference, will constitute the “Agreement”) are governed by the terms and conditions set forth herein. As used herein, the term “Supplier” includes Supplier and its sub-suppliers at any tier. As used herein, “UC” refers to The Regents of the University of California, a corporation described in California Constitution Art. IX, Sec. 9, on behalf of the UC Locations identified in the Agreement and/or the PO. UC and Supplier individually will be referred to as “Party” and collectively as “Parties.” Any defined terms not defined in these Terms and Conditions of Purchase will have the meaning ascribed to such term in any of the other documents incorporated in and constituting the Agreement. No other terms or conditions will be binding upon the Parties unless accepted by them in writing. Supplier accepts all of the Agreement’s terms and conditions either in writing, by shipping any portion of the Goods, or performing any portion of the Services. The terms of any proposal referred to in the Agreement are included and made a part of the Agreement only to the extent the proposal specifies the Goods and/or Services ordered, the price therefor, and the delivery thereof, and then only to the extent that such terms are consistent with the terms and conditions of the Agreement.

ARTICLE 2 – TERM AND TERMINATION

- A. As applicable, the term of the Agreement (“Initial Term”) will be stated in the Agreement. Following the Initial Term, the Agreement may be extended by written mutual agreement.
- B. UC’s obligation to proceed is conditioned upon the appropriation of state, federal and other sources of funds not controlled by UC (“Funding”). UC will have the right to terminate the Agreement without damage, penalty, cost or further obligation in the event that through no action or inaction on the part of UC, the Funding is withdrawn.
- C. UC may, by written notice stating the extent and effective date thereof, terminate the Agreement for convenience in whole or in part, at any time. The effective date of such termination shall be consistent with any requirements for providing notice specified in the Agreement, or immediate if no such terms are set forth in the Agreement. As specified in the termination notice, UC will pay Supplier as full compensation the pro rata Agreement price for performance through the later of the date that
 - a. UC provided Supplier with notice of termination or
 - b. Supplier’s provision of Goods and/or Services will terminate.
- D. UC may by written notice terminate the Agreement for Supplier’s breach of the Agreement, in whole or in part, at any time, if Supplier refuses or fails to comply with the provisions of the Agreement, or so fails to make progress as to endanger performance and does not cure such failure within five (5) business days, or fails to supply the Goods and/or Services within the time specified or any written extension thereof. In such event, UC may purchase or otherwise secure Goods and/or Services and, except as otherwise provided herein, Supplier will be liable to UC for any excess costs UC incurs thereby.
- E. If any of the following appendices are incorporated in to the agreement, then they will control in the event that the appendices conflict with the provisions of this Article:
 - UC’s Appendix – Data Security,
 - Appendix – BAA, and/or
 - Appendix – GDPR



ARTICLE 3 – PRICING, INVOICING METHOD, AND SETTLEMENT METHOD AND TERMS.

Pricing is set forth in the Agreement or PO, and the amount UC is charged and responsible for shall not exceed the amount specified in the Agreement unless UC has given prior written approval. Unless otherwise agreed in writing by UC, Supplier will use the invoicing method and payment settlement method (and will extend the terms applicable to such settlement method) set forth in UC's Supplier Invoicing, Terms & Settlement Matrix (<https://www.ucop.edu/procurement-services/procurement-systems/supplier-invoicing,-terms-and-settlement-matrix.html>). UC will pay Supplier, upon submission of acceptable invoices, for Goods and/or Services provided and accepted. Invoices must be itemized and reference the Agreement or PO number. UC will not pay shipping, packaging or handling expenses, unless specified in the Agreement or PO. Unless otherwise provided, freight is to be FOB destination. Any of Supplier's expenses that UC agrees to reimburse will be reimbursed under UC's Travel Policy, which may be found at <http://www.ucop.edu/central-travel-management/resources/index.html>. Where applicable, Supplier will pay all taxes imposed on Supplier in connection with its performance under the Agreement, including any federal, state and local income, sales, use, excise and other taxes or assessments. Notwithstanding any other provision to the contrary, UC will not be responsible for any fees, interest or surcharges Supplier wishes to impose.

ARTICLE 4 – INSPECTION.

The Goods and/or Services furnished will be exactly as specified in the Agreement, free from all defects in Supplier's performance, design, skill and materials, and, except as otherwise provided in the Agreement, will be subject to inspection and test by UC at all times and places. If, prior to final acceptance, any Goods and/or Services furnished are found to be incomplete, or not as specified, UC may reject them, require Supplier to correct them at the sole cost of Supplier, or require provision of such Goods and/or Services at a reduction in price that is equitable under the circumstances. If Supplier is unable or refuses to correct such deficiencies within a time UC deems reasonable, UC may terminate the Agreement in whole or in part. Supplier will bear all risks as to rejected Goods and/or Services and, in addition to any costs for which Supplier may become liable to UC under other provisions of the Agreement, will reimburse UC for all transportation costs, other related costs incurred, or payments to Supplier in accordance with the terms of the Agreement for unaccepted Goods and/or Services and materials and supplies incidental thereto. Notwithstanding final acceptance and payment, Supplier will be liable for latent defects, fraud or such gross mistakes as amount to fraud.

ARTICLE 5 – ASSIGNED PERSONNEL; CHARACTER OF SERVICES

Supplier will provide the Services as an independent contractor and furnish all equipment, personnel, and supplies sufficient to provide the Services expeditiously and efficiently, during as many hours per shift and shifts per week, and at such locations as UC may so require. Supplier will devote only its best-qualified personnel to work under the Agreement. Should UC inform Supplier that anyone providing the Services is not working to this standard, Supplier will immediately remove such personnel from providing Services and those individuals will not again be assigned to provide Services without UC's written permission. At no time will Supplier or Supplier's employees, sub-suppliers, agents, or assigns be considered employees of UC for any purpose, including but not limited to workers' compensation provisions. Supplier shall not have the power nor right to bind or obligate UC, and Supplier shall not hold itself out as having such authority. Supplier shall be responsible to UC for all Services performed by Supplier's employees, agents and subcontractors, including being responsible for ensuring payment of all unemployment, social security, payroll, contributions and other taxes with respect to such employees, agents and subcontractors.



ARTICLE 6 – WARRANTIES

In addition to the warranties set forth in Articles 11, 12, 17, 23, 24, 25 and 26 herein, Supplier makes the following warranties. Supplier acknowledges that failure to comply with any of the warranties in the Agreement will constitute a material breach of the Agreement and UC will have the right to terminate the Agreement without damage, penalty, cost or further obligation.

- A. General Warranties. Supplier represents, warrants and covenants that: (i) Supplier is free to enter into this Agreement and that Supplier is not, and will not become, during the Term, subject to any restrictions that might restrict or prohibit Supplier from performing the Services or providing the Goods ordered hereunder; (ii) Supplier will comply with all applicable laws, rules and regulations in performing Supplier's obligations hereunder; (iii) the Goods and/or Services shall be rendered with promptness and diligence and shall be executed in a skilled manner by competent personnel, in accordance with the prevailing industry standards; and if UC Appendix Data Security is NOT included: (iv) Supplier has developed a business interruption and disaster recovery program and is executing such program to assess and reduce the extent to which Supplier's hardware, software and embedded systems may be susceptible to errors or failures in various crisis (or force majeure) situations; (v) if Supplier uses electronic systems for creating, modifying, maintaining, archiving, retrieving or transmitting any records, including test results that are required by, or subject to inspection by an applicable regulatory authority, then Supplier represents and warrants that Supplier's systems for electronic records are in compliance; and (vi) Supplier agrees that the Goods and/or Services furnished under the Agreement will be covered by the most favorable warranties Supplier gives to any customer for the same or substantially similar goods or services, or such other more favorable warranties as specified in the Agreement. The rights and remedies so provided are in addition to and do not limit any rights afforded to UC by any other article of the Agreement.
- B. Permits and Licenses. Supplier agrees to procure all necessary permits or licenses and abide by all applicable laws, regulations and ordinances of the United States and of the state, territory and political subdivision or any other country in which the Goods and/or Services are provided.
- C. Federal and State Water and Air Pollution Laws. Where applicable, Supplier warrants that it complies with the requirements in UC Business and Finance Bulletin BUS-56 (Materiel Management; Purchases from Entities Violating State or Federal Water or Air Pollution Laws). Consistent with California Government Code 4477, these requirements do not permit UC to contract with entities in violation of Federal or State water or air pollution laws.
- D. Web Accessibility Requirements. As applicable to the Supplies and/or Services being provided under the Agreement, Supplier warrants that:
 - a. It complies with California and federal disability laws and regulations; and
 - b. The Goods and/or Services will conform to the accessibility requirements of WCAG 2.0AA.
 - c. Supplier agrees to promptly respond to and resolve any complaint regarding accessibility of its Goods and/or Services;
- E. General Accessibility Requirements. Supplier warrants that:
 - a. It will comply with California and federal disability laws and regulations;
 - b. Supplier will promptly respond to remediate to any identified accessibility defects in the Goods and Services to conform to WCAG 2.0 AA; and
 - c. Supplier agrees to promptly respond to and use reasonable efforts to resolve and remediate any complaint regarding accessibility of its Goods and/or Services.
- F. Warranty of Quiet Enjoyment. Supplier warrants that Supplier has the right of Quiet Enjoyment in, and conveys the right of Quiet Enjoyment to UC for UC's use of, any and all intellectual property that



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will be needed for Supplier's provision, and UC's use of, the Goods and/or Services provided by Supplier under the Agreement.

- G. California Child Abuse and Neglect Reporting Act ("CANRA"). Where applicable, Supplier warrants that it complies with CANRA.
- H. Debarment, Suspension, U.S. Government Restricted Party Lists. Supplier warrants that it is not on the U.S. government's Denied Parties List, the Unverified List, the Entities List, the Specially Designated Nationals and Blocked Parties List, and is not presently debarred, suspended, proposed for debarment or otherwise declared ineligible for award of federal contracts or participation in federal assistance programs or activities.
- I. UC Trademark Licensing Code of Conduct. If the Goods will bear UC's name (including UC campus names, abbreviations of these names, UC logos, UC mascots, or UC seals) or other trademarks owned by UC, Supplier warrants that it holds a valid license from UC and complies with the Trademark Licensing Code of Conduct policy, available at <http://policy.ucop.edu/doc/3000130/TrademarkLicensing>
- J. Outsourcing (Public Contract Code section 12147) Compliance. Supplier warrants that if the Agreement will displace UC employees, no funds paid under the Agreement will be used to train workers who are located outside of the United States, or plan to relocate outside the United States as part of the Agreement. Additionally, Supplier warrants that no work will be performed under the Agreement with workers outside the United States, except as described in Supplier's bid. If Supplier or its sub-supplier performs the Agreement with workers outside the United States during the life of the Agreement and Supplier did not describe such work in its bid, Supplier acknowledges and agrees that (i) UC may terminate the Agreement without further obligation for noncompliance, and (ii) Supplier will forfeit to UC the amount UC paid for the percentage of work that was performed with workers outside the United States and not described in Supplier's bid.
- K. Supplier warrants that the Goods and Services rendered under this Agreement will not require Supplier to use for UC, or provide to UC to use, "covered telecommunications equipment or services" as a substantial or essential component of any system, or as critical technology as part of any system, within the meaning of Federal Acquisition Regulation ("FAR") Section 52.204-25.

Supplier will provide "Timely Notice" to the UC of any changes to the statements, confirmations or representations made in its proposal response or in any information provided as part of the contract award process, including in particular any changes to the certifications or representations made regarding NDAA Section 889. Timely Notice means that Supplier will notify UC in writing within 3 business days of any changes to the representations or confirmations made in relation to NDAA Section 889. Notice shall include the representations or confirmations made and the changes to those representations or confirmations. The notice shall be provided by a Supplier representative authorized to bind the Supplier.

