

**AGREEMENT BETWEEN THE COUNTY OF SAN MATEO AND
CUSTOMIZED PERFORMANCE, INC.**

THIS AGREEMENT, entered into this _____ day of _____, 2015,
by and between the COUNTY OF SAN MATEO, hereinafter called "County," and
CUSTOMIZED PERFORMANCE, INC., hereinafter called "Contractor";

W I T N E S S E I H:

WHEREAS, pursuant to Government Code Section 31000, County may contract with independent contractors for the furnishing of such services to or for County or any Department thereof;

WHEREAS, it is necessary and desirable that Contractor be retained for the purpose of janitorial services for the following San Mateo Medical Center outpatient clinics: Daly City Clinic, South San Francisco, Fair Oaks Health Center, Sequoia Teen Wellness Center, and Shasta Clinic.

**NOW, THEREFORE, IT IS HEREBY AGREED BY THE PARTIES HERETO
AS FOLLOWS:**

1. Exhibits and Attachments

The following exhibits and attachments are attached to this Agreement and incorporated into this Agreement by this reference:

Exhibit A—Services

Exhibit B—Payments and Rates

Exhibit E— Corporate Compliance SMMC Code of Conduct (Third Parties)

2. Services to be performed by Contractor

In consideration of the payments set forth herein and in Exhibit B, Contractor shall perform services for County in accordance with the terms, conditions, and specifications set forth herein and in Exhibit A.

3. Payments

In consideration of the services provided by Contractor in accordance with all terms, conditions, and specifications set forth herein and in Exhibit A, County shall make payment to Contractor based on the rates and in the manner specified in Exhibit B. County reserves the right to withhold payment if County determines that the quantity or quality of the work performed is unacceptable. In no event shall County's total fiscal obligation under this Agreement exceed SEVEN HUNDRED SEVENTY-FIVE THOUSAND DOLLARS (\$775,000).

4. Term and Termination

Subject to compliance with all terms and conditions, the term of this Agreement shall be from July 1, 2015, through June 30, 2018.

This Agreement may be terminated by Contractor, the Chief of the Health System, or his/her designee at any time without a requirement of good cause upon thirty (30) days' written notice to the other party.

In the event of termination, all finished or unfinished documents, data, studies, maps, photographs, reports, and materials (hereafter referred to as materials) prepared by Contractor under this Agreement shall become the property of County and shall be promptly delivered to County. Upon termination, Contractor may make and retain a copy of such materials. Subject to availability of funding, Contractor shall be entitled to receive payment for work/services provided prior to termination of the Agreement. Such payment shall be that portion of the full payment which is determined by comparing the work/services completed to the work/services required by the Agreement.

5. Availability of Funds

County may terminate this Agreement or a portion of the services referenced in the Attachments and Exhibits based upon unavailability of Federal, State, or County funds by providing written notice to Contractor as soon as is reasonably possible after County learns of said unavailability of outside funding.

6. Relationship of Parties

Contractor agrees and understands that the work/services performed under this Agreement are performed as an independent Contractor and not as an employee of County and that neither Contractor nor its employees acquire any of the rights, privileges, powers, or advantages of County employees.

7. Hold Harmless

7.1 **General Hold Harmless.** Contractor shall indemnify and save harmless County and its officers, agents, employees, and servants from all claims, suits, or actions of every name, kind, and description resulting from this Agreement, the performance of any work or services required of Contractor under this Agreement, or payments made pursuant to this Agreement brought for, or on account of, any of the following: (A) injuries to or death of any person, including Contractor or its employees/officers/agents; (B) damage to any property of any kind whatsoever and to whomsoever belonging; (C) any sanctions, penalties, or claims of damages resulting from Contractor's failure to comply, if applicable, with the requirements set forth in the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and all Federal regulations promulgated thereunder, as amended; or (D) any other loss or cost, including but not limited to that caused by the concurrent active or passive negligence of County and/or its officers, agents, employees, or servants. However, Contractor's duty to indemnify and save harmless under this Section shall not apply to injuries or damage for which County has been found in a court of competent

jurisdiction to be solely liable by reason of its own negligence or willful misconduct.

