

**AMENDMENT NO. 15  
TO THE SERVICES AGREEMENT  
BETWEEN NATIVIDAD MEDICAL CENTER (COUNTY OF MONTEREY) AND  
MEDICAL DOCTOR ASSOCIATES, LLC DBA CROSS COUNTRY LOCUMS (FORMERLY  
KNOWN AS MDA HOLDINGS, INC.)  
LOCUM TENENS REFERRAL SERVICES**

This Amendment No. 15 to the Services Agreement (“Agreement”) which was effective on August 1, 2015 is entered into by and between the County of Monterey, on behalf of Natividad Medical Center (“NMC”), and Medical Doctor Associates, LLC dba Cross Country Locums (formerly known as MDA Holdings, Inc.) (“CONTRACTOR”); **From this point forward, the party referenced previously as “NMC” shall be referenced as “COUNTY” and collectively, COUNTY and CONTRACTOR are referred to as the “Parties” to this Agreement, with respect to the following:**

**RECITALS**

**WHEREAS**, the County of Monterey on behalf of Natividad Medical Center and Medical Doctor Associates, LLC dba Cross Country Locums (formerly known as MDA Holdings, Inc.) entered into an Agreement for locum tenens referral services pursuant to Request for Proposal (RFP) #9600-61 with a one year term ending on July 31, 2016 and with a total aggregate amount not to exceed \$2,000,000 annually for all Agreements awarded per RFP #9600-61; and

**WHEREAS**, the Parties amended the Agreement on August 1, 2016 via Amendment No. 1 to extend the term for an additional one (1) year period through July 31, 2017 with revisions to the locum tenens referral rates in the original Agreement per “Exhibit A – Rate Sheet as per Amendment No. 1” attached to Amendment No. 1, and with no cost increase to the total aggregate amount not to exceed \$2,000,000 for all Agreements awarded per RFP #9600-61; and

**WHEREAS**, the Parties amended the Agreement on August 1, 2017 via Amendment No. 2 to extend the term for an additional one (1) year period through July 31, 2018 with revisions to the locum tenens referral rates in Agreement per “Exhibit A – Rate Sheet as per Amendment No. 2” with an increase of \$2,000,000 to the total aggregate amount for all Agreements awarded per RFP #9600-61 for a revised total aggregate amount not to exceed \$4,000,000 for all Agreements awarded per RFP #9600-61; and

**WHEREAS**, the Parties amended the Agreement on August 1, 2018 via Amendment No. 3 to extend the term for an additional one (1) year period through July 31, 2019 with revisions to the locum tenens referral rates in Agreement per “Exhibit A – Rate Sheet as per Amendment No.3” with an increase of \$2,000,000 to the total aggregate amount for all Agreements awarded per RFP #9600-61 for a revised total aggregate amount not to exceed \$6,000,000 for all Agreements awarded per RFP #9600-61; and

**WHEREAS**, the Parties amended the Agreement on August 1, 2019 via Amendment No. 4 to extend the term for an additional one (1) year period through July 31, 2020 with revisions to the locum tenens referral rates in Agreement per “Exhibit A – Rate Sheet as per Amendment No.4” with an increase of \$2,000,000 to the total aggregate amount for all Agreements awarded per RFP #9600-61 for a revised total aggregate amount not to exceed \$8,000,000 for all Agreements awarded per RFP #9600-61; and

**WHEREAS**, Natividad seeks to ensure that appropriate and necessary physician services are available to Natividad patients during the COVID-19 pandemic; and

**WHEREAS**, in light of COVID-19, the Parties extended the term of the Agreement via Amendment No. 5 to extend the term by five (5) months through December 31, 2020 with no change to the locum tenens referral rates in the Agreement with an increase of \$1,000,000 to the total aggregate amount for all Agreements awarded per RFP #9600-61 for a revised total aggregate amount not to exceed \$9,000,000 for all Agreements awarded per RFP #9600-61; and

