

**CONCERN: EMPLOYEE ASSISTANCE PROGRAM
Amendment #2 to Agreement for Employee Assistance Services
by and between**

CONCERN: Employee Assistance Program and Monterey Bay Area Self-Insurance Authority

This Amendment #2 to Agreement for Employee Assistance Services (the “Amendment #2”) is made by and between CONCERN: Employee Assistance Program (the “Plan”) and Monterey Bay Area Self-Insurance Authority (the “Group”) as of August 1, 2026 (“Amendment Effective Date”).

WHEREAS, the Plan and the Group entered into and executed that certain Agreement for Employee Assistance Services dated August 1, 2023, amended dated August 1, 2025 (the “Agreement”).

WHEREAS, the Plan and the Group now desire to amend the Agreement as set forth below.

NOW, THEREFORE, in consideration of the mutual covenants and agreements contained herein, the parties agree to amend the Agreement as follows:

1. **Term.** This Amendment #2 is in effect for the term of August 1, 2026, to July 1, 2027. This term may be extended or modified by a written amendment, which must be executed by the Plan and the Group.

2. **Attachment A.** Section O is hereby added to Attachment A of the Agreement as follows:

“O. The Plan offers OurRelationship free of charge to Member and their Covered Dependents. OurRelationship is a confidential self-guided or coach-guided online program to improve communication, resolve conflict, and strengthen relationships. Members can work separately or as a couple.”

3. **Attachment B, Fees.** Section B.1 of the Agreement is deleted in its entirety and replaced with the following:

3.1 For First Responder, the Group shall pay \$9.79 per employee per month.

3.2 For Non-First Responder, the Group shall pay \$4.52 per employee per month.

4. **Effect of Amendment.** Except as set forth in this Amendment #2, the Agreement remains in full force and effect, according to its terms.

IN WITNESS WHEREOF, the Plan and Group have executed this Amendment #2 on the dates set forth below, to be effective as of the date set forth above.

CONCERN: Employee Assistance Program

Monterey Bay Area Self-Insurance Authority

Name Sign: 
 DocuSigned by:
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Name Sign: 

Name Print: Cecile Carrier

Name Print: Conor Boughey

Title: CEO

Title: MBASIA Program Administrator

Date: 4/3/2026

Date: 3/30/2026

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