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FOURTEENTH AMENDMENT
To
AGREEMENT
Between
NEBRASKA DEPARTMENT OF LABOR
And
GEOGRAPHIC SOLUTIONS, INC.

Replacement of Attachment #9 of the Thirteenth Amendment to the Original Agreement with a Revised Attachment #9 Reflecting Correction of Errors and Omissions

The Nebraska Department of Labor (NDOL) and Geographic Solutions Inc., 2570 Coral Landings Blvd, Palm Harbor, Florida 34684-5123 (GSI), enter into this Fourteenth Amendment (14th Amendment), which will be incorporated by reference into the existing contract between NDOL and GSI (NDOL Contract #023-0044-2017).

WHEREAS, NDOL and GSI previously entered into NDOL Contract #023-0044-2017, a fourteen (14) page agreement with twelve (12) attachments (total of three hundred and eight-six (386) pages), effective July 1, 2017, for the purpose of GSI providing NDOL with certain software, hardware, and related services for NDOL's Unemployment Insurance (UI) and Employment and Training (E&T) programs (hereinafter, "Original Agreement" or "Agreement");

WHEREAS, the Original Agreement, in Part V – Term of Agreement, allowed for amendment upon written agreement of NDOL and GSI, and NDOL and GSI have previously amended the Original Agreement via thirteen (13) separate amendments;

WHEREAS, the Tables – **Geographic Solutions Proposed Modules and Optional Additional Annual Renewals** – in Attachment #9 to the Original Agreement were replaced in their entirety in the Thirteenth Amendment and those replacement Tables contained errors and omissions which must be corrected;

WHEREAS, the One-time Fee for the Senior Community Service Employment Program in the amount of $13,020.00 was paid in contract year 2024-2025;

WHEREAS, the One-time Fee for the USPS Identity Verification Interface in the amount of $17,360 was not paid in contract year 2024-2025 but is due to be paid in contract year 2025-2026;

WHEREAS, the recurring payments for Zoom Business Licenses were inadvertently omitted from both Tables in Attachment #9 in the Thirteenth Amendment; and

WHEREAS, NDOL and GSI agree to amend the Thirteenth Amendment to the Original Agreement as follows:

NOW, THEREFORE, IT IS HEREBY AGREED:

A. Attachment #9 – Geographic Solutions Proposed Modules – the table in the Thirteenth Amendment is entirely replaced with the following table:

Geographic Solutions Proposed Modules (Modules)

Software Description	PY 2016	7/1/17-6/30/18	7/1/18-6/30/19	7/1/19-6/30/20	7/1/20-6/30/21	7/1/21-6/30/22	7/1/22-6/30/23	7/1/23-6/30/24	7/1/24-6/30/25	7/1/25-6/30/26
Spanish Translation Module[1]	$19,950	$18,952	$18,952	$18,952	$18,952	$18,952	$18,952	$18,952	$18,952	$18,952
Eligible Training Providers List[1]	$29,900	$28,405	$28,405	$28,405	$28,405	$28,405	$28,405	$28,405	$28,405	$28,405
VOS Workforce Case Management and Reporting System[1]	$249,861	$237,368	$237,368	$237,368	$237,368	$237,368	$237,368	$237,368	$237,368	$237,368
ReEmployment Exchange (REX)[1]	$494,825	$470,084	$470,084	$470,084[2]	$0[15]	$0[15]	$0[15]	$0[15]	$0[15]	$0[15]
Attendance Tracking and REA/RES Scheduler[1]	$44,400	$42,180	$42,180	$42,180	$23,340[11]	$23,340	$23,340	$23,340	$23,340	$23,340
Mobile Application and Hosting Services[1]	$121,750	$115,663	$115,663	$115,663	$115,663	$115,663	$115,663	$115,663	$115,663	$115,663
Geographic Solutions Unemployment System (GUS) Benefits and Appeals [4]	$0	$3,445,825 (Initial Set-up Fee)	$0	$1,498,800[3]	$1,498,800	$1,498,800	$1,498,800	$1,498,800	$1,498,800	$1,498,800
GUS Tax System[4]	$0	$0	$1,549,500 (Initial Set-up Fee)	$990,000[3]	$990,000[3]	$990,000	$990,000	$990,000	$990,000	$990,000
Help Desk Management Module[5]	$0	$0	$16,664[6]	$22,913[9]	$0[15]	$0[15]	$0[15]	$0[15]	$0[15]	$0[15]
Generic Program Application Module[5]	$0	$0	$39,667[6]	$59,500	$59,500	$59,500	$59,500	$59,500	$59,500	$59,500
Advanced Fund Tracking Module[5]	$0	$0	$4,000[7]	$48,000	$48,000	$48,000	$48,000	$48,000	$48,000	$48,000
VOSGreeter Module[5]	$0	$0	$0	$48,492[8]	$48,492	$48,492	$48,492	$48,492	$48,492	$48,492
One-Time Fee for Development of Interface for WIOA Reporting with NDE-VR	$0	$0	$0	$9,300	$0	$0	$0	$0	$0	$0
Identity Document Verification Module[10]	$0	$0	$0	$0	$32,000	$48,000	$48,000	$48,000	$48,000	$48,000