The duty of Contractor to indemnify and save harmless as set forth by this Section shall include the duty to defend as set forth in Section 2778 of the California Civil Code.

7.2 Intellectual Property Indemnification.

Contractor hereby certifies that it owns, controls, or licenses and retains all right, title, and interest in and to any intellectual property it uses in relation to this Agreement, including the design, look, feel, features, source code, content, and other technology relating to any part of the services it provides under this Agreement and including all related patents, inventions, trademarks, and copyrights, all applications therefor, and all trade names, service marks, know how, and trade secrets ("IP Rights") except as otherwise noted by this Agreement. Contractor warrants that the services it provides under this Agreement do not infringe, violate, trespass, or constitute the unauthorized use or misappropriation of any IP Rights of any third party. Contractor shall defend, indemnify, and hold harmless County from and against all liabilities, costs, damages, losses, and expenses (including reasonable attorney fees) arising out of or related to any claim by a third party that the services provided under this Agreement infringe or violate any third-party's IP Rights provided any such right is enforceable in the United States. Contractor's duty to defend, indemnify, and hold harmless under this Section applies only provided that: (a) County notifies Contractor promptly in writing of any notice of any such third-party claim; (b) County cooperates with Contractor, at Contractor's expense, in all reasonable respects in connection with the investigation and defense of any such third-party claim; (c) Contractor retains sole control of the defense of any action on any such claim and all negotiations for its settlement or compromise (provided Contractor shall not have the right to settle any criminal action, suit, or proceeding without County's prior written consent, not to be unreasonably withheld, and provided further that any settlement permitted under this Section shall not impose any financial or other obligation on County, impair any right of County, or contain any stipulation, admission, or acknowledgement of wrongdoing on the part of County without County's prior written consent, not to be unreasonably withheld); and (d) should services under this Agreement become, or in Contractor's opinion be likely to become, the subject of such a claim, or in the event such a third party claim or threatened claim causes County's reasonable use of the services under this Agreement to be seriously endangered or disrupted, Contractor shall, at Contractor's option and expense, either: (i) procure for County the right to continue using the services without infringement or (ii) replace or modify the services so that they become non infringing but remain functionally equivalent.

Notwithstanding anything in this Section to the contrary, Contractor will have no obligation or liability to County under this Section to the extent any otherwise covered claim is based upon: (a) any aspects of the services under this Agreement which have been modified by or for County (other than modification performed by, or at the direction of, Contractor) in such a way as to cause the alleged infringement at issue; (b) any aspects of the services under this Agreement which have been used

by County in a manner prohibited by this Agreement.

The duty of Contractor to indemnify and save harmless as set forth by this Section shall include the duty to defend as set forth in Section 2778 of the California Civil Code.

8. Assignability and Subcontracting

Contractor shall not assign this Agreement or any portion thereof to a third party or subcontract with a third party to provide services required by Contractor under this Agreement without the prior written consent of County. Any such assignment or subcontract without County's prior written consent shall give County the right to automatically and immediately terminate this Agreement.

9. Insurance

Contractor shall not commence work or be required to commence work under this Agreement unless and until all insurance required under this Section has been obtained and such insurance has been approved by County's Risk Management, and Contractor shall use diligence to obtain such insurance and to obtain such approval. Contractor shall furnish County with certificates of insurance evidencing the required coverage, and there shall be a specific contractual liability endorsement extending Contractor's coverage to include the contractual liability assumed by Contractor pursuant to this Agreement. These certificates shall specify or be endorsed to provide that thirty (30) days' notice must be given, in writing, to County of any pending change in the limits of liability or of any cancellation or modification of the policy.

