



HILLSBOROUGH COUNTY AVIATION AUTHORITY
SUPPLEMENTAL CONTRACT FOR INFORMATION
TECHNOLOGY RESEARCH AND ADVISORY SERVICES

Parties And Addresses:

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HILLSBOROUGH COUNTY AVIATION AUTHORITY
SUPPLEMENTAL CONTRACT FOR INFORMATION TECHNOLOGY RESEARCH AND
ADVISORY SERVICES

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Exhibits:

- A - County of Ventura Contract Number #9658
- B - Sample Service Order
- C - Authority Policy P412 - Travel, Business Development and Working Meals Expenses
- D - Scrutinized Company Certification
- E - Affidavit of Compliance with Anti-Human Trafficking Laws

1. INTRODUCTION

This Supplemental Contract for Information Technology Research and Advisory Services (Supplemental Contract) is made and entered into this 2nd day of April, 2026 between the Hillsborough County Aviation Authority, an independent special district under the laws of the State of Florida whose post office address is Post Office Box 22287, Tampa, Florida 33622 (Authority), and Gartner, Inc., a company authorized to do business in the State of Florida, (Company), (collectively hereinafter referred to as the Party or Parties).

The following terms and conditions contained in this Supplemental Contract are hereby incorporated in and made a part of County of Ventura Contract Number #9658 (County of Ventura Contract), which is attached hereto as Exhibit A. In the event of any conflict(s) among the terms and conditions contained in this Supplemental Contract and the County of Ventura Contract, this Supplemental Contract shall control.

For and in consideration of the mutual covenants hereof, the Parties do hereby agree as follows:

2. DEFINITIONS

The following terms will have the meanings as set forth below:

2.1 Accounts Payable

The unit within Authority Finance Department that deals with accounts payable.

2.2 Airport

Tampa International Airport.

2.3 Artificial Intelligence (AI)

Any machine learning, deep learning, or other automated systems that use algorithms to learn from and make predictions or decisions based on data.

2.4 Authority Data

All data, including any drawings, specifications, reports, Authority Confidential Information, and any other information provided by Authority to Company, otherwise received by Company, or generated by Authority or Company for purposes relating to this Supplemental Contract, including related metadata.

2.5 Board

The Hillsborough County Aviation Authority Board of Directors.

2.6 CEO

The Hillsborough County Aviation Authority Chief Executive Officer.

2.7 Confidential Information

Includes all scientific, technical, financial, business and other information, all manufacturing,

marketing, sales and distribution data, all scientific and test data, documents, methods, techniques, formulations, operations, know-how, experience, skills, intellectual property, trade secrets, computer programs and systems, processes, practices, ideas, inventions, designs, samples, plans, and drawings that would otherwise be a trade secret.

2.8 Days

Unless otherwise stated, means calendar days.

2.9 Exhibits

Exhibits are attached to this Supplemental Contract and are hereby incorporated and made a part of this Supplemental Contract. Based on the needs of Authority, the Exhibits may be modified from time to time by letter to Company without formal amendment to this Supplemental Contract.

2.10 FAA

The U.S. Department of Transportation Federal Aviation Administration or any successor thereto.

2.11 Information Technology (IT) Infrastructure

Hardware, software, networks, data centers, and facilities that support the delivery of IT services and enable the operation of an organization's information systems.

2.12 ITS

Authority Information Technology Services Department.

2.13 Personnel

Individuals who are directly employed or contracted by Company to perform the Services at the Airport.

2.14 Service Order

The form mutually agreed upon by Authority and Company to document the specific products, Services, pricing, and other relevant detail under this Supplemental Contract.

2.15 Services

The activities, tasks, functions, or work to be performed by Company under this Supplemental Contract, including any labor, expertise, or effort required to fulfill the scope of work, as specified in the Service Order.

2.16 TSA

The U.S. Department of Homeland Security, Transportation Security Administration, or any successor thereto.

2.17 Vice President of Information Technology

Authority contract person responsible for the Authority ITS Department.

2.18 Vice President of Procurement

Authority contact person responsible for the Authority Procurement Department.

3. SCOPE OF SERVICES

3.1 Service Order

- A. Prior to the onset of Services to be provided, Company and Authority will outline each task involved, establish a schedule for completing each task, detail the associated costs, and include the names, titles, responsibilities, and resumes of Company's Personnel that will be assigned to the task as shown in Exhibit B, Sample Service Order.
- B. Upon agreement between the Parties to the scope of the Service Order, Authority will issue a Purchase Order to Company to perform the specific items agreed to under the Service Order. Purchase Order(s) will be issued for each Service Order and serve as authorization for Company to provide the Services consistent with the terms of this Supplemental Contract. The Service Order schedule may go beyond the termination date of this Supplemental Contract if necessary to complete the Service Order tasks. Company will make its best efforts to ensure that each task in the Service Order is completed on budget and on time according to the agreed-upon work schedule.
- C. In the event of any conflict between this Supplemental Contract and a Service Order, the terms of this Supplemental Contract shall prevail, unless agreed to otherwise in writing in the Service Order.
- D. Any Purchase Order issued during the effective period of this Supplemental Contract and not completed within such period shall be completed by the Company within the time specified in the Service Order. This Supplemental Contract shall govern the Company's and Authority's rights and obligations with respect to the Service Order to the same extent as if the Service Order were completed during the effective period of this Supplemental Contract.