**WHEREAS**, the Parties amended the Agreement via Amendment No. 6 to extend the term for an additional one (1) year period through December 31, 2021 to allow for services to continue with revisions to the locum tenens referral rates in Agreement per “Exhibit A- Rate Sheet as per Amendment No. 6,” with an increase of \$1,500,000 to the total aggregate amount for all Agreements awarded per RFP #9600-61 for a revised total aggregate amount not to exceed \$10,500,000 for all Agreements awarded per RFP# 9600-61; and

**WHEREAS**, the Parties amended the Agreement via Amendment No. 7 to allow for services to continue with additional changes to reflect clarifications in the law attached hereto as “Exhibit B” with revisions to the locum tenens referral rates in Agreement per “Exhibit A-7 – Rate Sheet as per Amendment No.7”, with no change to the total aggregate amount or term of Agreement August 1, 2015 through December 31, 2021 for all Agreements awarded per RFP #9600-61.

**WHEREAS**, the Agreement expired on December 31, 2021; and

**WHEREAS**, the Parties renewed and amended the Agreement via Renewal and Amendment No. 8 on the same or similar terms, beginning January 1, 2022 and to extend the term for an additional six (6) month period through June 30, 2022 for a revised full Agreement term of August 1, 2015 through June 30, 2022 to allow for services to continue with revisions to the original scope of work attached hereto as “Exhibit A-8 as per Renewal and Amendment No. 8” with no cost increase to the total aggregate amount not to exceed \$10,500,000 for all Agreements awarded per RFP #9600-61; and

**WHEREAS**, the Agreement expired on June 30, 2022; and

**WHEREAS**, the Parties renewed and amended the Agreement via Renewal and Amendment No. 9 on the same or similar terms, beginning January 1, 2022 and to extend the term for an additional one (1) year period through June 30, 2023 for a revised full Agreement term of August 1, 2015 through June 30, 2023 to allow for services to continue with revisions to the original scope of work as “Exhibit A-9 as per Renewal and Amendment No. 9” with no cost increase to the total aggregate amount not to exceed \$10,500,000 for all Agreements awarded per RFP #9600-61; and

**WHEREAS**, the Parties amended the Agreement on July 1, 2023 via Amendment No. 10 to extend the term for an additional one (1) year period through June 30, 2024 for a revised full Agreement term of August 1, 2015 through June 30, 2024 with revisions to the locum tenens referral rates in Agreement per “Exhibit A-10 Rate Sheet as per Amendment No.10” with an increase of \$2,000,000 to the total aggregate amount for all Agreements awarded per RFP #9600-61 for a revised total aggregate amount not to exceed \$12,500,000 for all Agreements awarded per RFP #9600-61; and

**WHEREAS**, the Parties amended the Agreement via Amendment No. 11 on same or similar terms to add \$1,500,000 to the total payable amount for a revised total aggregate amount not to exceed \$14,000,000 for all Agreements awarded per RFP #9600-61, with no change to the Agreement term (August 1, 2015 through June 30, 2024); and

**WHEREAS**, the Agreement expired on June 30, 2024; and

**WHEREAS**, the Parties renewed and amended the Agreement via Renewal and Amendment No. 12 on the same or similar terms, beginning on December 31, 2024 for a revised full Agreement term of August 1, 2015 through December 31, 2024 to allow for continued need of CONTRACTOR’s services with an

increase of \$ 2,700,000 to the total payable amount for a revised total aggregate amount not to exceed \$ 16,700,000 for all agreements awarded per RFP# 96000-61; and

**WHEREAS**, the Parties amended the Agreement via Amendment No. 13 to extend the term for an additional One (1) year period (January 1, 2025 through December 31, 2025) for a revised full agreement term of August 1, 2015 through December 31, 2025 to allow for continued need of CONTRACTOR's services with an increase of \$ 6,000,000 to the total payable amount for a revised total aggregate amount not to exceed \$ 22,700,000 for all agreements awarded per RFP# 96000-61; and