- (1) **Workers' Compensation and Employer's Liability Insurance.** Contractor shall have in effect during the entire term of this Agreement workers' compensation and employer's liability insurance providing full statutory coverage. In signing this Agreement, Contractor certifies, as required by Section 1861 of the California Labor Code, (a) that it is aware of the provisions of Section 3700 of the California Labor Code, which require every employer to be insured against liability for workers' compensation or to undertake self-insurance in accordance with the provisions of the Labor Code, and (b) that it will comply with such provisions before commencing the performance of work under this Agreement.
- (2) **Liability Insurance.** Contractor shall take out and maintain during the term of this Agreement such bodily injury liability and property damage liability insurance as shall protect Contractor and all of its employees/officers/agents while performing work covered by this Agreement from any and all claims for damages for bodily injury, including accidental death, as well as any and all claims for property damage which may arise from Contractor's operations under this Agreement, whether such operations be by Contractor, any subcontractor, anyone directly or indirectly employed by either of them, or by an agent of either of them. Such insurance shall be combined single limit bodily injury and property damage for each occurrence and shall not be less than the

amount specified below.

Such insurance shall include:

(a) Comprehensive General Liability \$1,000,000

County and its officers, agents, employees, and servants shall be named as additional insured on any such policies of insurance, which shall also contain a provision that (a) the insurance afforded thereby to County and its officers, agents, employees, and servants shall be primary insurance to the full limits of liability of the policy and (b) if the County or its officers, agents, employees, and servants have other insurance against the loss covered by such a policy, such other insurance shall be excess insurance only.

In the event of the breach of any provision of this Section, or in the event any notice is received which indicates any required insurance coverage will be diminished or canceled, County, at its option, may, notwithstanding any other provision of this Agreement to the contrary, immediately declare a material breach of this Agreement and suspend all further work and payment pursuant to this Agreement.

10. Compliance With Laws

All services to be performed by Contractor pursuant to this Agreement shall be performed in accordance with all applicable Federal, State, County, and municipal laws, ordinances, and regulations, including but not limited to the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the Federal Regulations promulgated thereunder, as amended (if applicable), the Business Associate requirements set forth in Attachment H (if attached), the Americans with Disabilities Act of 1990, as amended, and Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination on the basis of handicap in programs and activities receiving any Federal or County financial assistance. Such services shall also be performed in accordance with all applicable ordinances and regulations, including but not limited to appropriate licensure, certification regulations, provisions pertaining to confidentiality of records, and applicable quality assurance regulations. In the event of a conflict between the terms of this Agreement and any applicable State, Federal, County, or municipal law or regulation, the requirements of the applicable law or regulation will take precedence over the requirements set forth in this Agreement.

Further, Contractor certifies that Contractor and all of its subcontractors will adhere to all applicable provisions of Chapter 4.106 of the San Mateo County Ordinance Code, which regulates the use of disposable food service ware.

Contractor will timely and accurately complete, sign, and submit all necessary documentation of compliance.

11. Non-Discrimination and Other Requirements

- A. *General non-discrimination.* No person shall be denied any services provided pursuant to this Agreement (except as limited by the scope of services) on the grounds of race, color, national origin, ancestry, age, disability (physical or mental), sex, sexual orientation, gender identity, marital or domestic partner status, religion, political beliefs or affiliation, familial or parental status (including pregnancy), medical condition (cancer-related), military service, or genetic information.
- B. *Equal employment opportunity.* Contractor shall ensure equal employment opportunity based on objective standards of recruitment, classification, selection, promotion, compensation, performance evaluation, and management relations for all employees under this Agreement. Contractor's equal employment policies shall be made available to County upon request.
- C. *Section 504 of the Rehabilitation Act of 1973.* Contractor shall comply with Section 504 of the Rehabilitation Act of 1973, as amended, which provides that no otherwise qualified handicapped individual shall, solely by reason of a disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination in the performance of this Agreement. This Section applies only to contractors who are providing services to members of the public under this Agreement.
- D. *Compliance with County's Equal Benefits Ordinance.* With respect to the provision of benefits to its employees, Contractor shall comply with Chapter 2.84 of the County Ordinance Code, which prohibits contractors from discriminating in the provision of employee benefits between an employee with a domestic partner and an employee with a spouse. In order to meet the requirements of Chapter 2.84, Contractor must certify which of the following statements is/are accurate:
- ☒ Contractor complies with Chapter 2.84 by:
 - ☒ offering the same benefits to its employees with spouses and its employees with domestic partners.
 - ☐ offering, in the case where the same benefits are not offered to its employees with spouses and its employees with domestic partners, a cash payment to an employee with a domestic partner that is equal to Contractor's cost of providing the benefit to an employee with a spouse.
 - ☐ Contractor is exempt from having to comply with Chapter 2.84 because it has no employees or does not provide benefits to employees' spouses.
 - ☐ Contractor does not comply with Chapter 2.84, and a waiver must be sought.
- E. *Discrimination Against Individuals with Disabilities.* The Contractor shall