4. TERM

4.1 Effective Date

This Supplemental Contract will become binding and effective upon approval and execution by Authority and Company ("Effective Date"). This Supplemental Contract may be executed in one or more counterparts, each of which will be deemed an original and all of which will be taken together and deemed to be one instrument.

4.2 Term

This Supplemental Contract will begin on April 2, 2026 and continue through April 28, 2028 ("Initial Term"), unless terminated earlier as provided herein or extended as provided in the

Subsection entitled Renewal Options (such Initial Term, plus any such Renewal Term, referred to as “Term”).

4.3 Renewal Options

If Company is not in default of any terms of this Supplemental Contract, if Company has performed all the terms, covenants and conditions herein contained, and if similar renewal options have been exercised by the County of Ventura under the County of Ventura Contract, this Supplemental Contract may be renewed at the terms and conditions stated hereunder for two (2), one (1) year periods subsequent to the end of the Initial Term (each additional term hereinafter referred to as (“Renewal Term”) upon written approval by the CEO. Such renewal will be effective by letter without formal amendment to this Supplemental Contract. If all such Renewal Terms are approved by the Authority, this Supplemental Contract will have a final termination date of April 28, 2030.

4.4 Early Termination

Either Party may terminate this Supplemental Contract, without cause, by giving thirty (30) Days written notice to the other Party. However, Company may not cancel this Supplemental Contract without cause, without Authority approval, until all existing projects are completed, unless required by legal or ethical rules. No such obligation exists where the Company terminates this Supplemental Contract with cause. Authority does not guarantee work or any amount of work to Company during the Term of this Supplemental Contract.

5. FEES AND PAYMENTS

5.1 Not-to-Exceed

The total amount payable under this Supplemental Contract will be subject to the amount approved by the Board. Authority will provide written notice to Company of the amount approved and any revised amount thereafter.

5.2 Payment

Authority will pay Company in accordance with an executed Service Order by Company and Authority. Any travel costs preapproved by Authority will be paid in accordance with Exhibit C, Authority Policy P412 - Travel, Business Development, and Working Meals Expenses.

5.3 Invoices

Invoices required by this Supplemental Contract will be created and submitted by Company to Authority Finance Department via email to Payables@TampaAirport.com in a form acceptable to Authority and will include at a minimum the invoice date, invoice amount, dates of Services, and Purchase Order number.

5.4 Payment Method

Company will receive electronic payments via Automated Clearing House (ACH), ePayables, or

Purchasing Card (PCard). Authority reserves the right to modify the electronic payment methods and processes at any time. Company may change its selected electronic payment method during the Term of this Supplemental Contract in coordination with Accounts Payable.

In accordance with Florida Statute Section 501.0117, companies that accept credit cards as a valid form of payment are prohibited from imposing a surcharge.

5.5 Payment When Services Are Terminated at the Convenience of Authority

In the event of termination of this Supplemental Contract for the convenience of Authority, Authority will compensate Company as listed below; however, in no event shall Company be entitled to any damages or remedies for wrongful termination.

- A. All Services performed prior to the effective date of termination; and
- B. Expenses incurred by Company in effecting the termination of this Supplemental Contract as approved in advance in writing by Authority.

6. TAXES

All taxes of any kind and character payable on account of the Services furnished and work done under this Supplemental Contract will be paid by Company. The laws of the State of Florida provide that sales tax and use taxes are payable by Company upon the tangible personal property incorporated in the work and such taxes will be paid by Company. Authority is exempt from all State and Federal sales, use and transportation taxes.

Company will pay the taxes, fees, or assessments reflected in a notice Company receives from the Authority within thirty (30) Days after Company's receipt of that notice or within the time period prescribed in the tax bill. Authority will attempt to cause the taxing authority to send the applicable tax bills directly to Company and Company will remit payment directly to the taxing authority, in such instance. Company may reserve the right to contest such taxes, fees, or assessments and withhold payment upon written notice to Authority of its intent to do so, so long as the nonpayment does not result in a lien against the real property or any improvements thereon or a direct liability on the part of Authority.

7. OWNERSHIP OF DOCUMENTS

Reserved.

