

**AMENDMENT NO. 8
TO SERVICES AGREEMENT
BETWEEN LOCUMTENENS.COM LLC AND
THE COUNTY OF MONTEREY ON BEHALF OF NATIVIDAD MEDICAL CENTER
FOR
RECRUITMENT AND ASSIGNMENT OF PHYSICIANS SERVICES**

This Amendment No. 8 to the Services Agreement (“Agreement”) which was effective on August 26, 2022 is entered into by and between the County of Monterey, on behalf of Natividad Medical Center (“NMC”), and Locumtenens.com LLC (“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 Agreement was executed for recruitment and assignment of physicians services with a term August 26, 2022 through August 25, 2023 and a total Agreement amount not to exceed \$100,000; and

WHEREAS, the Parties amended the Agreement to add services to the original scope as per “Exhibit A-1 per Amendment No. 1” with a \$500,000 increase for the added services for a total Agreement amount of \$600,000 with no change to the Agreement term (August 26, 2022 through August 25, 2023); and

WHEREAS, the Parties amended the Agreement on August 26, 2023 to extend the term for an additional one (1) year period through August 26, 2024 with revisions to the locum tenens rates in the original Agreement per “Exhibit A-3: Revised Services/Payment Provisions as per Amendment No. 2” for a revised full Agreement term of August 26, 2022 through August 25, 2024 with an increase of \$1,500,000 for a total Agreement amount not-to-exceed \$2,100,000; and

WHEREAS, the Parties amended the Agreement to increase it by \$600,000 for a revised total agreement amount not-to-exceed \$2,700,000, with revisions to the locum tenens rates per “Exhibit A-3: Revised Services/Payment Provisions as per Amendment No. 3” and no change to the Agreement term (August 26, 2022 through August 25, 2024); and

WHEREAS, the Parties amended the Agreement via Amendment No. 4 to extend the term for an additional one (1) year period through August 25, 2025 for a revised term of Agreement (August 26, 2022 through August 25, 2025) to allow for services to continue with revisions to the locum tenens rates attached hereto “Exhibit A-3: Additional Services/ Payment Provisions as per Amendment No. 4” with an increase of \$4,300,000 for a revised total agreement amount not-to-exceed \$7,000,000; and

WHEREAS, the Parties amended the Agreement via Amendment No. 5 with no changes to the term (August 26, 2022 through August 25, 2025), to allow for services to continue with no additions to the scope of work or the locum tenens rates, and with a \$2,000,000 increase to the amount payable for a revised total agreement amount not-to-exceed \$9,000,000; and

WHEREAS, the Parties amended the Agreement via Amendment No. 6 to extend the term through December 31, 2026 (August 26, 2025 through December 31, 2026) for a revised agreement term of August 26, 2022 through December 31, 2025, with no additions to the scope of work or locum tenens rates, and with a \$1,400,000 increase to the amount payable for a revised total agreement amount not-to-exceed \$10,400,000; and

WHEREAS, the Parties amended the Agreement via Amendment No. 7 to extend the term for an additional three (3) month period (January 1, 2026 through March 31, 2026) for a revised agreement term of August 26, 2022 through March 31, 2026, to allow for services to continue with no additions to the scope of work or locum tenens rates, and with a \$1,300,000 increase for a revised total agreement amount not-to-exceed \$11,700,000; 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 agreement term of August 26, 2022 through June 30, 2026, to allow for services to continue with revisions to the locum tenens rates per “Exhibit A-8: Revised Services/Payment Provisions as per Amendment No. 8” attached hereto, and no change to the total agreement amount not-to-exceed \$11,700,000.

AGREEMENT

NOW, THEREFORE, the Parties agree to amend the Agreement 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, and Amendment No. 7 incorporated herein by this reference, except as specifically set forth below.

1. Paragraph titled, “PAYMENTS BY COUNTY” shall be amended to the following:
“COUNTY shall pay the CONTRACTOR in accordance with the payment provisions set forth in ‘Exhibit A-8: Revised Services/Payment Provisions as per Amendment No. 8’ attached hereto this Amendment No. 8. The total amount payable by COUNTY to CONTRACTOR under this Agreement shall not exceed the sum of \$11,700,000.
2. The paragraph titled, “TERM OF AGREEMENT” shall be amended to the following:
“The term of this Agreement is from August 26, 2022 through June 30, 2026, unless sooner terminated pursuant to the terms of this Agreement.”
3. Except as provided herein, all remaining terms, conditions and provisions of the Agreement are unchanged and unaffected by this Amendment No. 4 and shall continue in full force and effect as set forth in the Agreement and in Amendment No. 1, Amendment No. 2, Amendment No.3, Amendment No. 4, Amendment No. 5, Amendment No. 6, and Amendment No. 7.
4. A copy of this Amendment No. 8 shall be attached to the Agreement.
5. This Amendment No. 8 shall be effective on April 1, 2026.

IN WITNESS WHEREOF, the Parties hereto are in agreement with this Amendment No. 8 on the basis set forth in this document and have executed this Amendment No. 8 on the day and year set forth herein.