comply fully with the nondiscrimination requirements of 41 C.F.R. 60-741.5(a), which is incorporated herein as if fully set forth.

- F. *History of Discrimination.* Contractor must check one of the two following options, and by executing this Agreement, Contractor certifies that the option selected is accurate:

- ☒ No finding of discrimination has been issued in the past 365 days against Contractor by the Equal Employment Opportunity Commission, Fair Employment and Housing Commission, or any other investigative entity.
- ☐ Finding(s) of discrimination have been issued against Contractor within the past 365 days by the Equal Employment Opportunity Commission, Fair Employment and Housing Commission, or other investigative entity. If this box is checked, Contractor shall provide County with a written explanation of the outcome(s) or remedy for the discrimination.

- G. *Violation of Non-discrimination provisions.* Violation of the non-discrimination provisions of this Agreement shall be considered a breach of this Agreement and subject the Contractor to penalties, to be determined by the County Manager, including but not limited to the following:

- i) termination of this Agreement;
- ii) disqualification of the Contractor from bidding on or being awarded a County contract for a period of up to 3 years;
- iii) liquidated damages of \$2,500 per violation; and/or
- iv) imposition of other appropriate contractual and civil remedies and sanctions, as determined by the County Manager.

To effectuate the provisions of this Section, the County Manager shall have the authority to examine Contractor's employment records with respect to compliance with this Section and/or to set off all or any portion of the amount described in this Section against amounts due to Contractor under this Agreement or any other agreement between Contractor and County.

Contractor shall report to the County Manager the filing by any person in any court of any complaint of discrimination or the filing by any person of any and all charges with the Equal Employment Opportunity Commission, the Fair Employment and Housing Commission, or any other entity charged with the investigation of allegations within 30 days of such filing, provided that within such 30 days such entity has not notified Contractor that such charges are dismissed or otherwise unfounded. Such notification shall include the name of the complainant, a copy of such complaint, and

a description of the circumstance. Contractor shall provide County with a copy of their response to the Complaint when filed.

12. Compliance with County Employee Jury Service Ordinance

Contractor shall comply with Chapter 2.85 of the County's Ordinance Code, which states that a contractor shall have and adhere to a written policy providing that its employees, to the extent they live in San Mateo County, shall receive from the Contractor, on an annual basis, no fewer than five days of regular pay for jury service in San Mateo County, with jury pay being provided only for each day of actual jury service. The policy may provide that such employees deposit any fees received for such jury service with Contractor or that the Contractor may deduct from an employee's regular pay the fees received for jury service in San Mateo County. By signing this Agreement, Contractor certifies that it has and adheres to a policy consistent with Chapter 2.85. For purposes of this Section, if Contractor has no employees in San Mateo County, it is sufficient for Contractor to provide the following written statement to County: "For purposes of San Mateo County's jury service ordinance, Contractor certifies that it has no employees who live in San Mateo County. To the extent that it hires any such employees during the term of its Agreement with San Mateo County, Contractor shall adopt a policy that complies with Chapter 2.85 of the County's Ordinance Code."