**WHEREAS**, the Parties amended the Agreement via Amendment No. 14 to extend the term for an additional three (3) month period (January 1, 2026 through March 31, 2026), for a revised full Agreement term of August 1, 2015 through March 31, 2026, to allow for continued need of CONTRACTOR's services, with no change to the total aggregate not-to-exceed amount of \$22,700,000 for all agreements awarded pursuant to RFP #9600-61; and

**WHEREAS**, the Parties currently wish to amend the Agreement to extend the term for an additional three (3) month period (April 1, 2026 through June 30, 2026) for a revised full Agreement term of August 1, 2015 through June 30, 2026, with no change to the locum tenens referral rates in the Agreement per "Exhibit A-15 Rate Sheet as per Amendment No.15" and no change to the total aggregate not-to-exceed amount of \$22,700,000 for all agreements awarded pursuant to RFP #9600-61.

## **AGREEMENT**

**NOW THEREFORE**, the Parties agree as follows:

The Agreement is hereby amended on the terms and conditions as set forth in the Original Agreement Amendment No. 1, Amendment, No. 2, Amendment No. 3, Amendment No. 4, Amendment No. 5, Amendment No. 6, Amendment No. 7, Renewal and Amendment No. 8, Renewal and Amendment No. 9, Amendment No. 10, Amendment No. 11, Renewal and Amendment No. 12, Amendment No. 13, and Amendment No. 14 incorporated herein by this reference, except as specifically set forth below.

1. Section 1.15 titled, "Term" shall be amended to the following:  
***"The term of this Agreement is from August 1, 2015 through June 30, 2026 unless sooner terminated pursuant to the terms of this Agreement."***
2. If there is any conflict or inconsistency between the provisions of Agreement, or this Amendment No. 15, the provisions of this Amendment No. 15 shall govern.
3. This Amendment No. 15 shall be effective on April 1, 2026.

IN WITNESS WHEREOF, the Parties hereby execute this Amendment No. 15 as follows:

**COUNTY OF MONTEREY on behalf of  
NATIVIDAD MEDICAL CENTER**

By: \_\_\_\_\_  
Charles R. Harris, CEO

Date: \_\_\_\_\_

**APPROVED AS TO LEGAL PROVISIONS**

By: \_\_\_\_\_  
Monterey County Deputy County Counsel

Date: \_\_\_\_\_

**APPROVED AS TO FISCAL PROVISIONS**

By: \_\_\_\_\_  
Monterey County Chief Deputy Auditor-Controller

Date: \_\_\_\_\_

**\*\*\*SIGNATURE INSTRUCTIONS\*\***

If CONTRACTOR is a corporation; including limited liability and non-profit corporations, the full legal name of the corporation shall be set forth above together with the signatures of two specified officers. (2 signatures required)

If CONTRACTOR is a partnership, the name of the partnership shall be set forth above together with the signature of a partner who has authority to execute this Agreement on behalf of the partnership. (2 signatures required)

If CONTRACTOR is contracting in an individual capacity, the individual shall set forth the name of the business, if any and shall personally sign the Agreement. (1 signature required)

**CONTRACTOR**

**MEDICAL DOCTOR ASSOCIATES, LLC  
DBA CROSS COUNTRY LOCUMS  
(Formerly known as MDA Holdings, Inc.)**

**CONTRACTOR's Business Name**

**\*\*Signature instructions below\*\***

DocuSigned by:  
By: Karen Mote  
(Signature of Chair, President, or Vice-President)

Karen Mote, President

\_\_\_\_\_  
Name and Title

Date: 2.11.26

DocuSigned by:  
By: Ron Ring  
(Signature of Secretary, Asst. Secretary, CFO, Treasurer, or Asst. Treasurer)

Ron Ring, Vice President

\_\_\_\_\_  
Name and Title

Date: 2.11.26

RFP #9600-61 EXHIBIT A-15 as per Renewal and Amendment No. 15 07/01/2024-06/30/26