ARTICLE 7 – INTELLECTUAL PROPERTY, COPYRIGHT, PATENTS, AND DATA RIGHTS

- A. Goods and/or Services Involving Work Made for Hire.
 - a. Unless UC indicates that the Goods and/or Services do not involve work made for hire, Supplier acknowledges and agrees that any deliverables provided to UC by Supplier in the performance of the Agreement, and any intellectual property rights therein, (hereinafter the "Deliverables") will be owned by UC. The Deliverables will be considered "work made for hire" under U.S. copyright law and all right, title, and interest to and in such Deliverables including, but not limited to, any and all copyrights or trademarks, will be owned by UC. In



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the event that it is determined that UC is not the owner of such Deliverables under the "work made for hire" doctrine of U.S. copyright law, Supplier hereby irrevocably assigns to UC all right, title, and interest to and in such Deliverables and any copyrights or trademarks thereto.

- b. The Deliverables must be new and original. Supplier must not use any pre-existing copyrightable or trademarked images, writings, or other proprietary materials (hereinafter "Pre-Existing Materials") in the Deliverables without UC's prior written permission. In the event that Supplier uses any Pre-Existing Materials in the Deliverables in which Supplier has an ownership interest, UC is hereby granted, and will have, a non-exclusive, royalty-free, irrevocable, perpetual, paid-up, worldwide license (with the right to sublicense) to make, have made, copy, modify, make derivative works of, use, perform, display publicly, sell, and otherwise distribute such Pre-Existing Materials in connection with the Deliverables.
 - c. Whenever any invention or discovery is made or conceived by Supplier in the course of or in connection with the Agreement, Supplier will promptly furnish UC with complete information with respect thereto and UC will have the sole power to determine whether and where a patent application will be filed and to determine the disposition of title to and all rights under any application or patent that may result.
 - d. Supplier is specifically subject to an obligation to, and hereby does, assign all right, title and interest in any such intellectual property rights to UC as well as all right, title and interest in tangible research products embodying any such inventions whether the inventions are patentable or not. Supplier agrees to promptly execute any additional documents or forms that UC may require in order to effectuate such assignment.
- B. Goods and/or Services Not Involving Work Made for Hire.
- a. If the Goods and/or Services do not involve work made for hire, and in the event that Supplier uses any Pre-Existing Materials in the Deliverables in which Supplier has an ownership interest, UC is hereby granted, and will have, a non-exclusive, royalty-free, irrevocable, perpetual, paid-up, worldwide license (with the right to sublicense) to make, have made, copy, modify, make derivative works of, use, perform, display publicly, sell, and otherwise distribute such Pre-Existing Materials in connection with the Deliverables.
 - b. The Deliverables must be new and original. Supplier must not use any Pre-Existing Materials in the Deliverables without UC's prior written permission.
 - c. Whenever any invention or discovery is made or conceived by Supplier in the course of or in connection with the Agreement, Supplier will promptly furnish UC complete information with respect thereto and UC will have the sole power to determine whether and where a patent application will be filed and to determine the disposition of title to and all rights under any application or patent that may result.
 - d. Supplier is specifically subject to an obligation to, and hereby does, assign all right, title and interest in any such intellectual property rights to UC as well as all right, title and interest in tangible research products embodying any such inventions whether the inventions are patentable or not. Supplier agrees to promptly execute any additional documents or forms that UC may require in order to effectuate such assignment.
- C. General. Should the Goods and/or Services become, or in Supplier's opinion be likely to become, the subject of a claim of infringement of any patent, copyright, trademark, trade name, trade secret, or other proprietary or contractual right of any third party, Supplier will provide written notice to UC of the circumstances giving rise to such claim or likely claim. In the event that UC receives notice of a claim of infringement or is made a party to or is threatened with being made a party to any claim of



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infringement related to the Goods and/or Services, UC will provide Supplier with notice of such claim or threat. Following receipt of such notice, Supplier will either (at Supplier's sole election) (i) procure for UC the right to continue to use the affected portion of the Goods and/or Services, or (ii) replace or otherwise modify the affected portion of the Goods and/or Services to make them non-infringing, or obtain a reasonable substitute product for the affected portion of the Goods and/or Services, provided that any replacement, modification or substitution under this paragraph does not effect a material change in the Goods and/or Services' functionality. If none of the foregoing options is reasonably acceptable to UC, UC will have the right to terminate the Agreement without damage, penalty, cost or further obligation.

- D. UC Rights to Institutional Information. Institutional Information shall belong exclusively to UC and unless expressly provided, this Agreement shall not be construed as conferring on Supplier any patent, copyright, trademark, license right or trade secret owned or obtained by UC. Any right for Supplier to use Institutional Information is solely provided on a non-exclusive basis, and only to the extent required for Supplier to provide the Goods or Services under the Agreement. As used herein, "Institutional Information" means any information or data created, received, and/or collected by UC or on its behalf, including but not limited to application logs, metadata and data derived from such data.

ARTICLE 8 – INDEMNITY AND LIABILITY

To the fullest extent permitted by law, Supplier will defend, indemnify, and hold harmless UC, its officers, employees, and agents, from and against all losses, expenses (including, without limitation, reasonable attorneys' fees and costs), damages, and liabilities of any kind resulting from or arising out of the Agreement, including the performance hereunder of Supplier, its officers, employees, agents, sub-suppliers, or anyone directly or indirectly employed by Supplier, or any person or persons under Supplier's direction and control, provided such losses, expenses, damages and liabilities are due or claimed to be due to the acts or omissions of Supplier, its officers, employees, agents, sub-suppliers, or anyone directly or indirectly employed by Supplier, or any person or persons under Supplier's direction and control. UC agrees to provide Supplier with prompt notice of any such claim or action and to permit Supplier to defend any claim or action, and that UC will cooperate fully in such defense. UC retains the right to participate in the defense against any such claim or action, and the right to consent to any settlement, which consent will not unreasonably be withheld.

In the event Appendix DS applies to this Agreement, Supplier shall reimburse or otherwise be responsible for any costs, fines or penalties imposed against UC as a result of Supplier's Breach of Institutional Information and/or failure to cooperate with UC's response to such Breach. As used herein, "Breach" means:

- a. Any disclosure of Institutional Information to an unauthorized party or in an unlawful manner;
- b. Unauthorized or unlawful acquisition of information that compromises the security, confidentiality or integrity of Institutional Information and/or IT Resources; and
- c. The acquisition, access, use, or disclosure of Protected Health Information or medical information in a manner not permitted under the Health Insurance Portability and Accountability Act (HIPAA) or California law. "IT Resources" means IT infrastructure, cloud services, software, and/or hardware with computing and/or networking capability that is Supplier owned/managed, or UC-owned, or a personally owned device that stores Institutional Information, is connected to UC systems, is connected to UC networks, or is used for UC business.



ARTICLE 9 – INSURANCE

Supplier, at its sole cost and expense, will insure its activities in connection with providing the Goods and/or Services and obtain, keep in force, and maintain the following insurance with the minimum limits set forth below, unless UC specifies otherwise:

- A. Commercial Form General Liability Insurance (contractual liability included) with limits as follows:
 - a. Each Occurrence \$ 1,000,000
 - b. Products/Completed Operations Aggregate \$ 2,000,000
 - c. Personal and Advertising Injury \$ 1,000,000
 - d. General Aggregate \$ 2,000,000
- B. Business Automobile Liability Insurance for owned, scheduled, non-owned, or hired automobiles with a combined single limit of not less than one million dollars (\$1,000,000) per occurrence. (Required only if Supplier drives on UC premises or transports UC employees, officers, invitees, or agents in the course of supplying the Goods and/or Services to UC.)
- C. If applicable, Professional Liability Insurance with a limit of two million dollars (\$2,000,000) per occurrence or claim with an aggregate of not less than two million dollars (\$2,000,000). If this insurance is written on a claims-made form, it will continue for three years following termination of the Agreement. The insurance will have a retroactive date of placement prior to or coinciding with the effective date of the Agreement.
- D. Workers' Compensation as required by applicable state law and Employer's Liability with limits of one million dollars (\$1,000,000) per occurrence.
- E. If applicable, Supplier Fidelity Bond or Crime coverage for the dishonest acts of its employees in a minimum amount of one million dollars (\$1,000,000). Supplier will endorse such policy to include a "Regents of the University of California Coverage" or "Joint Payee Coverage" endorsement. UC and, if so requested, UC's officers, employees, agents and sub-suppliers will be named as "Loss Payee, as Their Interest May Appear" in such Fidelity Bond.
- F. In the event Appendix DS applies to this Agreement, Supplier, at its sole cost and expense, will obtain, keep in force, and maintain one or more insurance policies that provide coverage for technology, professional liability, data protection, and/or cyber liability. Typically referred to as Privacy, Technology and Data Security Liability, Cyber Liability, or Technology Professional Liability insurance, it will cover liabilities for financial loss due to the acts, omissions, or intentional misconduct of Supplier, its officers, employees, agents, sub-suppliers, or anyone directly or indirectly employed by Supplier, or any person or persons under Supplier's direction and control, in connection with the performance of this Agreement, as well as all Supplier costs, including damages it is obligated to pay UC or any third party, that are associated with any confirmed or suspected Breach or compromise of Institutional Information. In some cases, Professional Liability policies may include some coverage for data breaches or loss of Institutional Information. Regardless of the type of policy(ies) in place, such coverage will include without limitation:
 - a. Costs to notify parties whose data were lost or compromised;
 - b. Costs to provide credit monitoring and credit restoration services to parties whose data were lost or compromised;
 - c. Costs associated with third party claims arising from the confirmed or suspected Breach or loss of Institutional Information, including litigation costs and settlement costs;
 - d. Any investigation, enforcement, fines and penalties, or similar miscellaneous costs; and
 - e. Any payment made to a third party as a result of extortion related to a confirmed or suspected Breach. The following insurance coverage is based on the highest Protection Level Classification of Institutional Information identified in Exhibit 1 to Appendix DS:



- P1 - This insurance policy must have minimum limits of \$500,000 each occurrence and \$500,000 in the aggregate.
- P2 - This insurance policy must have minimum limits of \$1,000,000 each occurrence and \$1,000,000 in the aggregate.
- P3 and P4, less than 70,000 records - this insurance policy must have minimum limits of \$5,000,000 each occurrence and \$5,000,000 in the aggregate.
- P3 and P4, 70,000 or more records - this insurance policy must have minimum limits of \$10,000,000 each occurrence and \$10,000,000 in the aggregate.
- G. Protection Level Classifications are defined in the UC Systemwide Information Security Classification of Information and IT Resources: <https://security.ucop.edu/policies/institutional-information-and-it-resource-classification.html>
- H. Additional other insurance in such amounts as may be reasonably required by UC against other insurable risks relating to performance. If the above insurance is written on a claims-made form, it will continue for three years following termination of the Agreement. The insurance will have a retroactive date of placement prior to or coinciding with the effective date of the Agreement. If the above insurance coverage is modified, changed or cancelled, Supplier will provide UC with not less than fifteen (15) days' advance written notice of such modification, change, or cancellation, and will promptly obtain replacement coverage that complies with this Article.
- I. The coverages referred to under A and B of this Article must include UC as an additional insured. It is understood that the coverage and limits referred to under A, B and C of this Article will not in any way limit Supplier's liability. Supplier will furnish UC with certificates of insurance (and the relevant endorsement pages) evidencing compliance with all requirements prior to commencing work under the Agreement. Such certificates will:
 - a. Indicate that The Regents of the University of California has been endorsed as an additional insured for the coverage referred to under A and B of this Article. This provision will only apply in proportion to and to the extent of the negligent acts or omissions of Supplier, its officers, agents, or employees.
 - b. Include a provision that the coverage will be primary and will not participate with or be excess over any valid and collectible insurance or program of self-insurance carried or maintained by UC.