13. Retention of Records, Right to Monitor and Audit

(a) Contractor shall maintain all required records for three (3) years after County makes final payment and all other pending matters are closed, and Contractor shall be subject to the examination and/or audit of County, a Federal grantor agency, and the State of California.

(b) Reporting and Record Keeping: Contractor shall comply with all program and fiscal reporting requirements set forth by appropriate Federal, State, and local agencies, and as required by County.

(c) Contractor agrees upon reasonable notice to provide to County, to any Federal or State department having monitoring or review authority, to County's authorized representatives, and/or to any of their respective audit agencies access to and the right to examine all records and documents necessary to determine compliance with relevant Federal, State, and local statutes, rules, and regulations, to determine compliance with this Agreement, and to evaluate the quality, appropriateness, and timeliness of services performed.

14. Merger Clause & Amendments

This Agreement, including the Exhibits and Attachments attached to this Agreement and incorporated herein by reference, constitutes the sole Agreement of the parties to this Agreement and correctly states the rights, duties, and obligations of each party as of this document's date. In the event that any term, condition, provision, requirement, or specification set forth in the body of this Agreement conflicts with or is inconsistent with any term, condition, provision, requirement, or specification in any Exhibit and/or Attachment to this Agreement, the provisions of the body of the

Agreement shall prevail. Any prior agreement, promises, negotiations, or representations between the parties not expressly stated in this document are not binding. All subsequent modifications or amendments shall be in writing and signed by the parties.

15. Controlling Law and Venue

The validity of this Agreement and of its terms or provisions, the rights and duties of the parties under this Agreement, the interpretation of this Agreement, the performance of this Agreement, and any other dispute of any nature arising out of this Agreement shall be governed by the laws of the State of California without regard to its choice of law rules. Any dispute arising out of this Agreement shall be venued either in the San Mateo County Superior Court or in the United States District Court for the Northern District of California.

16. Notices

Any notice, request, demand, or other communication required or permitted under this Agreement shall be deemed to be properly given when both: (1) transmitted via facsimile to the telephone number listed below or transmitted via email to the email address listed below; and (2) sent to the physical address listed below by either being deposited in the United States mail, postage prepaid, or deposited for overnight delivery, charges prepaid, with an established overnight courier that provides a tracking number showing confirmation of receipt.

In the case of County, to:

Deputy Director of Ambulatory Services
222 W. 39th Avenue
San Mateo, CA 94403

In the case of Contractor, to:

Norberto Velez
1334 Ridder Park Drive
San Jose, CA 95131
Email: nvelez@custgroup.com

17. Electronic Signature

If both County and Contractor wish to permit this Agreement and future documents relating to this Agreement to be digitally signed in accordance with California law and County's Electronic Signature Administrative Memo, both boxes below must be checked. Any party that agrees to allow digital signature of this Agreement may revoke such agreement at any time in relation to all future documents by providing notice pursuant to this Agreement.

For County: ☐ If this box is checked by County, County consents to the use of electronic signatures in relation to this Agreement.

For Contractor: ☒ If this box is checked by Contractor, Contractor consents to the use of electronic signatures in relation to this Agreement.

IN WITNESS WHEREOF, the parties hereto, by their duly authorized representatives, have affixed their hands.

COUNTY OF SAN MATEO

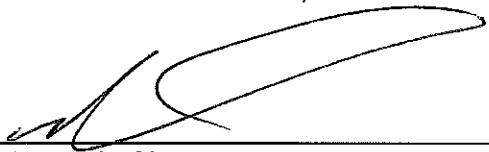
By: _____
President, Board of Supervisors, San Mateo
County

Date: _____

ATTEST:

By: _____
Clerk of Said Board

Customized Performance, Inc.



Contractor's Signature

Date: 6/1/2015

(Revised 7/1/13)

Exhibit A

In consideration of the payments set forth in Exhibit B, Contractor shall provide the following services:

Customized Performance maintains an active list of on-call employees (day porter service, general maintenance, etc.) who are trained in our Cleaning for Health Program and are readily available to replace employees who are on vacation, sick, or for any emergency.