Natividad Medical Center  
RATE SHEET FOR SPECIALTY SERVICES

MEDICAL DOCTOR ASSOCIATES, dba CROSS COUNTRY LOCUMS RATES ARE ALL INCLUSIVE OF TRAVEL EXPENSES							
Specialty	Hourly	Daily (0 to 8 hr day unless otherwise specified)	OVERTIME HOURLY: OT after minimum hrs/time worked and for patient contact when on call	Holiday/ Premium	24 Hour Call (includes 8 hrs of patient care from 8a to 5p unless otherwise specified)	Night Call	Permanent Placement Fee
Anesthesiology 7a to 3p OT 3p to 7a	\$316.40	\$2,352.73	\$461.86	\$3,516.35	\$2,352.73	\$392.90	\$27,591.41
Cardiology	\$424.65	\$3,218.67	\$624.22	\$4,815.27	\$3,218.67	\$501.15	\$27,591.41
Cardiology, Interventional	\$562.39	\$4,320.59	\$830.83	\$6,468.14	\$4,320.59	\$638.89	\$33,958.66
Cardiology, Invasive	\$562.39	\$4,320.59	\$830.83	\$6,468.14	\$4,320.59	\$638.89	\$33,958.66
Critical Care Surgery (24 hr in-house hr billed from 7p to 7a)	\$353.84	\$2,652.20	\$518.01	\$3,965.56	\$3,965.56	\$430.34	\$33,958.66
Critical Care 0-9 hr day OT 6p to 8a	\$417.58	\$3,554.23	\$613.62	\$5,318.60	\$3,554.23	\$494.08	\$27,591.41
Certified Registered Nurse Anesthetist 7a to 3p	\$223.32	\$1,608.02	\$322.22	\$2,399.27	\$1,608.02	\$299.82	\$27,591.41
Dermatology	\$356.59	\$2,674.22	\$522.14	\$3,998.56	\$2,674.22	\$433.09	\$27,591.41
Emergency Medicine 8hr minimum, OT <8hrs	\$460.64	\$3,506.60	\$678.21	\$5,247.16	\$3,506.60	\$537.14	\$27,591.41
Family Practice , Ambulatory Care	\$209.52	\$1,497.60	\$301.52	\$2,233.66	\$1,497.60	\$286.02	\$27,591.41
Family Practice 0-8 hrs:OT after 5pm	\$209.52	\$1,497.60	\$301.52	\$2,233.66	\$1,497.60	\$286.02	\$27,591.41
Family Practice with OB 0-8 hrs , OT after 5pm	\$326.55	\$2,433.91	\$477.07	\$3,638.12	\$2,433.91	\$403.05	\$27,591.41
Gastroenterology	\$380.40	\$2,864.72	\$557.86	\$4,284.33	\$2,864.72	\$456.90	\$27,591.41
General Surgery 0-8 hrs:OT after 5pm	\$326.55	\$2,433.91	\$477.07	\$3,638.12	\$2,433.91	\$403.05	\$27,591.41
Hematology/Oncology	\$326.55	\$2,433.91	\$477.07	\$3,638.12	\$2,433.91	\$403.05	\$27,591.41
Hospitalist/IM/ - Primary Care: 12 hrs minimum:OT 7p to 7a	\$367.73	\$4,132.24	\$538.85	\$6,185.62	\$4,132.24	\$444.23	\$29,713.82
Internal Medicine 0-8 hrs, OT after 5pm	\$220.07	\$1,582.04	\$317.35	\$2,360.31	\$1,582.04	\$296.57	\$27,591.41
Infectious Disease	\$326.55	\$2,433.91	\$477.07	\$3,638.12	\$2,433.91	\$403.05	\$27,591.41
Neonatology (0-24 hrs-includes beeper, OT after 12 hrs)	\$417.52	\$4,729.75	\$613.53	\$7,081.87	\$4,729.75	\$494.02	\$37,142.28
Nephrology	\$429.38	\$3,256.56	\$631.32	\$4,872.09	\$3,256.56	\$505.88	\$27,591.41