ARTICLE 10 – USE OF UC NAME AND TRADEMARKS

Supplier will not use the UC name, abbreviation of the UC name, trade names and/or trademarks (i.e., logos and seals) or any derivation thereof, in any form or manner in advertisements, reports, or other information released to the public, or place the UC name, abbreviations, trade names and/or trademarks or any derivation thereof on any consumer goods, products, or services for sale or distribution to the public, without UC's prior written approval. Supplier agrees to comply at all times with California Education Code Section 92000.

ARTICLE 11 – FEDERAL FUNDS

Supplier who supplies Goods and/or Services certifies and represents its compliance with the following clauses, as applicable. Supplier shall promptly notify UC of any change of status with regard to these certifications and representations. These certifications and representations are material statements upon which UC will rely.



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- A. For commercial transactions involving funds on a federal contract (federal awards governed by the FAR), the following provisions apply, as applicable:
- a. FAR 52.203-13, Contractor Code of Business Ethics and Conduct;
 - b. FAR 52.203-17, Contractor Employee Whistleblower Rights and Requirement to Inform Employees of Whistleblower Rights;
 - c. FAR 52.203-19, Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements;
 - d. FAR 52.219-8, Utilization of Small Business Concerns;
 - e. FAR 52.222-17, Non-displacement of Qualified Workers;
 - f. FAR 52.222-21, Prohibition of Segregated Facilities;
 - g. FAR 52.222-26, Equal Opportunity;
 - h. FAR 52.222-35, Equal Opportunity for Veterans;
 - i. FAR 52.222-36, Equal Opportunity for Workers with Disabilities;
 - j. FAR 52.222-37, Employment Reports on Veterans;
 - k. FAR 52.222-40, Notification of Employee Rights Under the National Labor Relations Act;
 - l. FAR 52.222-41, Service Contract Labor Standards;
 - m. FAR 52.222-50, Combating Trafficking in Persons;
 - n. FAR 52.222-51, Exemption from Application of the Service Contract Labor Standards to Contracts for Maintenance, Calibration, or Repair of Certain Equipment - Requirements;
 - o. FAR 52.222-53, Exemption from Application of the Service Contract Labor Standards to Contracts for Certain Services - Requirements;
 - p. FAR 52.222-54, Employment Eligibility Verification;
 - q. FAR 52.222-55, Minimum Wages Under Executive Order 13658;
 - r. FAR 52.222-62, Paid Sick Leave under Executive Order 13706;
 - s. FAR 52.224-3, Privacy Training;
 - t. FAR 52.226-6, Promoting Excess Food Donation to Nonprofit Organizations;
 - u. FAR 52.233-1, Disputes; and
 - v. FAR 52.247-64, Preference for Privately Owned U.S.-Flag Commercial Vessels.
- B. For non-commercial transactions involving funds on a federal contract, the UC Appendix titled 'Federal Government Contracts Special terms and Conditions (Non-Commercial Items or Services)' and located at www.ucop.edu/procurement-services/policies-forms/index.html is hereby incorporated herein by this reference.
- C. For transactions involving funds on a federal grant or cooperative agreement (federal awards governed by CFR Title 2, Subtitle A, Chapter II, Part 200) the following provisions apply, as applicable:
- a. Rights to Inventions. If Supplier is a small business firm or nonprofit organization, and is providing experimental, development, or research work under this transaction, Supplier must comply with the requirements of 3 CFR Part 401, "Rights to Inventions Made by nonprofit Organizations and Small Business Firms Under Government Grants, Contracts, and Cooperative Agreements".
 - b. Clean Air Act. Supplier agrees to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. 7401-7671q) and the Federal Water Pollution Control Act as amended (33 U.S.C. 1251-1387). Violations must be reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA).
 - c. Byrd Anti-Lobbying. Supplier certifies that it will not, and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer



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or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant or any other award covered by 31 U.S.C. 1352.

- d. Procurement of Recovered Materials. If Supplier is a state agency or agency of a political subdivision of a state, then Supplier must comply with section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act.
 - e. Domestic Preferences for Procurements. As appropriate and to the extent consistent with law, Supplier should, to the greatest extent practicable under a Federal award, provide a preference for the purchase, acquisition, or use of goods, products, or materials produced in the United States (including but not limited to iron, aluminum, steel, cement, and other manufactured products). "Produced in the United States" means, for iron and steel products, that all manufacturing processes, from the initial melting stage through the application of coatings, occurred in the United States. "Manufactured products" means items and construction materials composed in whole or in part of non-ferrous metals such as aluminum; plastics and polymer-based products such as polyvinyl chloride pipe; aggregates such as concrete; glass, including optical fiber; and lumber.
- D. In these provisions, the term "contractor" as used therein will refer to Supplier, and the terms "Government" or "Contracting Officer" as used therein will refer to UC. Where a purchase of items is for fulfillment of a specific U.S. Government prime or subcontract, additional information and/or terms and conditions may be included in an attached supplement. By submitting an invoice to UC, Supplier is representing to UC that, at the time of submission:
- a. Neither Supplier nor its principals are presently debarred, suspended, or proposed for debarment by the U.S. government (see FAR 52.209-6);
 - b. Supplier has filed all compliance reports required by the Equal Opportunity clause (see FAR 52.222-22); and
 - c. Any Supplier representations to UC about U.S. Small Business Administration or state and local classifications, including but not limited to size standards, ownership, and control, are accurate and complete.
 - d. Byrd Anti-Lobbying. Supplier certifies that it will not, and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant or any other award covered by 31 U.S.C. 1352.

ARTICLE 12 – EQUAL OPPORTUNITY AFFIRMATIVE ACTION

Supplier will abide by the requirements set forth in Executive Orders 11246 and 11375. Where applicable, Supplier will comply with 41 CFR §§ 60-1.4(a), 60-300.5(a) and 60-741.5(a), incorporated by reference with this statement: "This contractor and subcontractor shall abide by the requirements of 41 CFR §§ 60-1.4(a), 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, sex, sexual orientation, gender identity, or national origin. Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status or disability." With respect to activities occurring in the State of California, Supplier agrees to adhere to the California Fair Employment and Housing Act. Supplier will provide UC on request a



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breakdown of its labor force by groups as specified by UC, and will discuss with UC its policies and practices relating to its affirmative action programs. Supplier will not maintain or provide facilities for employees at any establishment under its control that are segregated on a basis prohibited by federal law. Separate or single-user restrooms and necessary dressing or sleeping areas must be provided, however, to ensure privacy.

ARTICLE 13 – LIENS

Supplier agrees that upon UC's request, Supplier will submit a sworn statement setting forth the work performed or material furnished by sub-suppliers and material men, and the amount due and to become due to each, and that before the final payment called for under the Agreement, will upon UC's request submit to UC a complete set of vouchers showing what payments have been made for such work performed or material furnished. Supplier will promptly notify UC in writing, of any claims, demands, causes of action, liens or suits brought to its attention that arise out of the Agreement. UC will not make final payment until Supplier, if required, delivers to UC a complete release of all liens arising out of the Agreement, or receipts in full in lieu thereof, as UC may require, and if required in either case, an affidavit that as far as it has knowledge or information, the receipts include all the labor and materials for which a lien could be filed; but Supplier may, if any sub-supplier refuses to furnish a release or receipt in full, furnish a bond satisfactory to UC to indemnify it against any claim by lien or otherwise. If any lien or claim remains unsatisfied after all payments are made, Supplier will refund to UC all monies that UC may be compelled to pay in discharging such lien or claim, including all costs and reasonable attorneys' fees.

ARTICLE 14 – PREMISES WHERE SERVICES ARE PROVIDED

- A. Cleaning Up. Supplier will at all times keep UC premises where the Services are performed and adjoining premises free from accumulations of waste material or rubbish caused by its employees or work of any of its sub-suppliers, and, at the completion of the Services; will remove all rubbish from and about the premises and all its tools, scaffolding, and surplus materials, and will leave the premises "broom clean" or its equivalent, unless more exactly specified. In case of dispute between Supplier and its sub-suppliers as to responsibility for the removal of the rubbish, or if it is not promptly removed, UC may remove the rubbish and charge the cost to Supplier.
- B. Environmental, Safety, Health and Fire Protection. Supplier will take all reasonable precautions in providing the Goods and Services to protect the health and safety of UC employees and members of the public and to minimize danger from all hazards to life and property, and will comply with all applicable environmental protection, health, safety, and fire protection regulations and requirements (including reporting requirements). In the event that Supplier fails to comply with such regulations and requirements, UC may, without prejudice to any other legal or contractual rights of UC, issue an order stopping all or any part of the provision of the Goods and/or Services; thereafter a start order for resumption of providing the Goods and/or Services may be issued at UC's discretion. Supplier will not be entitled to make a claim for extension of time or for compensation or damages by reason of or in connection with such stoppage. Supplier will have sole responsibility for the safety of all persons employed by Supplier and its sub-suppliers on UC premises, or any other person who enters upon UC premises for reasons relating to the Agreement. Supplier will at all times maintain good order among its employees and all other persons who come onto UC's premises at Supplier's request and will not engage any unfit or unskilled person to provide the Goods and/or Services. Supplier will confine its employees and all other persons who come onto UC's premises at Supplier's request or for reasons relating to the Agreement and its equipment to



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that portion of UC's premises where the Services are to be provided or to roads leading to and from such work sites, and to any other area which UC may permit Supplier to use. Supplier will take all reasonable measures and precautions at all times to prevent injuries to or the death of any of its employees or any other person who enters upon UC premises at Supplier's request. Such measures and precautions will include, but will not be limited to, all safeguards and warnings necessary to protect workers and others against any conditions on the premises that could be dangerous and to prevent accidents of any kind whenever the Goods and/or Services are being provided in proximity to any moving or operating machinery, equipment or facilities, whether such machinery, equipment or facilities are the property of or are being operated by, Supplier, its sub-suppliers, UC or other persons. To the extent compliance is required, Supplier will comply with all relevant UC safety rules and regulations when on UC premises.

- C. Tobacco-free Campus. UC is a tobacco-free institution. Use of cigarettes, cigars, oral tobacco, electronic cigarettes and all other tobacco products is prohibited on all UC owned or leased sites.

ARTICLE 15 – LIABILITY FOR UC - FURNISHED PROPERTY

Supplier assumes complete liability for any materials UC furnishes to Supplier in connection with the Agreement and Supplier agrees to pay for any UC materials Supplier damages or otherwise is not able to account for to UC's satisfaction. UC furnishing to Supplier any materials in connection with the Agreement will not, unless otherwise expressly provided in writing by UC, be construed to vest title thereto in Supplier.

ARTICLE 16 – COOPERATION

Supplier and its sub-suppliers, if any, will cooperate with UC and other suppliers and will so provide the Services that other cooperating suppliers will not be hindered, delayed or interfered with in the progress of their work, and so that all of such work will be a finished and complete job of its kind.