8. QUALITY ASSURANCE

Company will be solely responsible for the quality of all Services furnished by Company, its employees and/or its subcontractors under this Supplemental Contract. All Services furnished by Company, its employees and/or its subcontractors must be performed in accordance with industry standard, in a timely manner, and must be fit and suitable for the purposes intended by Authority. Company's Services and deliverables must conform with all applicable Federal and State laws, regulations and ordinances.

9. NON-EXCLUSIVE RIGHTS

Company acknowledges that Authority has hired, or may hire, others to perform Services similar to or the same as those within Company's Services under this Supplemental Contract. Company further acknowledges that this Supplemental Contract is not a guarantee of the assignment of any work and that the assignment of work to others is solely within Authority's discretion.

This Supplemental Contract will not be construed to grant or authorize the granting of an exclusive right within the meaning of 49 USC 40103(e) or 49 USC 47107(a), as may be amended from time to time, and related regulations.

10. DATA SECURITY

Company will establish and maintain safeguards against the destruction, loss, or alterations of Authority Data or third-party data that Company may gain access to or be in possession of in providing the Services of this Supplemental Contract. Company will not attempt to access, and will not allow its Personnel access to, Authority Data or third-party data that is not required for the performance of the Services of this Supplemental Contract by such Personnel.

Company and its employees, vendors, subcontractors, and sub-consultants will adhere to and abide by the security measures and procedures established by Authority and any terms of service agreed to by Authority with regards to data security. In the event Company or Company's subcontractor (if any) discovers or is notified of a breach of security relating to Authority Data or third-party data, Company will promptly:

- A. Notify Authority of such breach; and
- B. If the applicable Authority Data or third-party data was in the possession of Company at the time of such breach, Company will investigate and cure the breach.

11. USE OF ARTIFICIAL INTELLIGENCE

11.1 Any use of AI including, but not limited to generative AI, via platforms, tools, and software must be consistent with Authority Policies, Standard Procedures, Rules and Regulations and applicable laws.

11.2 To maintain the security of Authority Data and IT Infrastructure, Company is prohibited from attempting to gain access to unapproved AI applications when using Authority Data. To avoid potential data leaks or security incidents, Company is prohibited from inputting, uploading, or otherwise integrating any confidential or proprietary Authority Data into AI without the prior written consent of the Authority following Company's request for approval to use AI. Examples of uses that are prohibited unless the Authority grants prior written consent include, but are not limited to, design, planning, decision making and on-site operations.

11.3 Company acknowledges and agrees that any Authority Data obtained using AI technology is the property of the Authority, and the Company shall not use such data for any purpose other than to provide Services to the Authority. Specifically, the Company shall not use Authority Data as training data for any AI models or algorithms that will be used by any third-party organization or individual outside of the Company, without the express written consent of the Authority. The Company shall take reasonable measures to ensure that Authority Data is not inadvertently used as training data for any third-party AI models or algorithms and shall promptly notify the Authority in the event of any unauthorized use or disclosure of Authority Data.

11.4 Company's request for approval to use AI must be submitted in writing and contain the following:

- A. The specific Authority Data to be used;
- B. The purpose and intended use of the AI;
- C. The potential benefits and risks associated with using the AI;
- D. The measures in place to ensure data security and confidentiality;
- E. The mechanisms in place for ensuring compliance with applicable laws including, but not limited to, data privacy and data protection laws; and
- F. A dataflow diagram which illustrates the flow of data within the Services as well as detailed identification of data sources, data stores, data processing, networks and AI utilized.

11.5 Authority shall have sole and absolute discretion to approve or deny the use of AI for any aspect of the Services.

11.6 To maintain the confidentiality of Authority Data, Company must only share information with approved Personnel and must not input sensitive security information into AI systems. Company should not input Authority IP into non-approved generative AI applications or enter personally identifiable information for Authority employees, customers, or other third-parties into any non-approved AI application. Company should contact the Vice President of Information Technology Services if it is unsure whether it should input certain information.

11.7 Company must implement robust security measures to protect Authority Data from unauthorized access, use or disclosure. This includes, but is not limited to, encryption of data in both transit and at rest; access controls limiting data access to authorized Personnel only; and regular security audits and assessments.

11.8 To maintain transparency and protect the Authority from claims against copyright infringement and/or theft of intellectual property, all AI generated content must be cited and reviewed when used for Authority purposes. At a minimum, a footnote stating "This content generated with the assistance of AI" should exist on any document or work product created with the assistance of AI. Company should clearly attribute any output to the AI application that created the output through a footnote or other means visible to any reader or user. Company

should also maintain a record of AI use that can be shared with authorized Authority personnel upon request. The Company will provide the Authority with regular reports detailing any use of AI involving Authority Data including any incidents of unauthorized access or breaches. Company must be able to demonstrate that AI has controlled bias and third-party infringement mitigation in place.