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

DocuSigned by:
Charles R. Harris
By: _____
4E1E837D204E481
Charles R. Harris, CEO

Date: 3/18/2026 | 10:30 AM PDT

APPROVED AS TO LEGAL PROVISIONS

Signed by:
Stacy Satta
By: _____
896D21D44C4341D
Monterey County Deputy County Counsel

Date: 3/16/2026 | 5:38 PM PDT

APPROVED AS TO FISCAL PROVISIONS

DocuSigned by:
Patricia Ruiz
By: _____
E79EF64E57454F6
Monterey County Deputy Auditor/Controller

Date: 3/17/2026 | 9:45 AM PDT

CONTRACTOR

LOCUMTENENS.COM, LLC

CONTRACTOR's Business Name

By: _____
(Signature of: Chair, President, or Vice-President)

JUSTIN BRACCO Associate Vice President

Name and Title

Date: 3/3/2026

By: _____
(Signature of: Secretary, Asst. Secretary, CFO,
Treasurer, or Asst. Treasurer)

Name and Title

Date: _____

Exhibit A-8: Revised Services/Payment Provisions as per Amendment No. 8

**ADDENDUM FOR Natividad Medical Center
DESCRIPTION OF CONTRACTORS AND FEE STRUCTURE**

This Addendum serves as an amendment and supplement to any prior Client Agreements between Natividad Medical Center ("Client" or "you") and LOCUMTENENS.COM, LLC ("LocumTenens.com," "we" or "us"). This Addendum is a "Contractor Addendum" as described in the Client Agreement.

The parties agree that the following types of Contractors may be provided by LocumTenens.com under the Client Agreement. The fees applicable to such Contractors are described below.

Specialty:	Vascular Surgery (Doctor)
RATES	
Deposit	\$15,000.00 Per Booking
CALL	
24 Hour Call (Onsite)	\$5,595.00 Per Day with 24 Hour(s) Included
HOLIDAY	
Holiday Premium	Multiplier of 1.50 applied to Rates and Call on Holidays
FEES & EXPENSES	
Perm Fee	\$45,000.00 Per Booking

Rates are subject to change based upon market conditions.

Additional Provisions, if any:

The provisions hereof shall control over any inconsistent provisions contained in the Client Agreement (to the extent of the inconsistency). The effective date of this Addendum is Feb 25 2026.

CLIENT: Natividad Medical Center

LOCUMTENENS.COM, LLC

Name:

Name: JUSTIN BRACCO

Sign :

Sign :  ASSOCIATE VICE PRESIDENT

Title:

Title: ASSOCIATE VICE PRESIDENT

Date:

Date: 3/3/26

(Rates for Amendment No. 8 are Valid for Period: 4/1/26 - 6/30/26)

Exhibit A-8: Revised Services/Payment Provisions as per Amendment No. 8

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The parties agree that the following types of Contractors may be provided by LocumTenens.com under the Client Agreement. The fees applicable to such Contractors are described below.

Specialty:	Obstetrics & Gynecology (Doctor)
RATES	
Regular (Onsite)	\$450.00 Per Hour
Deposit	\$15,000.00 Per Booking
CALL	
In-House Call (Onsite)	\$450.00 Per Hour
HOLIDAY	
Holiday Premium	Multiplier of 1.50 applied to Rates and Call on Holidays

Rates are subject to change based upon market conditions.

Additional Provisions, if any:

The provisions hereof shall control over any inconsistent provisions contained in the Client Agreement (to the extent of the inconsistency). The effective date of this Addendum is Feb 26 2026.

CLIENT: Natividad Medical Center

Name:

Sign :

Title:

Date:

LOCUMTENENS.COM, LLC

Name: *JUSTIN BRACCO*

Sign :

Title: *ASSOCIATE VICE PRESIDENT*

Date: *3/3/24*

(Rates for Amendment No. 8 are Valid for Period: 4/1/26 - 6/30/26)

Exhibit A-8: Revised Services/Payment Provisions as per Amendment No. 8

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DESCRIPTION OF CONTRACTORS AND FEE STRUCTURE**

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The parties agree that the following types of Contractors may be provided by LocumTenens.com under the Client Agreement. The fees applicable to such Contractors are described below.

Specialty:	Urology (Doctor)
RATES	
Regular (Onsite)	\$4,200.00 Per Day
Deposit	\$15,000.00 Per Booking
CALL	
24 Hour Call (Onsite)	\$4,200.00 Per Day
HOLIDAY	
Holiday Premium	Multiplier of 1.50 applied to Rates and Call on Holidays
FEES & EXPENSES	
Perm Fee	\$40,000.00 Per Booking

Rates are subject to change based upon market conditions.

Additional Provisions, if any:

The provisions hereof shall control over any inconsistent provisions contained in the Client Agreement (to the extent of the inconsistency). The effective date of this Addendum is Feb 26 2026.

CLIENT: Natividad Medical Center

LOCUMTENENS.COM, LLC

Name:

Name: Justin BRACCO

Sign :

Sign :- 

Title:

Title: Associate VICE PRESIDENT

Date:

Date: 3/3/26

(Rates for Amendment No. 8 are Valid for Period: 4/1/26 - 6/30/26)