ARTICLE 17 – ADDITIONAL TERMS APPLICABLE TO THE FURNISHING OF GOODS

The terms in this Article have special application to the furnishing of Goods:

- A. Price Decreases. Supplier agrees immediately to notify UC of any price decreases from its suppliers, and to pass through to UC any price decreases.
- B. Declared Valuation of Shipments. Except as otherwise provided in the Agreement, all shipments by Supplier under the Agreement for UC's account will be made at the maximum declared value applicable to the lowest transportation rate or classification and the bill of lading will so note.
- C. Title. Title to the Goods purchased under the Agreement will pass directly from Supplier to UC at the f.o.b. point shown, or as otherwise specified in the Agreement, subject to UC's right to reject upon inspection.
- D. Changes. Notwithstanding the terms in Article 34, Amendments, UC may make changes within the general scope of the Agreement in drawings and specifications for specially manufactured Goods, place of delivery, method of shipment or packing of the Agreement by giving notice to Supplier and subsequently confirming such changes in writing. If such changes affect the cost of or the time required for performance of the Agreement, UC and Supplier will agree upon an equitable adjustment in the price and/or delivery terms. Supplier may not make changes without UC's written approval. Any claim of Supplier for an adjustment under the Agreement must be made in writing within thirty (30) days from the date Supplier receives notice of such change unless UC waives this condition in writing. Nothing in the Agreement will excuse Supplier from proceeding with



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performance of the Agreement as changed hereunder. Supplier may not alter or misbrand, within the meaning of the applicable Federal and State laws, the Goods furnished.

- E. Forced, Convict and Indentured Labor. Supplier warrants that no foreign-made Goods furnished to UC pursuant to the Agreement will be produced in whole or in part by forced labor, convict labor, or indentured labor under penal sanction. If UC determines that Supplier knew or should have known that it was breaching this warranty, UC may, in addition to terminating the Agreement, remove Supplier from consideration for UC contracts for a period not to exceed one year. This warranty is in addition to any applicable warranties in Articles 6 and 11.
- F. Export Control. Supplier agrees to provide UC (the contact listed on the PO) with written notification that identifies the export-controlled Goods and such Goods' export classification if any of the Goods is export-controlled under the International Traffic in Arms Regulations (ITAR) (22 CFR §§ 120-130), the Export Administration Regulations (15 CFR §§ 730-774) 500 or 600 series, or controlled on a military strategic goods list. Supplier agrees to provide UC (the contact listed on the PO) with written notification if Supplier will be providing information necessary for the operation, installation (including on-site installation), maintenance (checking), repair, overhaul, and refurbishing of the Goods that is beyond a standard user manual (i.e. "Use" technology as defined under the EAR 15 CFR § 772.1), or "Technical Data" (as defined under the ITAR 22 CFR § 120.10).

ARTICLE 18 – CONFLICT OF INTEREST

Supplier affirms that, to the best of Supplier's knowledge, no UC employee who has participated in UC's decision-making concerning the Agreement has an "economic interest" in the Agreement or Supplier. A UC employee's "economic interest" means:

- A. An investment worth \$2,000 or more in Supplier or its affiliate;
- B. A position as director, officer, partner, trustee, employee or manager of Supplier or its affiliate;
- C. Receipt during the past 12 months of \$500 in income or \$440 in gifts from Supplier or its affiliate; or
- D. A personal financial benefit from the Agreement in the amount of \$250 or more.

In the event of a change in these economic interests, Supplier will provide written notice to UC within thirty (30) days after such change, noting such changes. Supplier will not be in a reporting relationship to a UC employee who is a near relative, nor will a near relative be in a decision making position with respect to Supplier.

ARTICLE 19 – AUDIT REQUIREMENTS

The Agreement, and any pertinent records involving transactions relating to this Agreement, is subject to the examination and audit of the Auditor General of the State of California or Comptroller General of the United States or designated Federal authority for a period of up to five (5) years after final payment under the Agreement. UC, and if the underlying grant, cooperative agreement or federal contract so provides, the other contracting Party or grantor (and if that be the United States or an instrumentality thereof, then the Comptroller General of the United States) will have access to and the right to examine Supplier's pertinent books, documents, papers, and records involving transactions and work related to the Agreement until the expiration of five (5) years after final payment under the Agreement. The examination and audit will be confined to those matters connected with the performance of the Agreement, including the costs of administering the Agreement.

ARTICLE 20 – PROHIBITION ON UNAUTHORIZED USE OR DISCLOSURE OF INSTITUTIONAL INFORMATION



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- A. Prohibition on Access, Use and Disclosure of Institutional Information. Supplier will not access, use or disclose Institutional Information, other than to carry out the purposes for which UC disclosed the Institutional Information to Supplier, except as required by applicable law, or as otherwise authorized in writing by UC prior to Supplier's disclosure. Supplier shall have the limited right to disclose Institutional Information to Supplier's employees provided that: (i) Supplier shall disclose only such Institutional Information as is necessary for the Supplier to perform its obligations under this Agreement, and (ii) Supplier informs such employees of the obligations governing the access, use and disclosure of Institutional Information prior to Supplier's disclosure. Supplier shall be liable for any breach of this Agreement by its employees. For avoidance of doubt, this provision prohibits Supplier from using for its own benefit Institutional Information and any information derived therefrom. For the avoidance of doubt, the sale of Institutional Information is expressly prohibited.
- B. Compliance with Applicable Laws and Industry Best Practices. Supplier agrees to comply with all applicable state, federal, and foreign laws, as well as industry best practices, governing the collection, access, use, disclosure, safeguarding and destruction of Institutional Information. Supplier agrees to protect the privacy and security of Institutional Information according to all applicable laws and industry best practices, and no less rigorously than it protects its own information, but in no case less than reasonable care.
- C. Confidential Institutional Information. Supplier agrees to hold UC's Confidential Institutional Information, and any information derived therefrom, in strict confidence. Confidential Institutional Information shall be defined as any Institutional Information which is (i) marked as "Confidential" at the time of disclosure; (ii) if disclosed orally, identified at the time of such oral disclosure as confidential, and reduced to writing as "Confidential" within thirty (30) days of such oral disclosure; and (iii) if not marked as "Confidential," information that would be considered by a reasonable person in the relevant field to be confidential given its content and the circumstances of its disclosure. Confidential Information will not be considered confidential to the extent that: (i) Supplier can demonstrate by written records was known to Supplier prior to the effective date of the Agreement; (ii) is currently in, or in the future enters, the public domain other than through a breach of the Agreement or through other acts or omissions of Supplier; (iii) is obtained lawfully from a third party; or (iv) is disclosed under the California Public Records Act or legal process. For the avoidance of doubt, as applicable to Supplier's Services, Confidential Institutional Information may include any information that identifies or is capable of identifying a specific individual, including but not limited to:
 - a. Personally identifiable information,
 - b. Protected Health Information as defined by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the HIPAA regulations (including, but not limited to 45 C.F.R. § 160.103),
 - c. Medical information as defined by California Civil Code § 56.05,
 - d. Cardholder data,
 - e. Student records, or
 - f. Individual financial information that is subject to laws restricting the use and disclosure of such information, including but not limited to:
 - i. Article 1, Section 1 of the California Constitution; the California Information Practices Act (Civil Code § 1798 et seq.);
 - ii. The federal Gramm-Leach-Bliley Act (15 U.S.C. §§ 6801(b) and 6805(b)(2));
 - iii. The federal Family Educational Rights and Privacy Act (20 U.S.C. § 1232g);
 - iv. The federal Fair and Accurate Credit Transactions Act (15 U.S.C. § 1601 et seq.);



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- v. The Fair Credit Reporting Act (15 U.S.C. § 1681 et seq), and
 - vi. Applicable international privacy laws, including, but not limited to the General Data Protection Regulation.
- D. Required Disclosures of Institutional Information. If Supplier is required by a court of competent jurisdiction or an administrative body to disclose Institutional Information, Supplier will notify UC in writing immediately upon receiving notice of such requirement and prior to any such disclosure (unless Supplier is prohibited by law from doing so), to give UC an opportunity to oppose or otherwise respond to such disclosure. To the extent Supplier still required to disclose Institutional Information, Supplier will furnish only that portion that is legally required and will exercise all reasonable efforts to obtain reliable assurance that confidential treatment will be afforded to any Confidential Institutional Information.
- E. No Offshoring. Supplier's transmission, transportation or storage of Institutional Information outside the United States, or access of Institutional Information from outside the United States, is prohibited except with prior written authorization by UC.
- F. Conflict in Terms. UC's Appendix – Data Security, Appendix – BAA, and/or Appendix GDPR will control in the event that one or more appendices is incorporated into the Agreement and conflicts with the provisions of this Article.
- G. Acknowledgement. Supplier acknowledges that remedies at law would be inadequate to protect UC against any actual or threatened breach of this Section by Supplier, and, without prejudice to any other rights and remedies otherwise available to UC, Supplier agrees to the granting of injunctive relief in UC's favor without proof of actual damages.

ARTICLE 21 – UC WHISTLEBLOWER POLICY

UC is committed to conducting its affairs in compliance with the law, and has established a process for reporting and investigating suspected improper governmental activities. Please visit <http://www.ucop.edu/uc-whistleblower/> for more information.

ARTICLE 22 – SUSTAINABLE PROCUREMENT GUIDELINES

Supplier will conduct business using environmentally, socially, and economically sustainable products and services (defined as products and services with a lesser or reduced effect on human health and the environment, and which generate benefits to the University as well as to society and the economy, while remaining within the carrying capacity of the environment), to the maximum possible extent consistent with the Agreement, and with the University of California Sustainable Practices Policy (<https://policy.ucop.edu/doc/3100155>) and the University of California Sustainable Procurement Guidelines:

<https://www.ucop.edu/procurement-services/for-ucstaff/sustainable-procurement/sustainableprocurementguidelines.pdf>

In accordance with the University of California Sustainable Practices Policy, Supplier will adhere to the following requirements and standards, as applicable. Supplier acknowledges that failure to comply with any of the sustainability standards and requirements in the Agreement will constitute a material breach of the Agreement and UC will have the right to terminate the Agreement without damage, penalty, cost or further obligation.

- A. Sustainability Marketing Standards. Supplier sustainability related claims, where applicable, must meet UC recognized certifications and standards set forth in the UC Sustainable Procurement Guidelines and/or meet the standards of Federal Trade Commission's (FTC) Green Guides.



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- B. **Electronic Transfer of Supplier Information.** Suppliers, when interacting with the UC, shall be prohibited from providing hard copies of presentations, marketing material, or other informational materials. Suppliers will be required to present all information in electronic format that is easily transferable to UC staff. Materials may be provided in hard copy or physical format if specifically required or requested by a UC representative.
- C. **Packaging Requirements.** All packaging must be compliant with the Toxics in Packaging Prevention Act (AB 455) and must meet all additional standards and requirements set forth in the UC Sustainable Practices Policy. In addition, UC requires that all packaging meet at least one of the criteria listed below:
 - a. Uses bulk packaging;
 - b. Uses reusable packaging (e.g. totes reused by delivery service for next delivery);
 - c. Uses innovative packaging that reduces the weight of packaging, reduces packaging waste, or utilizes packaging that is a component of the product;
 - d. Maximizes recycled content and/or meets or exceeds the minimum post-consumer content level for packaging in the U.S. Environmental Protection Agency Comprehensive Procurement Guidelines;
 - e. Uses locally recyclable or certified compostable material.
- D. **Foodservice Foam Ban.** As of 2018, the University no longer allows packaging foam or expanded polystyrene (EPS) for takeaway containers or other food service items, in any University-owned or -operated food service facility.
- E. **Product Packaging Foam Ban.** Beginning January 1st, 2020, the University will prohibit all contracted and non-contracted suppliers from selling or distributing packaging foam (other than that utilized for laboratory supply or medical packaging) to UC campuses. Packaging foam is defined as any open or closed cell, solidified, polymeric foam used for cushioning or packaging, including but not limited to: low-density polyethylene foam, polypropylene foam, polystyrene foam (i.e. expanded polystyrene (EPS)), polyurethane foam, polyethylene foam, polyvinyl chloride (PVC) foam, and microcellular foam. Not included in this ban are easily biodegradable, plant-based foams such as those derived from corn or mushrooms.
- F. **E-Waste Recycling Requirements.** All recyclers of UC electronic equipment must be e-Steward certified by the Basel Action Network (BAN).
- G. **Hosted and Punch-out Catalog Requirements.** Suppliers enabled with eProcurement hosted catalog functionality must clearly identify products with UC-recognized certifications, as defined by the UC Sustainable Procurement Guidelines, in both hosted and punch-out catalog e-procurement environments.