Contractor shall perform the following services at the listed frequency at all locations listed on Exhibit B:

Common Areas – Lobbies and Corridors	Service Frequency					
Service Description	Daily	Wkly	Mthly	Qrtly	Yrly	Other
Collect trash and change plastic liners	x					
Empty and clean cigarette urns outside of building	x					
Wipe down doors in and out	x					
Spot clean carpet as needed	x					
Wipe down cleared tables	x					
Vacuum carpets	x					
Clean glass on lobby doors in and out	x					
Clean drinking fountains	x					
Sweep and mop floor areas	x					
Report suspicious activity and comply with security regulations	x					
Dust all surfaces to hand height such as, window ledges, sills, pictures frames, display objects and shelves		x				
Remove smudges from light switches and doors		x				
Spot clean panels and partition glass		x				
Remove cobwebs		x				
Detail vacuum all overhead air vents			x			
Shampoo and extract carpets (Extra charge)						x

Office and Cubicle Areas including Conference & Exam Rooms	Service Frequency					
Service Description	Daily	Wkly	Mthly	Qrtly	Yrly	Other
Collect trash and change liners as needed	x					
Vacuum carpeted areas	x					
Dust mop and wet mop sealed concrete/ vct areas	x					
Spot clean carpet as needed	x					

Arrange chairs	x					
Secure and lock doors as requested	x					
Remove cobwebs		x				
Report suspicious activity and comply with security regulations	x					
Dust all surfaces to hand height such as, window ledges, sills, pictures frames and shelves		x				
Spot clean partition glass		x				
Clean sick, counters and refill towel dispenser	x					
Wipe down cleared desk areas		x				
Clean fingerprints from doors			x			
Dust partitions up to seven feet			x			
Detail vacuum all overhead air vents			x			
Wipe down all baseboards			x			
Shampoo and extract carpets, (extra charge)						x
Wax tile floors				x		

Rest Rooms	Service Frequency					
Service Description	Daily	Wkly	Mthly	Qrtly	Yrly	Other
Remove trash and replace liners	x					
Clean and sanitize toilets and urinals	x					
Restock hand towels, toilet paper and soap	x					
Wipe down mirror and counter top	x					
Clean, sanitize and polish fittings	x					
Sweep and mop floors	x					
Clean and sanitize walls and partitions		x				
Wipe down fingerprints from doors		x				
Flush floor drains with enzyme solution to eliminate odour's			x			
Clean shower stalls		x				
Scrub VCT floors				x		
Detail vacuum all overhead air vents			x			

Break Room / Cafeteria	Service Frequency					
Service Description	Daily	Wkly	Mthly	Qrtly	Yrly	Other
Clean counters and sink area	x					
Clean microwaves inside and out	x					
Replenish hand towels	x					
Sweep and mop floors	x					
Remove trash and replace plastic liners	x					
Arrange chairs	x					

Clean under vending machines		x				
Dust on top of vending machines		x				
Dust on top of refrigerator		x				

The Contractor is available 24 hours a day 365 days a year for any emergency response. They provide each Customer with the contact information of the Area Supervisor assigned to the account.

- Contractor shall provide all labor, payroll taxes. Insurance, workers' compensation insurance, health & welfare benefits. Equipment supervision and cleaning materials required to perform contracted janitorial services.
- Contractor is responsible to provide the soap for any area other than the clinics.
- Contractor's insurance carrier will provide the County with certificates of General Liability naming the County as additionally insured and Workers' Compensation consistent with industry standards upon award of the contract.
- Consumable products such as toilet tissue, hand towels and plastic liners are not included in this agreement.
- Travel reimbursement will not be a part of this agreement.

