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

Combined UI and E&T Program Technology Systems – Agreement Renewal

The Nebraska Department of Labor (NDOL) and Geographic Solutions Inc., 2570 Coral Landings Blvd, Palm Harbor, Florida 34684-5123 (GSI), enter into this Fifteenth Amendment (15th 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 fourteen (14) separate amendments;

WHEREAS, NDOL wishes to renew the Agreement for an additional year;

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

NOW, THEREFORE, IT IS HEREBY AGREED:

A. Pursuant to Section V (A) – Term of Agreement:

NDOL exercises its option to renew the Agreement for an additional year thereby extending the Term of the Agreement to June 30, 2027.

B. Section IV – Funding / Payment, Item G. of the Original Agreement is entirely replaced with the following Item G:

Total Expenditures under this Agreement will not exceed Forty-One Million, One Hundred Seventy-Three Thousand, Two Hundred Eighty-One dollars and Thirty-Five cents. ($41,173,281.35)

The Total Expenditures includes $35,000.00 which is set aside at the sole discretion of the LICENSEE to use through drawdowns for approved change orders.

GSI and NDOL will utilize change orders to document NDOL's authorization to draw from

this amount and document the remaining amount for each Change Order. Dollars quoted on the approved Change Order will be deducted from the amount remaining and any additional requests will require an additional, approved Change Orders.

NDOL, in its sole discretion, can determine how to best allocate the "bucket" of dollars. No commitment is made that all will be spent and under no circumstances will the total amount be exceeded without prior written approval and consent of NDOL. Any amount remaining unused at the end of the term of the contract will be rolled into the next annual contract.

C. Attachment #9 – Geographic Solutions Proposed Modules – the table in the Original Agreement 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	7/1/26-6/30/27
Spanish Translation Module[1]	$19,950	$18,952	$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	$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	$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]	$0
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	$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	$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	$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	$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]	$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	$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	$48,000
VOSGreeter Module[5]	$0	$0	$0	$48,492[8]	$48,492	$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	$0
Identity Document Verification Module[10]	$0	$0	$0	$0	$32,000	$48,000	$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]	$0[1]
Two Factor Authentication	$0	$0	$0	$0	$12,000[13]	$48,000	$48,000	$48,000	$48,000	$48,000	$48,000
One-Time Fee for LNRFS Implementation							$23,250.00	$0	$0	$0	$0
SNAP Employment & Training Module								$39,500 Implementation[14] $149,950 Licensing[14]	$149,950 Licensing Fee	$149,950 Licensing Fee	$149,950
Foreign Language Module									$17,500	$17,500	$17,500
One-Time Fee for USPS Identity Verification Interface									$0[17]	$17,360[17]	$0
PD 11One-Time Fee for Senior Community Service Employment Program									$13,020	$0	$0
Zoom Business Licenses[16]									$299.85 per month	$299.85 per month	$3,598.20
Work Opportunity Tax Credit (WOTC) Module										$0[18]	$97,500 Setup Fee $39,975 License Fee[18]
Two Specialty Portals										$0[19]	$22,350 Setup Fee $36,000 License Fee[19]

[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.
[18] Fees not paid between 7/1/2025 and 6/30/2026. Setup and License fees to be paid between 7/1/2026 and 6/30/2027. Licensing Fee amount reflects ½ year as implementation projected for 1/1/2027.
[19] Fees not paid between 7/1/2025 and 6/30/2026. Setup and License fees to be paid between 7/1/2026 and 6/30/2027.

A. 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	7/1/27-6/30/28
Spanish Translation Module	$18,952
Eligible Training Providers List	$28,405
VOS Workforce Case Management and Reporting System	$237,368
ReEmployment Exchange (REX)	$0
Attendance Tracking and REA/RES Scheduler	$23,340
Mobile Application and Hosting Services	$115,663
Geographic Solutions Unemployment System (GUS) Benefits and Appeals	$1,498,800
GUS Tax System	$990,000
Help Desk Management Module	$0
Generic Program Application Module	$59,500
Advanced Tracking Module	$48,000
VOSGreeter Module	$48,492
Identity Document Verification Module	$48,000
MEUC Module[1]	$0[1]
Two Factor Authentication	$48,000

SNAP Employment & Training Module	**$149,950**
Foreign Language Module	**$17,500**
Zoom Business Licenses[2]	**$3,598.20**
Work Opportunity Tax Credit (WOTC) Module	**$79,950**
Two Specialty Portals	**$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.

D. The Recitals of this 15th Amendment are incorporated herein as agreed provisions of this Amendment.

E. All other provisions of the Original Agreement, including changes in the Original Agreement made in the prior amendments, which are not changed by this 15th Amendment, remain in effect.

[*signatures on next page*]

IN WITNESS WHEREOF, the parties hereto have executed this 15th Amendment; each duly authorized to do so, effective the day and year of the signature by the parties.

Katie Thurber (Jul 6, 2026 11:04:39 CDT)

KATIE S. THURBER, Commissioner
Nebraska Department of Labor

PAUL TOOMEY, President
Geographic Solutions, Inc.

REVIEWED AND APPROVED:

Rea Easton
Rea Easton (Jun 30, 2026 14:14:14 CDT)

REA EASTON, Chief Financial Officer
Nebraska Department of Labor

Jon Backencamp
Jon Backencamp (Jun 30, 2026 14:20:30 CDT)

JON BACKENCAMP, Admin. Services Director
Nebraska Department of Labor

Erick Carrillo
Erick Carrillo (Jun 30, 2026 14:21:40 CDT)

ERICK CARRILLO, RES Director
Nebraska Department of Labor

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ANDI BRIDGMON, UI Director
Nebraska Department of Labor

Joel F. Green
Joel F. Green (Jul 1, 2026 08:37:32 CDT)

JOEL F. GREEN
General Counsel
Nebraska Department of Labor

GSI - Fifteenth Amendment - Final

Final Audit Report 2026-07-07

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