ARTICLE 23 – PATIENT PROTECTION AND AFFORDABLE CARE ACT (PPACA) EMPLOYER SHARED RESPONSIBILITY

If the Services involve Supplier furnishing UC with temporary or supplementary staffing, Supplier warrants that:

- A. If Supplier is an Applicable Large Employer (as defined under Treasury Regulation Section 54.4980H-1(a)(4)):
 - a. Supplier offers health coverage to its full-time employees who are performing Services for UC;
 - b. Supplier's cost of enrolling such employees in Supplier's health plan is factored into the fees for the Services; and



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- c. The fees for the Services are higher than what the Services would cost if Supplier did not offer health coverage to such full-time employees.
- B. If Supplier is not an Applicable Large Employer (as defined above):
 - a. Supplier offers group health coverage to its full-time employees who are performing Services for UC and such coverage is considered Minimum Essential Coverage (as defined under Treasury Regulation Section 1-5000A-2) and is Affordable (as defined under Treasury Regulation Section 54.4980H-5(e)); or
 - b. Supplier's full-time employees who are performing services for UC have individual coverage and such coverage satisfies the PPACA requirements for mandated individual coverage.
- C. Supplier acknowledges that UC is relying on these warranties to ensure UC's compliance with the PPACA Employer Shared Responsibility provision.

ARTICLE 24 - PREVAILING WAGES

Unless UC notifies Supplier that the Services are not subject to prevailing wage requirements, Supplier will comply, and will ensure that all sub-suppliers comply, with California prevailing wage provisions, including but not limited to those set forth in Labor Code sections 1770, 1771, 1771.1, 1772, 1773, 1773.1, 1774, 1775, 1776, 1777.5, and 1777.6. For purposes of the Agreement, the term "sub-supplier" means a person or firm, of all tiers, that has a contract with Supplier or with a sub-supplier to provide a portion of the Services. The term sub-supplier will not include suppliers, manufacturers, or distributors. Specifically, and not by way of limitation, if apprenticeship occupations are involved in providing the Services, Supplier will be responsible for ensuring that Supplier and any sub-suppliers comply with Labor Code Section 1777.5. Supplier and sub-supplier may not provide the Services unless currently registered and qualified to perform public work pursuant to Labor Code Section 1725.5 and 1771.1. Notwithstanding the foregoing provisions, Supplier will be solely responsible for tracking and ensuring proper payment of prevailing wages regardless if Services are partially or wholly subject to prevailing wage requirements. In every instance, Supplier will pay not less than the UC Fair Wage (defined as \$13 per hour as of 10/1/15, \$14 per hour as of 10/1/16, and \$15 per hour as of 10/1/17) for Services being performed at a UC Location (defined as any location owned or leased by UC).

The California Department of Industrial Relations (DIR) has ascertained the general prevailing per diem wage rates in the locality in which the Services are to be provided for each craft, classification, or type of worker required to provide the Services. A copy of the general prevailing per diem wage rates will be on file at each UC Location's procurement office, and will be made available to any interested party upon request. Supplier will post at any job site:

- A. Notice of the general prevailing per diem wage rates, and
- B. Any other notices required by DIR rule or regulation

By this reference, such notices are made part of the Agreement. Supplier will pay not less than the prevailing wage rates, as specified in the schedule and any amendments thereto, to all workers employed by Supplier in providing the Services. Supplier will cause all subcontracts to include the provision that all sub-suppliers will pay not less than the prevailing rates to all workers employed by such sub-suppliers in providing the Services. The Services are subject to compliance monitoring and enforcement by the DIR. Supplier will forfeit, as a penalty, not more than \$200 for each calendar day or portion thereof for each worker that is paid less than the prevailing rates as determined by the DIR for the work or craft in which the worker is employed for any portion of the Services provided by Supplier or any sub-supplier. The amount of this penalty will be determined pursuant to applicable law. Such



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forfeiture amounts may be deducted from the amounts due under the Agreement. If there are insufficient funds remaining in the amounts due under the Agreement, Supplier will be liable for any outstanding amount remaining due. Supplier will also pay to any worker who was paid less than the prevailing wage rate for the work or craft for which the worker was employed for any portion of the Services, for each day, or portion thereof, for which the worker was paid less than the specified prevailing per diem wage rate, an amount equal to the difference between the specified prevailing per diem wage rate and the amount which was paid to the worker. Review of any civil wage and penalty assessment will be made pursuant to California Labor Code section 1742.

ARTICLE 25 – FAIR WAGE/FAIR WORK

If the Agreement is for Services that will be performed at one or more UC Locations, does not solely involve furnishing Goods, and are not subject to extramural awards containing sponsor-mandated terms and conditions, Supplier warrants that it is in compliance with applicable federal, state and local working conditions requirements, including but not limited to those set forth in Articles 11, 12 and 14 herein, and that Supplier pays its employees performing the Services no less than the UC Fair Wage. Supplier agrees UC may conduct such UC Fair Wage/Fair Work interim compliance audits as UC reasonably requests, as determined in UC's sole discretion. Supplier agrees to post UC Fair Wage/Fair Work notices, in the form supplied by UC, in public areas (such as break rooms and lunch rooms) frequented by Supplier employees who perform Services.

For Services rendered (actual spend) not subject to prevailing wage requirements in excess of \$100,000 in a year (under the Agreement or any combination of agreements for the same service), Supplier will

- a. At Supplier's expense, provide an annual independent verification (<https://www.ucop.edu/procurement-services/for-suppliers/fwfw-resources-suppliers.html>) performed by a licensed public accounting firm (independent accountant) or the Supplier's independent internal audit department (<http://na.theiia.org/standards-guidance/topics/Pages/Independence-and-Objectivity.aspx>) in compliance with UC's required verification standards and procedures (<https://www.ucop.edu/procurement-services/for-suppliers/fwfw-resources-suppliers.html>), concerning Supplier's compliance with this provision, and
- b. Ensure that in the case of a UC interim audit, its independent accountant/independent internal auditor makes available to UC its work papers for UC Fair Wage/Fair Work for the most recent verification period. Supplier agrees to provide UC with a UC Fair Wage/Fair Work verification annually, in a form acceptable to UC, no later than ninety days after the end of the 12-month period in which \$100,000 in spend is reached.

The Fair Wage Fair Work annual independent verification requirement does not extend to contracts for professional services or consulting for which pre-certification has been provided to UC (<https://www.ucop.edu/procurement-services/for-suppliers/fwfw-resources-suppliers.html>). Please see the UC Procurement/Supply Chain Management Policy BUS-43 (<https://www.ucop.edu/procurement-services/policies-forms/business-and-finance/index.html>) for the definition of professional services and consulting.

ARTICLE 26 – MEDICAL DEVICES



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This Article applies when the Goods and/or Services involve UC purchasing or leasing one or more medical devices from Supplier, or when Supplier uses one or more medical devices in providing Goods and/or Services to UC.

Medical Device as used herein will have the meaning provided by the U.S. Food and Drug Administration ("FDA") and means an instrument, apparatus, implement, machine, contrivance, implant, in vitro reagent, or other similar or related article, including a component part, or accessory which is:

- a. Recognized in the official National Formulary, or the United States Pharmacopoeia, or any supplement to them;
- b. Intended for use in the diagnosis of disease or other conditions, or in the cure, mitigation, treatment, or prevention of disease, in humans or other animals, or
- c. Intended to affect the structure or any function of the body of humans or other animals, and which does not achieve any of its primary intended purposes through chemical action within or on the body of humans or other animals and which is not dependent upon being metabolized for the achievement of any of its primary intended purposes.

Supplier warrants that prior to UC's purchase or lease of any Medical Device or Supplier's use of any Medical Device in providing Goods and/or Services hereunder, Supplier will:

- a. Perform security testing and validation for each such Goods and/or Services or Medical Device, as applicable;
- b. Perform security scans to detect malware on any software embedded within any Goods and/or Services or Medical Device, as applicable, in order to verify that the software does not contain any known malware;
- c. Conduct a vulnerability scan encompassing all ports and fuzz testing; and
- d. Provide UC with reports for a-c. Supplier warrants that all Goods or Medical Devices are compliant with FDA's most current guidance or regulation for the quality system related to the cybersecurity and the Management of Cybersecurity in Medical Devices, and that Supplier will maintain compliance with any updates to such guidance or regulations.

Throughout Supplier's performance of this Agreement, Supplier will provide UC with reasonably up-to-date patches, firmware and security updates for any Medical Device provided to UC, and any other Medical Device used in the course of providing Services, as applicable. All such patches and other security updates will be made available to UC within thirty (30) days of its commercial release or as otherwise recommended by Supplier or Supplier's sub-supplier, whichever is earlier.

Supplier warrants that all software and installation media not specifically required for any Medical Device used by Supplier or Goods and/or Services delivered to UC under this Agreement as well as files, scripts, messaging services and data will be removed from all such Goods and/or Services or Medical Device following installation, and that all hardware ports and drivers not required for use or operation of such Goods and/or Services or Medical Device will be disabled at time of installation. In addition, Medical Devices must be configured so that only Supplier-approved applications will run on such Medical Devices.

Supplier agrees that UC may take any and all actions that it, in its sole discretion, deems necessary to address, mitigate and/or rectify any real or potential security threat, and that no such action, to the



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extent such action does not compromise device certification, will impact, limit, reduce or negate Supplier's warranties or any of Supplier's other obligations hereunder.

Supplier warrants that any Medical Device provided to UC, and any other Medical Device used in the course of providing such Goods and/or Services, meet and comply with all cyber-security guidance and similar standards promulgated by the FDA and any other applicable regulatory body.

If the Goods and/or Services entail provision or use of a Medical Device, Supplier will provide UC with a completed Manufacturer Disclosure Statement for Medical Device Security (MDS2) form for each such Medical Device before UC is obligated to purchase or lease such Medical Device or prior to Supplier's use of such device in its performance of Services. If Supplier provides an MDS2 form to UC concurrently with its provision of Goods and/or Services, UC will have a reasonable period of time to review such MDS2 form, and if the MDS2 form is unacceptable to UC, then UC in its sole discretion may return the Goods or terminate the Agreement with no further obligation to Supplier.

ARTICLE 27 – FORCE MAJEURE

Neither Party shall be deemed to be in default of or to have breached any provision of this Agreement due to a delay, failure in performance or interruption of service, if such performance or service are impossible to execute, illegal or commercially impracticable, because of the following "force majeure" occurrences: acts of God, acts of civil or military authorities, civil disturbances, wars, strikes or other labor disputes, transportation contingencies, freight embargoes, acts or orders of any government or agency or official thereof, earthquakes, fires, floods, unusually severe weather, epidemics, pandemics, quarantine restrictions and other catastrophes or any other similar occurrences beyond such party's reasonable control. In every case, the delay or failure in performance or interruption of service must be without the fault or negligence of the Party claiming excusable delay and the Party claiming excusable delay must promptly notify the other Party of such delay. Performance time under this Agreement shall be considered extended for a period of time equivalent to the time lost because of the force majeure occurrence; provided, however, that if any such delay continues for a period of more than thirty (30) days, UC shall have the option of terminating this Agreement upon written notice to Supplier.