Exhibit B

In consideration of the services provided by Contractor in Exhibit A and subject to the terms of the Agreement, County shall pay Contractor based on the following fee schedule and terms:

Mike Nevin Health Center, (Daly City Clinic) 380 90th Street, Daly City, CA 94015

Evening Custodial Services	Mon-Fri	\$1,965.00 per month
Day Porter Service	Mon-Fri	\$1,733.00 per month
Pressure Wash Garage Parking And Pavers At The Main Entrance	2 x per year	\$440.00 per occurrence
Carpet Cleaning Common Areas	2 x per year	\$327.00 per occurrence
Carpet Cleaning All Carpets	2 x per year	\$673.00 per occurrence
Windows Exterior	2 x per year	\$497.00 per occurrence
Windows Interior	1 x per year	\$542.00 per occurrence

Behavioral Health and Recovery Services, 380 90th Street, Daly City, CA 94015

Evening Custodial Services	Mon-Fri	\$1,965.00 per month
Day Porter Service	Mon-Fri	\$1,733.00 per month
Pressure Wash Garage Parking And Pavers At The Main Entrance	2 x per year	\$440.00 per occurrence
Carpet Cleaning Common Areas	2 x per year	\$327.00 per occurrence
Carpet Cleaning All Carpets	2 x per year	\$673.00 per occurrence
Windows Exterior	2 x per year	\$497.00 per occurrence
Windows Interior	1 x per year	\$542.00 per occurrence

Women Infant and Children, 380 90th Street, Daly City, CA 94015

Evening Custodial Services	Mon-Fri	\$423.00 per month
Day Porter Service	Mon – Fri	\$374.00 per month
Pressure Wash Garage Parking And Pavers At The Main Entrance	2 x per year	\$95.00 per occurrence
Carpet Cleaning Common Areas	2 x per year	\$71.00 per occurrence
Carpet Cleaning All Carpets	2 x per year	\$144.00 per occurrence
Windows Exterior	2 x per year	\$106.00 per occurrence

Windows Interior	1 x per year	\$116.00 per occurrence
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South San Francisco Clinic, 306 Spruce Avenue, South San Francisco, CA 94080

Evening Custodial Services	Mon-Fri	\$928.00 per month
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Woman Infant and Children, 306 Spruce Avenue, South San Francisco, CA 94080

Evening Custodial Services	Mon-Fri	\$155.00 per month
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Fair Oaks Health Center, 2710 Middlefield Road, Redwood City, CA 94063

Evening Custodial Services	Mon-Fri	\$4875.00 per month
Day Porter Service	Mon-Fri	\$3797.00 per month
Weekend Service	Saturday	\$575.00 per month
Windows Exterior	2 x per year	\$900.00 per occurrence
Windows Interior	1 x per year	\$1,100.00 per occurrence

Sequoia Teen Wellness Center, 200 James Avenue, Redwood City, CA 94062

Evening Custodial Services	Mon-Fri	\$390.00 per month
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Shasta Clinic, 727 Shasta Street, Redwood City, CA 94063

Evening Custodial Services	Mon-Fri	\$974.00 per month
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Emergency Call Service for toilet overflows, bodily fluids, fecal matter around building, broken glass, etc.) will be billed at the rates below.

Emergency Service Rates (For All Locations)

Service Type	Straight Time	Overtime Rates *
General Labor	\$35.00	\$52.50
Floor Care / Utility / Emergency Response	\$37.00	\$56.00
Maintenance Tech- Journeyman	\$52.00	\$67.60

* Overtime rates apply for services requested outside of Contractor's normal business hours of 9:00 AM through 5:00 PM Monday through Friday.

Funds in the amount of \$535,416 are included in this agreement for the following locations:

Mike Nevin Health Center (Daly City Clinic) 380 90th Street, Daly City, CA 94015
 South San Francisco Clinic 306 Spruce Avenue, South San Francisco, CA 94080
 Fair Oaks Health System 2710 Middlefield Road, Redwood City, CA 94063

Sequoia Teen Wellness Center 200 James Avenue, Redwood City, CA 94062

Invoices for these locations should be sent to be sent the address below for payment.