Neurological Surgery	\$588.63	\$4,530.59	\$870.20	\$6,783.12	\$4,530.59	\$665.13	\$27,591.41
Neurology	\$326.55	\$2,433.91	\$477.07	\$3,638.12	\$2,433.91	\$403.05	\$27,591.41
Nurse Practitioner	\$163.91	\$1,132.83	\$233.12	\$1,686.49	\$1,132.83	\$240.41	\$21,224.16
Nurse Practitioner-Neonatal & Critical Care 0-24 hrs, OT after 12 hrs	\$226.21	\$2,433.91	\$326.55	\$3,638.12	\$2,433.91	\$302.71	\$27,591.41
Obstetrics and Gynecology 0-9 hr day:OT after 6pm	\$367.07	\$3,099.61	\$537.86	\$4,636.67	\$3,099.61	\$443.57	\$27,591.41
Occupational Medicine	\$212.22	\$1,519.26	\$305.58	\$2,266.13	\$1,519.26	\$288.72	\$27,591.41
Optomology (Surgery)	\$326.55	\$2,433.91	\$477.07	\$3,638.12	\$2,433.91	\$403.05	\$27,591.41
Orthopedic Surgery	\$409.76	\$3,099.61	\$601.89	\$4,636.67	\$3,099.61	\$486.26	\$27,591.41
Otolaryngology	\$326.55	\$2,433.91	\$477.07	\$3,638.12	\$2,433.91	\$403.05	\$27,591.41
Pathology	\$196.26	\$1,391.52	\$281.63	\$2,074.55	\$1,391.52	\$272.76	\$27,591.41
Pediatrics (0-8 hrs: OT after 5pm)	\$220.07	\$1,760.56	\$317.35	\$2,640.56	\$1,582.04	\$296.57	\$27,591.41
Pediatric Hospitalist (Includes beeper, OT after 5pm)	\$265.00	\$2,120.00	\$344.50	\$3,180.00	\$2,120.00	\$344.50	\$27,591.41
Pediatric Cardiology 0-8 hrs: OT after 5pm	\$354.56	\$2,657.98	\$519.09	\$3,974.22	\$2,657.98	\$431.06	\$33,958.66
Physical Medicine and Rehabilitation	\$311.26	\$2,311.60	\$454.14	\$3,454.65	\$2,311.60	\$387.76	\$27,591.41
Physicians Assistant	\$163.91	\$1,132.83	\$233.12	\$1,686.49	\$1,132.83	\$240.41	\$21,224.16
Psychiatry-Adult, Inpt and Outpt: 0-8 hrs, OT after 5pm	\$269.05	\$1,973.87	\$390.82	\$2,948.07	\$1,973.87	\$345.55	\$27,591.41
Psychiatry-Child, Inpt and Outpt: 0-8 hrs, OT after 5pm	\$269.05	\$1,973.87	\$390.82	\$2,948.07	\$1,973.87	\$345.55	\$27,591.41
Pulmonology /Pulm. CC	\$529.65	\$4,058.64	\$781.72	\$6,075.21	\$4,058.64	\$606.15	\$27,591.41
Radiology Diagnostic	\$280.55	\$2,065.89	\$408.07	\$3,086.08	\$2,065.89	\$357.05	\$27,591.41
Radiology Interventional	\$280.55	\$2,065.89	\$408.07	\$3,086.08	\$2,065.89	\$357.05	\$27,591.41
Urology	\$398.13	\$3,006.52	\$584.44	\$4,497.03	\$3,006.52	\$474.63	\$27,591.41
Vascular Surgery	\$398.13	\$3,006.52	\$584.44	\$4,497.03	\$3,006.52	\$474.63	\$27,591.41

**Rate Adjustments:**

1. Annual rate increases shall not exceed 2% per contract year.

2. Holidays are: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the day after Thanksgiving, Christmas Eve and Christmas Day.

3. \*We do not bill OT as time and a half on Holidays, only the da