ARTICLE 28 – ASSIGNMENT AND SUBCONTRACTING

Except as to any payment due hereunder, Supplier may not assign or subcontract the Agreement without UC's written consent. In case such consent is given, the assignee or subcontractor will be subject to all of the terms of the Agreement.

ARTICLE 29 – NO THIRD-PARTY RIGHTS

Nothing in the Agreement, express or implied, is intended to make any person or entity that is not a signer to the Agreement a third-party beneficiary of any right created by this Agreement or by operation of law.

ARTICLE 30 – OTHER APPLICABLE LAWS

Any provision required to be included in a contract of this type by any applicable and valid federal, state or local law, ordinance, rule or regulations will be deemed to be incorporated herein.

ARTICLE 31 – NOTICES



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A Party must send any notice required to be given under the Agreement by overnight delivery or by certified mail with return receipt requested, to the other Party's representative at the address specified by such Party.

ARTICLE 32 – SEVERABILITY

If a provision of the Agreement becomes, or is determined to be, illegal, invalid, or unenforceable, that will not affect the legality, validity or enforceability of any other provision of the Agreement or of any portion of the invalidated provision that remains legal, valid, or enforceable.

ARTICLE 33 – WAIVER

Waiver or non-enforcement by either Party of a provision of the Agreement will not constitute a waiver or non-enforcement of any other provision or of any subsequent breach of the same or similar provision.

ARTICLE 34 – AMENDMENTS

The Parties may make changes in the Goods and/or Services or otherwise amend the Agreement, but only by a writing signed by both Parties' authorized representatives. In the event there is a Material Change to the Agreement, the parties agree to meet and confer in good faith in order to modify the terms of the Agreement. A Material Change as used herein refers to:

- a. A change to the scope of Goods and/or Services to be provided by Supplier, as agreed to by UC;
- b. A change in the Institutional Information Supplier is required to create, receive, maintain or transmit in performance of the Agreement, such that the Protection Level Classification of such Institutional Information changes;
- c. Changes in the status of the parties;
- d. Changes in flow down terms from external parties; and
- e. Changes in law or regulation applicable to this Agreement.

Each party shall notify the other party upon the occurrence of a Material Change.

ARTICLE 35 – GOVERNING LAW AND VENUE

California law will control the Agreement and any document to which it is appended. The exclusive jurisdiction and venue for any and all actions arising out of or brought under the Agreement is in a state court of competent jurisdiction, situated in the county in the State of California in which the UC Location is located or, where the procurement covers more than one UC Location, the exclusive venue is Alameda County, California.

ARTICLE 36 – ASSISTANCE IN LITIGATION OR ADMINISTRATIVE PROCEEDINGS

Supplier will make itself and its employees, subcontractors, or agents assisting Supplier in the performance of its obligations reasonably available to UC at no cost to UC to testify as witnesses, or otherwise, in the event of investigations, or proceedings against UC, its directors, officers, agents, or employees relating to the Goods or Services.

ARTICLE 37 – SUPPLIER TERMS

Any additional terms that Supplier includes in an order form or similar document will be of no force and effect, unless UC expressly agrees in writing to such terms.



ARTICLE 38 – SURVIVAL CLAUSE

Upon expiration or termination of the Agreement, the following provisions will survive: WARRANTIES; INTELLECTUAL PROPERTY, COPYRIGHT, PATENTS, AND DATA RIGHTS; INDEMNITY AND LIABILITY; USE OF UC NAMES AND TRADEMARKS; LIABILITY FOR UC-FURNISHED PROPERTY; COOPERATION; TERMS APPLICABLE TO THE FURNISHING OF GOODS; AUDIT REQUIREMENTS; PROHIBITION ON UNAUTHORIZED USE OR DISCLOSURE OF INSTITUTIONAL INFORMATION; GOVERNING LAW AND VENUE, and, to the extent incorporated into the Agreement, the terms of the APPENDIX–DATA SECURITY, APPENDIX–BAA, and/or APPENDIX-GDPR.

ARTICLE 39 – CONTRACTING FOR COVERED SERVICES

Covered Services, for the purpose of this Agreement, are defined as work customarily performed by bargaining unit employees at the University in the categories of services described in Regents Policy 5402, and American Federation of State, County, and Municipal Employees (AFSCME) Collective Bargaining Agreement Article 5. Covered Services include, but are not necessarily limited to, the following services: cleaning, custodial, janitorial, or housekeeping services; food services; laundry services; grounds keeping; building maintenance (excluding skilled crafts); transportation and parking services; security services; billing and coding services; sterile processing; hospital or nursing assistant services; and medical imaging or other medical technician services.

Unless UC notifies Supplier that the Services are not Covered Services, Supplier warrants that it is in compliance with applicable federal, state and local working conditions requirements, including but not limited to those set forth in in other Articles of the Agreement. In accordance with Regents Policy 5402 and AFSCME Collective Bargaining Agreement Article 5, Supplier also warrants that it pays its employees performing the Covered Services at UC locations the equivalent value of the wages and benefits – as determined in the Wage and Benefit Parity Appendix – received by UC employees providing similar services at the same, or nearest UC location.

Supplier agrees UC may conduct such compliance audits as UC reasonably requests, and determined at UC's sole discretion. Supplier agrees to post UC Contracting for Covered Services notices, in the template supplied by UC, in a prominent and accessible place (such as break rooms and lunch rooms) where it may be easily seen by workers who perform Covered Services. The term "Supplier" includes Supplier and its Sub-Suppliers at any tier. Supplier also agrees to:

- a. Upon UC's request, provide verification of an independent audit performed by Supplier's independent auditor or independent internal audit department (<http://na.theiia.org/standards-guidance/topics/Pages/Independence-and-Objectivity.aspx>) and at Supplier's expense; and
- b. Ensure that, in the case of a UC interim audit, Supplier's auditor makes available to UC its Contracting for Covered Services work papers for the most recently audited time period. Supplier agrees to provide UC requested verification, in a form acceptable to UC, no later than ninety days after receiving UC's request.



ARTICLE 1. PURPOSE AND INTRODUCTION

- A. In the course of providing the Goods and/or Services contemplated by the Agreement, Supplier may gain access to the University of California's (UC) Institutional Information and/or IT Resources (both defined below). In such an event, UC and Supplier desire to appropriately protect Institutional Information and IT Resources. The purpose of this Appendix-Data Security is to specify Supplier's cybersecurity and risk management responsibilities when Supplier has access to Institutional Information and/or IT Resources.
- B. Any capitalized terms used here have the meaning ascribed to such terms as set forth in the Agreement or Incorporated Documents.
- C. Supplier must provide commercially acceptable cybersecurity and cyber risk management to protect Institutional Information and/or IT Resources. This must include, but is not limited to the Supplier:
 1. Developing and documenting a plan that protects Institutional Information and IT Resources.
 - Supplier must responsibly execute this plan.
 - Supplier's approach must conform to a recognized cybersecurity framework designed for that purpose.¹
 - Supplier's information security plan must be supported by a third-party review or certification. Supplier may only use an alternative to a third-party review if approved by the responsible UC Information Security Officer.
 2. Conducting an accurate and thorough assessment of the potential risks to and vulnerabilities of the security of the Institutional Information and/or IT Resources. Supplier must mitigate anticipated risks effectively. This includes implementing commercially acceptable security policies, procedures, and practices that protect Institutional Information and/or IT Resources.
 3. Updating its plan to effectively address new cybersecurity risks.
 4. Complying with pertinent contractual and regulatory responsibilities.
 5. Providing UC with evidence of compliance with Supplier's information security plan.
 6. Keeping UC informed with timely updates on risks, vulnerabilities, Security Incidents, and Breaches.
 7. Keeping UC informed of any measures UC must perform to ensure the security of Institutional Information and IT Resources.

¹ Examples include the latest versions of PCI DSS, NIST CSF, CIS Critical Security Controls, ISO 27002, NIST SP 800-53 and NIST SP 800-171.

- D. If, in the course of providing the Goods and/or Services under the Agreement, Supplier engages in transactions with UC affiliated individuals (including but not limited to: students, staff, faculty, customers, patients, guests, volunteers, visitors, research subjects, etc.), as a benefit and result of the Agreement, Supplier must treat any data about UC affiliated individuals that Supplier creates, receives, and/or collects in the course of those transactions with the same level of privacy and security protections and standards as required of Institutional Information by this Appendix.
- E. Supplier agrees to be bound by the obligations set forth in this Appendix. To the extent applicable, Supplier also agrees to impose, by written contract, the same terms and conditions contained in this Appendix on any sub-supplier retained by Supplier to provide or assist in providing the Goods and/or Services to UC.
- F. To the extent that a requirement of this Appendix conflicts with those of any other UC Agreement or Incorporated Document, the most stringent requirement (including but not limited to: least risk to UC, shortest time, best practice, etc.) will apply.

ARTICLE 2. DEFINED TERMS

- A. **“Breach”** means: (1) Any disclosure of Institutional Information to an unauthorized party or in an unlawful manner; (2) Unauthorized or unlawful acquisition of information that compromises the security, confidentiality, or integrity of Institutional Information and/or IT Resources; or (3) The acquisition, access, use, or disclosure of protected health information (PHI) or medical information in a manner not permitted under the Health Insurance Portability and Accountability Act (HIPAA) or California law.
- B. **“Illicit Code”** means: (1) Any code UC would not reasonably expect to be present or operating; (2) Hidden software or functionality with adverse or undesired actions or consequences; (3) Code that replicates or transmits Institutional Information or activates operating systems or other similar services without the express knowledge and approval of UC; (4) Code that alters, damages, or erases any Institutional Information or software without the express knowledge and approval of UC; or (5) Code or apparatus that functions in any way as a: key lock, node lock, time-out, “back door,” “trap door,” “booby trap,” “dead drop device,” “data scrambling device,” or other function, regardless of how it is implemented, which is intended to alter or restrict the use of or access to any Institutional Information and/or IT Resources.
- C. **“Institutional Information”** means: Any information or data created, received, and/or collected by UC or on its behalf, including but not limited to: application logs, metadata, and data derived from such data.
- D. **“IT Resource”** means: IT infrastructure, cloud services, software, and/or hardware with computing and/or networking capability that is Supplier owned/managed or UC-owned, or a personally owned device that stores Institutional Information, is connected to UC systems, is connected to UC networks, or is used for UC business. IT Resources include, but are not limited to: personal and mobile computing systems and devices,

mobile phones, printers, network devices, industrial control systems (including but not limited to: SCADA, PLCs, DPC, Operational Technology, etc.), access control systems, digital video monitoring systems, data storage systems, data processing systems, backup systems, electronic and physical media, biometric and access tokens, Internet of Things (IoT), or any other device that connects to any UC network.

E. **“Major Change”** means: The implementation of a change that could have an effect on the security of an IT Resource or Institutional Information. The scope includes changes to architectures, processes, tools, metrics, and documentation, as well as changes to IT services and other configuration items. These include changes related to:

1. Technology upgrades or migrations.
2. Responses to Security Incidents.
3. Modifications of scope (data elements, features, location of Institutional Information, etc.).
4. Regulatory guidance.
5. Law and legal regulations.
6. Responses to risk assessments.
7. Addressing vulnerabilities.
8. Material updates or shifts in technologies used by Supplier.

F. **“Security Incident”** means: (1) A material compromise of the confidentiality, integrity, or availability of Institutional Information; (2) A single event or a series of unwanted or unexpected events that has a significant probability of compromising UC business operations or threatening Institutional Information and/or IT Resources; (3) Any event involving a cyber intrusion; or (4) A material failure of Supplier’s administrative, technical, or physical controls that resulted or could have resulted in an adverse impact to the confidentiality, integrity, or availability of Institutional Information or IT Resources.