MEUC Module[12]	$0	$0	$0	$0	$72,900[12]	$174,960[12]	$0[1]	$0[12]	$0[12]	$0[12]
Two Factor Authentication	$0	$0	$0	$0	$12,000[13]	$48,000	$48,000	$48,000	$48,000	$48,000
One-Time Fee for LNRFS Implementation							$23,250.00	$0	$0	$0
SNAP Employment & Training Module								$39,500 Implementation[14] $149,950 Licensing[14]	$149,950 Licensing	$149,950 Licensing
Foreign Language Module									$17,500	$17,500
One-Time Fee for USPS Identity Verification Interface									$0[17]	$17,360[17]
One-Time Fee for Senior Community Service Employment Program									$13,020	$0
Zoom Business Licenses[16]									$299.85 per month	$299.85 per month
Work Opportunity Tax Credit (WOTC) Module										$97,500 Setup Fee $79,950 License Fee
Two Specialty Portals										$22,350 Setup Fee $36,000 License Fee

[1] Current contract to be discounted 5%.
[2] Amount will be billed monthly, in twelve equal payments, and will cease upon Benefits and Appeals system go live.
[3] Annual fee prorated based on the number of months the system is live.
[4] Benefits and Appeals will be Phase 1, tax will be Phase 2 starting upon Benefits and Appeals system go live.
[5] These Modules are Phase 3, but date of implementation is not tied to Phase 1 or Phase 2.
[6] This begins November 1, 2018.
[7] This begins June 1, 2019.
[8] VOSGreeter will be prorated based on the date of implementation of the module.
[9] Use of this module ended May 31, 2020.
[10] This begins November 1, 2020.
[11] Cost adjusted July 1, 2020 due to Attendance Tracking inclusion in GUS.
[12] The MEUC Module will be prorated at a monthly cost of $14,580, beginning with the date the MEUC Module goes live. The MEUC Module is for a specific program authorized under federal law for a limited period of time. The parties do not anticipate use of the MEUC Module to continue beyond 2022. In the event NDOL requests use of the MEUC Module beyond 2022, NDOL and GSI will amend the Agreement, and pricing in the 6th Amendment will apply.
13. The Two Factor Authentication Module will be prorated at a monthly cost of $4,000, beginning with the date the Two Factor Authentication goes live.
14. The SNAP E&T Module shall be tested, accepted, and in-use prior to 10/1/2023.
15, Marked at $0.00 because NDOL cancelled this module.
16. Zoom Business Licenses (at a quantity of 15 units) will be billed at a monthly rate of $299.85.
17. Fee not paid between 7/1/2024 and 6/30/2025. One-time fee to be paid between 7/1/2025 and 6/30/2026.

B. Attachment #9 – Optional Annual Renewals – the Table in the Thirteenth Amendment to the Original Agreement is entirely replaced with the following table:

Optional Additional Annual Renewal

Software Description	7/1/26-6/30/27	7/1/27-6/30/28
Spanish Translation Module	$18,952	$18,952
Eligible Training Providers List	$28,405	$28,405
VOS Workforce Case Management and Reporting System	$237,368	$237,368
ReEmployment Exchange (REX)	$0	$0
Attendance Tracking and REA/RES Scheduler	$23,340	$23,340
Mobile Application and Hosting Services	$115,663	$115,663
Geographic Solutions Unemployment System (GUS) Benefits and Appeals	$1,498,800	$1,498,800
GUS Tax System	$990,000	$990,000
Help Desk Management Module	$0	$0
Generic Program Application Module	$59,500	$59,500
Advanced Tracking Module	$48,000	$48,000
VOSGreeter Module	$48,492	$48,492
Identity Document Verification Module	$48,000	$48,000
MEUC Module[1]	$0[1]	$0[1]
Two Factor Authentication	$48,000	$48,000
SNAP Employment & Training Module	$149,950	$149,950
Foreign Language Module	$17,500	$17,500
Zoom Business Licenses[2]	$3,598.20	$3,598.20
Work Opportunity Tax Credit (WOTC) Module	$79,950	$79,950

Two Specialty Portals	**$36,000**	**$36,000**

[1] The MEUC Module is for a specific program authorized under federal law for a limited period of time. The parties do not anticipate use of the MEUC Module to continue beyond 2022. In the event NDOL requests use of the MEUC Module beyond 2022, NDOL and GSI will amend the Agreement, and pricing in this 6th Amendment will apply.

[2] Zoom Business Licenses (at a quantity of 15 units) will be billed at a monthly rate of $299.85. The amounts set forth for as Optional Additional Annual Renewals for 7/1/25-6/30/26, 7/1/26-6/30/27, and 7/1/27-6/30/28 represent the total yearly cost for fifteen (15) Zoom Business Licenses.

C. The Recitals of this 14th Amendment are incorporated herein as agreed provisions of this Amendment.

D. **All other provisions of the Original Agreement, including changes in the Original Agreement made in the prior amendments, which are not changed by this 14th Amendment, remain in effect.**

[*signatures on next page*]

IN WITNESS WHEREOF, the parties hereto have executed this 14th Amendment; each duly authorized to do so, effective the day and year of the signature by the parties.

Katie Thurber (Feb 23, 2026 19:11:43 CST)

KATIE THURBER, Commissioner
Nebraska Department of Labor

PAUL TOOMEY, President
Geographic Solutions, Inc.

REVIEWED AND APPROVED:

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Rea Easton (Feb 23, 2026 07:40:51 CST)

REA EASTON, Chief Financial Officer
Nebraska Department of Labor

Jon Backencamp
Jon Backencamp (Feb 23, 2026 06:59:15 CST)

JON BACKENCAMP, Admin. Services Director
Nebraska Department of Labor

Erick Carrillo

ERICK CARRILLO, RES Director
Nebraska Department of Labor

Andi Bridgmon
Andi Bridgmon (Feb 23, 2026 13:11:11 CST)

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JOEL F. GREEN
General Counsel
Nebraska Department of Labor