San Mateo Medical Center
Accounts Payable
222 W. 39th Avenue
San Mateo, CA 94403

Funds in the amount of \$181,440 are included in this agreement for the following locations:

Behavioral Health and Recovery Services 380 90th Street, Daly City, CA 94015
Shasta Clinic, 727 Shasta Street, Redwood City, CA 94063

Invoices for this location should be sent to be sent the address below for payment.

Behavioral Health and Recovery Services
Attn: Anita Galang
225 37th Ave
San Mateo, CA 94403

Funds in the amount of \$37,116 are included in this agreement for the following locations:

Women Infant and Children 380 90th Street, Daly City, CA 94015
Woman Infant and Children 306 Spruce Avenue, South San Francisco, CA 94080

Invoices for these locations should be sent to be sent the address below for payment.

Family Health Services
Attn: Eliana Bushwalter
2000 Alameda de las Pulgas
San Mateo, CA 94403

The agreement contains a contingency fund of \$21,028 to cover emergency service over the three year term of the agreement.

EXHIBIT E

CORPORATE COMPLIANCE SMMC CODE OF CONDUCT (THIRD PARTIES)

The person/entity listed below (the "Undersigned") recognizes and is fully dedicated to advancing SMMC's commitment to full compliance with all Federal, State, and other governmental health care program requirements, including its commitment to prepare and submit accurate claims consistent with such requirements.

The Undersigned will comply with all Federal, State or other governmental health care program requirements and with SMMC's policies and procedures relating to SMMC's Corporate Compliance Program, including the requirements set forth in the Corporate Integrity Agreement (CIA) to which SMMC is a party (available online at http://oig.hhs.gov/fraud/cia/agreements/the_county_of_san_mateo_03062009.pdf).

The Undersigned, to the extent its contractual duties require it to submit the reports covered in this paragraph, will promptly submit accurate information for Federal health care cost reports including, but not limited to, the requirement to submit accurate information regarding acute available bed count for Disproportionate Share Hospital (DSH) payment.

The Undersigned will report to the SMMC Compliance Officer any suspected violation of any Federal health care program requirements or of SMMC's Compliance Program policies and procedures.

The Undersigned has the right to use the SMMC Disclosure Program by calling the Compliance Hotline or reporting incidents to the Compliance Officer. SMMC is committed to non-retaliation and will maintain, as appropriate, confidentiality and anonymity with respect to such disclosures.

The Undersigned understands that non-compliance with Federal health care program requirements and SMMC's Compliance Program policies and procedures, and failing to report such violations, could result in termination of the Agreement and/or any other penalties permitted by law.

The Undersigned is responsible for acquiring sufficient knowledge to recognize potential compliance issues applicable to the duties outlined in the Agreement and for appropriately seeking advice regarding such issues.

The Undersigned will not offer, give or accept any bribe, payment, gift, or thing of value to any person or entity with whom SMMC has or is seeking any business or regulatory relationship in relation to said business or regulatory relationship (other than payments authorized by law under such relationships). The Undersigned will promptly report the offering or receipt of such gifts to the SMMC Compliance Officer.

The Undersigned will not engage in any financial, business, or other activity which competes with SMMC/County business which may interfere or appear to interfere with the performance of the duties under the Agreement or that involve the use of SMMC/County property, facilities, or resources, except to the extent consistent with the SMMC/County Incompatible Activities and Outside Employment policy and the Agreement.

The Undersigned will cooperate fully and honestly with internal audits and monitoring programs to help assure that SMMC's compliance is maintained with all applicable federal/state regulations, the Joint Commission standards, and hospital system-wide policies.

**TO REPORT VIOLATIONS, CALL THE
COMPLIANCE HOT LINE: (800) 965-9775**

The Undersigned hereby certifies by signing below that an authorized representative has received this Code of Conduct, understands it, has authority to commit the Undersigned to this Code of Conduct, and hereby commits the Undersigned to comply with this Code of Conduct.

Customized Performance, Inc.
Name of Person/Entity (the "Undersigned")

Norbert Velez
Signature and Printed Name

6/1/2015
Date