ARTICLE 3. ACCESS TO INSTITUTIONAL INFORMATION AND IT RESOURCES

A. Supplier must limit its access to, use of, and disclosure of Institutional Information and IT Resources to the least invasive degree necessary required to provide the Goods and/or Services.

1. Supplier may not access or use Institutional Information and IT Resources for any purpose except to provide the Goods and/or Services.
2. For the avoidance of doubt, Supplier may not access, use, or disclose Institutional Information and IT Resources outside the scope of the Agreement for purposes of, including but not limited to: marketing, advertising, research, sale, or licensing unless expressly approved in writing by UC.

B. In the event that Goods and/or Services include the review of a specific Security Incident or a threat to or anomaly in Institutional Information or IT Resources, Supplier must limit inspection to the least invasive degree necessary required to perform the investigation.

ARTICLE 4. SUPPLIER'S INFORMATION SECURITY PLAN AND RESPONSIBILITIES

- A. Supplier acknowledges that UC must comply with information security standards as required by law, regulation, and regulatory guidance, as well as by UC's internal security program that protects Institutional Information and IT Resources.
- B. Supplier must establish, maintain, comply with, and responsibly execute its information security plan.
- C. Supplier's initial information security plan is attached as Exhibit 2 and incorporated by reference.
- D. Updates to Exhibit 2 will occur as follows:
 - 1. On an annual basis, Supplier will review its information security plan, update it as needed, and submit it upon written request by UC.
 - 2. In the event of a Major Change, Supplier will review its information security plan, update it as needed, and submit it to UC as detailed herein.
- E. If Supplier makes any material modifications to its information security plan that will affect the security of Institutional Information and IT Resources, Supplier must notify UC within seventy-two (72) calendar hours and identify the changes.
- F. Supplier's Information Security Plan must:
 - 1. Ensure the security (including but not limited to: confidentiality, integrity, and availability) of Institutional Information and IT Resources through the use and maintenance of appropriate administrative, technical, and physical controls;
 - 2. Protect against any reasonably anticipated threats or hazards to Institutional Information and IT Resources;
 - 3. Address the risks associated with Supplier having access to Institutional Information and IT Resources;
 - 4. Comply with applicable regulations and/or external obligations listed in Exhibit 1;
 - 5. Comply with all applicable legal and regulatory requirements for data protection, security, and privacy;
 - 6. Clearly document the cybersecurity responsibilities of each party;
 - 7. Follow UC records retention requirements outlined in the Statement of Work (SOW) or in UC's Terms and Conditions;
 - 8. Prevent the sharing of passwords or authentication secrets that provide access to Institutional Information and/or IT Resources;
 - 9. Prevent the use of passphrases (passwords) or other authentication secrets that are common across customers or multiple unrelated UC sites or units;
 - 10. Prevent unauthorized access to Institutional Information and IT Resources;
 - 11. Prevent unauthorized changes to IT Resources;
 - 12. Prevent the reduction, removal, or turning off of any security control without express written approval from UC;

13. Prevent the creation of new Supplier accounts to access Institutional Information and IT Resources without express written approval from UC;
14. Prevent the storing, harvesting, or passing through of UC credentials (username, password, authentication secret, or other factor); and
15. Prevent the use or copying of Institutional Information for any purpose not authorized under the Agreement or any associated Statement of Work (SOW).

ARTICLE 5. REQUESTS FROM UC AND EVIDENCE OF COMPLIANCE

- A. Supplier must provide UC with evidence that demonstrates to UC's reasonable satisfaction Supplier's adherence to its information security plan (including but not limited to: third-party report, attestation signed by an authorized individual, attestation of compliance by a qualified assessor, or a mutually agreed upon equivalent) upon execution of the Agreement, upon reasonable request (including but not limited to: annually, after Major Changes, and/or as a result of a Security Incident), or as required by any applicable regulatory or governmental authority.
- B. Supplier must respond to UC's reasonable questions related to cybersecurity controls, Security Incidents, or Major Changes, newly published vulnerabilities, and/or risk assessments within ten (10) business days.
- C. UC may request and perform a security audit using a qualified third party or a mutually agreed upon alternative annually or as a result of a Breach.

ARTICLE 6. NOTIFICATION OF MAJOR CHANGES AND VULNERABILITY DISCLOSURES

- A. Within twenty (20) business days, Supplier must notify UC regarding changes in Supplier's security posture or IT infrastructure. Such notices must occur:
 1. When Major Changes happen.
 2. When Supplier becomes aware of a vulnerability that warrants a CVE² rating of "High" or "Critical," based on the latest CVE version, for which a patch is not yet available or for which Supplier will delay application of an available patch.
- B. Supplier must use commercially acceptable efforts to remediate, within twenty (20) business days, any vulnerability rated as CVE High or Critical.
- C. In response to Major Changes, Supplier must update its information security plan no later than fifteen (15) days into the next calendar quarter and must provide updated evidence of compliance with the information security plan.

² Common Vulnerabilities and Exposures (CVE) is a dictionary-type list of standardized names for vulnerabilities and other information related to security exposures maintained by The MITRE Corporation. CVE aims to standardize the names for all publicly known vulnerabilities and security exposures. The goal of CVE is to make it easier to share data across separate vulnerability databases and security tools. The CVE list can be found at: cve.mitre.org

ARTICLE 7. RETURN AND DISPOSAL OF INSTITUTIONAL INFORMATION

- A. Within thirty (30) calendar days of the termination, cancellation, expiration, or other conclusion of the Agreement, Supplier must return all Institutional Information to UC and then dispose of the Institutional Information in possession of Supplier as detailed herein. This provision also applies to all Institutional Information that is in the possession of sub-suppliers or agents of Supplier.
- B. Such disposal will be accomplished using the methods described in UC's Institutional Information Disposal Standard (<https://security.ucop.edu/policies/institutional-information-disposal.html>) or an alternative approved by UC.
- C. Supplier will certify in writing to UC that such return and/or disposal has been completed.
- D. If Supplier believes that return and/or disposal of Institutional Information is technically impossible or impractical, Supplier must provide UC with a written statement explaining the reason for this conclusion. If UC determines that return and/or disposal is technically impossible or impractical, Supplier will continue to protect the Institutional Information in accordance with the terms of this Appendix for as long as the Institutional Information is in Supplier's possession.

ARTICLE 8. NOTIFICATION OF CORRESPONDENCE CONCERNING INSTITUTIONAL INFORMATION

- A. Supplier agrees to notify UC promptly, both orally and in writing, but in no event more than seventy-two (72) calendar hours after Supplier receives correspondence or a complaint that relates to a regulation, contractual obligation, Breach, or material risk concerning Institutional Information. For purposes of this Article 8.A, a correspondence or complaint may include, but is not limited to, any communication that originates from law enforcement, regulatory or governmental agencies, government investigators, corporations, or an individual, but excludes normal customer service correspondence or inquiries.

ARTICLE 9. COORDINATING, REPORTING, AND RESPONDING TO BREACHES AND SECURITY INCIDENTS

- A. **Reporting of Breach or Security Incident:** If Supplier reasonably suspects or confirms a Breach and/or a Security Incident impacting Institutional Information and/or IT Resources, Supplier must promptly notify UC both orally and in writing using the contacts in the Agreement. Supplier must provide such notifications no later than (1) seventy-two (72) calendar hours after the initial suspicion of a Security Incident and/or Breach and (2) seventy-two (72) calendar hours after the initial confirmation of a Security Incident and/or Breach, if Supplier is able to make such a confirmation. Supplier's notification must identify:
1. Contacts for both technical and management coordination;

2. Escalation and identifying information, such as ticket numbers, system identifiers, etc.;
 3. The nature of the Breach and/or Security Incident;
 4. The Institutional Information and/or IT Resources affected;
 5. What Supplier has done or will do to mitigate any deleterious effect; and
 6. What corrective action Supplier has taken or will take to prevent future Security Incidents.
- B. Supplier will provide other information as reasonably requested by UC.
- C. In the event of a suspected Breach and/or Security Incident, Supplier will keep UC informed regularly of the progress of its investigation until the incident is resolved.
- D. **Coordination of Breach Response or Security Incident Activities:** Supplier will fully cooperate with UC's investigation of any Breach and/or Security Incident involving Supplier and/or Goods and/or Services. Supplier's full cooperation will include, but not be limited to, Supplier:
1. Promptly preserving any potential forensic evidence relating to the Breach and/or Security Incident;
 2. Remedying the Breach and/or Security Incident as quickly as circumstances permit;
 3. Promptly, but no more than seventy two (72) calendar hours after the discovery of Breach and/or Security Incident, designating a contact person to whom UC will direct inquiries and who will communicate Supplier responses to UC inquiries;
 4. As rapidly as circumstances permit, assigning/using appropriate resources to remedy, investigate, and document the Breach and/or Security Incident, to restore UC service(s) as directed by UC, and undertake appropriate response activities;
 5. Providing status reports to UC regarding Breach and Security Incident response activities, either on a daily basis or a frequency approved by UC;
 6. Coordinating all media, law enforcement, or other Breach and/or Security Incident notifications with UC in advance of such notification(s), unless expressly prohibited by law;
 7. Ensuring that knowledgeable Supplier employees are available on short notice, if needed, to participate in UC and Supplier initiated meetings and/or conference calls regarding the Breach and/or Security Incident; and
 8. Ensuring that knowledgeable Supplier employees and agents participate in after-action analysis, including root cause analysis and preventive action planning.
- E. **Breaches and Security Incidents – Corrective And Preventive Action:** As a result of a Breach and/or Security Incident impacting Institutional Information and/or IT Resources, and upon UC's request, Supplier must prepare a report detailing corrective and preventive actions. The report must include:

1. A mutually agreed upon timeline for the corrective and preventive actions based on the nature of the Breach and/or Security Incident;
 2. Identification and description of the root causes; and
 3. Precise steps Supplier will take to address the failures in the underlying administrative, technical, and/or physical controls to mitigate damages and future cyber risk.
- F. **Costs:** Supplier must reimburse UC for reasonable costs related to responding to Breaches impacting Institutional Information and IT Resources caused by Supplier. This includes all costs associated with notice and/or remediation of the Breach.
- G. **Grounds for Termination:** Any Breach may be grounds for termination of the Agreement by UC. Agreement obligations to secure, dispose, and report continue through the resolution of the Breach and/or Security Incident.

ARTICLE 10. ILLICIT CODE WARRANTY

- A. Supplier represents and warrants that the Goods and/or Services do not contain Illicit Code.
- B. To the extent that any Goods and/or Services have Illicit Code written into them, Supplier will be in breach of this Agreement, and no cure period will apply.
- C. Supplier agrees, in order to protect UC from damages that may be intentionally or unintentionally caused by the introduction of Illicit Code, to promptly isolate or otherwise secure and then return Institutional Information and/or IT Resources.
- D. Supplier acknowledges that it does not have any right to electronically hold Institutional Information or assert any claim against UC by withholding the Goods and/or Services using Illicit Code.
- E. Should Supplier learn of the presence of Illicit Code, Supplier will promptly provide UC with written notice explaining the scope and associated risk.
- F. Supplier represents and warrants that it will take commercially reasonable steps to promptly remove Illicit Code.
- G. Supplier represents and warrants that even if Illicit Code is unintentionally installed via any method, Supplier will never utilize the Illicit Code.
- H. This provision does not relate to malware or viruses that attack the running IT Resource. These are covered under ARTICLE 9 - COORDINATING, REPORTING, AND RESPONDING TO BREACHES AND SECURITY INCIDENTS.

ARTICLE 11. BACKGROUND CHECKS

- A. Before Supplier's employee, sub-supplier, or agent may access Institutional Information and/or IT Resources classified at Protection Level 3 or Protection Level 4³, Supplier must conduct a thorough and pertinent background check. Supplier must evaluate the results prior to granting access in order to assure that there is no indication

³ See Exhibit 1.

that the employee, sub-supplier, or agent presents a risk to Institutional Information and IT Resources.

B. Supplier must retain each employee's, sub-supplier's, or agent's background check documentation for a period of three (3) years following the termination of the Agreement.

Exhibit 1 – Institutional Information

1. Protection Level Classification⁴:

☐ Protection Level 1

☐ Protection Level 2

☐ Protection Level 3

☒ Protection Level 4

Explanation: [Optional, add detail if needed, may be covered in SOW]

The Protection Level determines the applicable cyber security insurance requirement in the Terms and Conditions.

2. Institutional Information data element descriptors:

Select all data types that apply:

- A. ☐ Animal Research Data.
- B. ☐ Controlled Technical Information (CTI).
- C. ☐ Controlled Unclassified Information (CUI) – 800-171/NARA.
- D. ☐ Defense Department: Covered Defense Information (CDI).
- E. ☐ Federal Acquisition Regulations (FARS/DFAR) other than CUI.
- F. ☐ GDPR personal data.
- G. ☐ GDPR special data.
- H. ☐ Health data – other identifiable medical data not covered by HIPAA. (Including but not limited to: occupational health, special accommodation, or services qualification, etc.)
- I. ☐ Health Records subject to HIPAA Privacy or Security Rule (PHI).
- J. ☐ Human Subject Research Data.
 - 1. ☐ Identified.
 - 2. ☐ Anonymized.
- K. ☐ Intellectual property (IP), such as patents, copyright, or trade secrets.
- L. ☐ ITAR/EAR-controlled data.
- M. ☐ Payment card data (PCI, PCI DSS).
- N. ☐ Personally identifiable information – PII.
- O. ☐ Student data, whether or not subject to FERPA.
- P. ☐ Other: _____
- Q. ☐ Other: _____

⁴ For reference see: <https://security.ucop.edu/policies/institutional-information-and-it-resource-classification.html>

- R. ☒ Other: The UC IT Resources and UC Institutional Information that might be accessed is varied,
 S. ☒ Other: and can include all UC Protection Levels.

3. Institutional Information Regulation or Contract Requirements:

Select all regulations or external obligations that apply to inform UC and the Supplier of obligations related to this Appendix:

Privacy (* indicates data security requirements are also present)

- A. ☒ California Confidentiality of Medical Information Act (CMIA) *.
 B. ☒ California Consumer Privacy Act (CCPA).
 C. ☒ California Information Practices Act (IPA).
 D. ☒ European Union General Data Protection Regulation (GDPR)*.
 E. ☒ Family Educational Rights and Privacy Act (FERPA) *.
 F. ☒ Federal Policy for the Protection of Human Subjects ("Common Rule").
 G. ☒ Genetic Information Nondiscrimination Act (GINA).
 H. ☒ Gramm-Leach-Bliley Act (GLBA) (Student Financial Aid) *.
 I. ☒ Health Insurance Portability and Accountability Act/Health Information Technology for Economic and Clinical Health Act (HIPAA/HITECH) *.
 J. ☒ Substance Abuse and Mental Health Services Administration SAMHSA (CFR 42 Part 2).
 K. ☒ The Fair and Accurate Credit Transaction Act (FACTA).
 L. ☒ The Fair Credit Reporting Act (FCRA).

Data Security

- M. ☐ Chemical Facility Anti-Terrorism Standards (CFATS).
 N. ☐ Defense Federal Acquisition Regulations (DFARS).
 O. ☐ Export Administration Regulations (EAR).
 P. ☐ Federal Acquisition Regulations (FARS).
 Q. ☐ Federal Information Security Modernization Act (FISMA).
 R. ☐ International Traffic in Arms Regulations (ITAR).
 S. ☐ Payment card data (PCI, PCI DSS).
 T. ☐ Toxic Substances Control Act (TSCA).
 U. ☒ Other: May include any of the above.
 V. ☐ Other: _____
 W. ☐ Other: _____
 X. ☐ Other: _____

Exhibit 2

Supplier's Initial Information Security Plan

[Supplier to provide and update per the Appendix DS requirements.]



UNIVERSITY OF CALIFORNIA

Appendix – Business Associate Agreement

This Appendix - Business Associate Agreement ("Appendix BAA") supplements and is made a part of any and all agreements entered into by and between The Regents of the University of California, a California corporation ("UC"), on behalf of its University of California Health System and US Tech Solutions, Inc., Business Associate ("BA").

RECITALS

- A. UC is a "Covered Entity" as defined under 45 C.F.R. § 160.103
- B. UC and BA are entering into or have entered into, and may in the future enter into, one or more agreements (each an "Underlying Agreement") under which BA performs functions or activities for or on behalf of, or provides services to UC ("Services") that involve receiving, creating, maintaining and/or transmitting Protected Health Information ("PHI") of UC as a "Business Associate" of UC as defined under 45 C.F.R. § 160.103. This Appendix BAA shall only be operative in the event and to the extent this Appendix BAA is incorporated into an Underlying Agreement between UC and BA.
- C. UC and BA desire to protect the privacy and provide for the security of PHI used by or disclosed to BA in compliance with the Health Insurance Portability and Accountability Act of 1996 ("HIPAA"), the regulations promulgated thereunder by the U.S. Department of Health and Human Services (45 C.F.R. Parts 160, 162 and 164) (the "HIPAA Regulations"), the Health Information Technology for Economic and Clinical Health Act of 2009 (the "HITECH Act"), California Civil Code § 56 et seq., §§1798.82 and 1798.29, and other applicable laws and regulations. The purpose of this BA Agreement is to satisfy certain standards and requirements of HIPAA, the HIPAA Regulations, including 45 CFR § 164.504(e), the HITECH Act, including Subtitle D, part 1, as they may be amended from time to time, and similar requirements under California law.
- D. UC has designated all of its HIPAA health care components as a single component of its hybrid entity and therefore this BA Agreement is binding on all other UC health care components (collectively, the Single Health Care Component or the SHCC). This BA Agreement is effective on the date of the Underlying Agreement under which BA provides Services to UC ("Effective Date").

1. DEFINITIONS

Except for PHI, all capitalized terms in this Appendix BAA shall have the same meaning as those terms in the HIPAA Regulations.

PHI shall have the same meaning as "protected health information" in the HIPAA Regulations that is created, received, maintained, or transmitted by Business Associate or any Subcontractor on behalf of UC and shall also include "medical information" as defined at Cal. Civ. Code § 56.05.

2. OBLIGATIONS OF BA

BA agrees to:

- A. Comply with the requirements of the Privacy Rule that apply to UC in carrying out such obligations, to the extent BA carries out any obligations of UC under the Privacy Rule. BA also agrees to comply with the requirements of California state privacy laws and regulations that apply to UC in carrying out such obligations, to the extent BA carries out any obligations of UC under California Civil Code § 1798 et seq., California Civil Code § 56 et seq., and California Health & Safety Code §§ 1280.15 and 1280.18, as applicable, unless otherwise mutually agreed to by BA and UC.
- B. Not Use or Disclose PHI other than as permitted or required by the Underlying Agreement or as required by law.
- C. Use appropriate safeguards, and comply, where applicable, with 45 C.F.R. § 164 Subpart C with respect to ePHI, to prevent the Use or Disclosure of PHI other than as provided for by the Underlying Agreement(s) and the Appendix BAA.
- D. Notify UC, orally and in writing, as soon as possible, but in no event more than five (5) calendar days, after BA becomes aware of any Use or Disclosure of the PHI not permitted or required by the Appendix BAA or Underlying Agreement(s), including Breaches of unsecured PHI as required by 45 C.F.R. § 164.410 and potential compromises of UC PHI, including potential inappropriate access, acquisition, use or disclosure of UC PHI (each, collectively an “Incident”). BA shall be deemed to be aware of any such Incident, as of the first day on which it becomes aware of it, or by exercising reasonable diligence, should have been known to its officers, employees, agents or sub-suppliers. The notification to UC shall include, to the extent possible, each individual whose unsecured PHI has been, or is reasonably believed by BA to have been, accessed, acquired, used or disclosed during such Incident. BA shall further provide UC with any other available information that UC is required to include in a notification to affected individuals at the time of the notification to UC, or promptly thereafter as information becomes available. BA shall take prompt corrective action to remedy any such Incident, and, as soon as possible, shall provide to UC in writing: (i) the actions initiated by the BA to mitigate, to the extent practicable, any harmful effect of such Incident; and (ii) the corrective action BA has initiated or plans to initiate to prevent future similar Incidents.
- E. Ensure that any Subcontractors that create, receive, maintain, or transmit PHI on behalf of the BA agree to the same restrictions, conditions, and requirements that apply to the BA with respect to such PHI.
- F. If BA maintains PHI in a Designated Record Set, BA shall make the PHI in the Designated Record Set available to UC, or if directed by UC to the Individual or the Individual’s designee, as necessary to satisfy UC’s obligations under 45 C.F.R. § 164.524.
- G. If BA maintains PHI in a Designated Record Set, BA shall make any amendments directed or agreed to by UC pursuant to 45 C.F.R. § 164.526, or take other measures as necessary to satisfy UC’s obligations under 45 C.F.R. § 164.526.

- H. Maintain and make available the information required to provide an accounting of disclosures to UC, or if directed by UC to the Individual, as necessary to satisfy UC's obligations under 45 C.F.R. § 164.528.
- I. Make its internal practices, books, and records, relating to the Use and Disclosure of PHI available to UC, and to the Secretary for purposes of determining UC's compliance with HIPAA, HITECH and their implementing regulations.

3. PERMITTED USES AND DISCLOSURES BY BA

BA may only Use or Disclose the Minimum Necessary PHI to perform the services set forth in the Underlying Agreement.

4. TERM AND TERMINATION

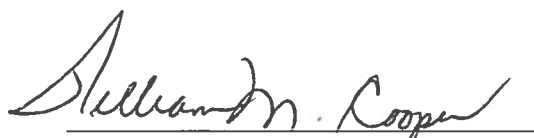
- A. Termination for Cause. UC may terminate this Appendix BAA and any Underlying Agreement(s), if UC determines BA has violated a material term of the Appendix BAA.
- B. Upon termination of this Appendix BAA for any reason, with respect to PHI received from UC, or created, maintained, or received by BA on behalf of UC, BA shall return to UC, or if agreed to by UC, destroy, all such PHI that BA still maintains in any form, and retain no copies of such PHI.

To the extent return or destruction of UC PHI is not feasible, BA shall (1) retain only that PHI which is necessary for BA to continue its proper management and administration or to carry out its legal responsibilities; and (2) continue to use appropriate safeguards for such UC PHI and comply with Subpart C of 45 C.F.R. Part 164 with respect to ePHI to prevent Use or Disclosure of the PHI, other than as provided for in this Section, for as long as BA retains the PHI.

- C. Survival. The obligations of BA under this Section 4.B shall survive the termination of this Appendix BAA and any Underlying Agreement(s).

The Appendix BAA is signed below by the parties' duly authorized representatives.

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA


(Signature)

WILLIAM M. COOPER
(Printed Name, Title)

AVP + CPO

8/2/19
(Date)

BUSINESS ASSOCIATE

US Tech Solutions, Inc.
(Supplier Name)


(Signature)

Michelle Vanetti - Legal/Compliance Manager
(Printed Name, Title)

08-12-2021
(Date)