11.9 Company should not use AI applications to create text, audio, or visual content for purposes of committing fraud or to misrepresent an individual's identity.

11.10 Company is fully liable for any damages arising out of use of AI and Authority Data.

11.11 Upon termination of this Supplemental Contract, Company agrees to return all Authority Data to the Authority and securely destroy any copies in its possession, including those stored in any AI or other databases. Notwithstanding anything to the contrary, Company (a) shall not be obligated to erase Confidential Information contained in an archived computer system backup in accordance with its security and/or disaster recovery procedures, and (b) may retain copies of Confidential Information as required to meet applicable regulatory requirements or its existing document retention policies. Company shall continue to be bound by its obligations of confidentiality hereunder, including with regard to any copies retained for regulatory or document retention policy purposes.

11.12 Company shall ensure that all uses of AI adhere to recognized ethical standards guidance, such as the IEEE Global Initiative on Ethics of Autonomous and Intelligent Systems. Company will promote fairness, transparency, and accountability while avoiding bias and discrimination in AI applications.

12. REPRESENTATIONS AND CONDUCT

12.1 Representations

As a condition of this Supplemental Contract, Company represents and warrants that:

- A. Company possesses the necessary qualifications, resources, and competence to fulfill the requirements included in this Supplemental Contract.
- B. Any subcontractors engaged by Company will also meet these qualifications and be approved by Authority prior to carrying out work.

12.2 Conduct

- A. Company shall supply all the resources and perform its obligations in a diligent, professional, and efficient manner.
- B. Company ensures that all Services meet quality standards and comply with this Supplemental Contract.
- C. Company shall adhere to all security practices as directed by the Authority or in

accordance with ISO 270001 standards.

- D. If required, Company may have certain limited access to Authority IT Infrastructure but only if Company obtains the prior written permission of Authority and complies with any restrictions or prohibitions or any other terms and conditions which are set out by Authority.

13. DEFAULT, REMEDIES, AND TERMINATION RIGHTS

13.1 Events of Default

The following events will be deemed events of default (each an “Event of Default”) by the Company:

- A. The failure or omission by Company to perform its obligations under this Supplemental Contract or the breach of any terms, conditions and covenants required herein.
- B. The conduct of any business or performance of any acts at the Airport not specifically authorized in this Supplemental Contract, failure to perform any of the provisions of this Supplemental Contract or any other agreement between Authority and Company, and Company’s failure to discontinue that business or those acts within ten (10) Days of receipt by Company of Authority written notice to cease said business or acts.
- C. The divestiture of Company’s estate herein by operation of law, by dissolution, or by liquidation, not including a merger or sale of assets.
- D. The appointment of a Trustee, custodian, or receiver of all or a substantial portion of Company’s assets; or the insolvency of Company; or if Company will take the benefit of any present or future insolvency statute, will make a general assignment for the benefit of creditors, or will seek a reorganization or the readjustment of its indebtedness under any law or statute of the United States or of any state thereof, including the filing by Company of a voluntary petition of bankruptcy or the institution of proceedings against Company for the adjudication of Company as bankrupt pursuant thereto.
- E. Company’s violation of Florida Statute Section 287.133, concerning criminal activity on contracts with public entities.

13.2 Authority Remedies

In the event of any of the foregoing Events of Default enumerated in this Article, and following ten (10) Days’ notice by Authority and Company's failure to cure, Authority, at its election, may exercise any one or more of the following options or remedies, the exercise of any of which will not be deemed to preclude the exercise of any other remedy herein listed or otherwise provided by statute or general law:

- A. Terminate Company's rights under this Supplemental Contract and, in accordance with

law, Company will remain liable for all payments or other sums due under this Supplemental Contract and for all damages suffered by Authority because of Company's breach of any of the covenants of this Supplemental Contract; or

- B. Treat this Supplemental Contract as remaining in existence, curing Company's default by performing or paying the obligation which Company has breached. In such event all sums paid or expenses incurred by Authority directly or indirectly in curing Company's default will become immediately due and payable as well as interest thereon, from the date such fees or charges became due to the date of payment, at twelve percent (12%) per annum or to the maximum extent permitted by law; or
- C. Declare this Supplemental Contract to be terminated, ended, null and void.

No waiver by Authority at any time of any of the terms, conditions, covenants, or agreements of this Supplemental Contract, or noncompliance therewith, will be deemed or taken as a waiver at any time thereafter of the same or any other term, condition, covenant, or agreement herein contained, nor of the strict and prompt performance thereof by Company. No notice by Authority will be required to restore or revive time is of the essence hereof after waiver by Authority or default in one or more instances. No option, right, power, remedy, or privilege of Authority will be construed as being exhausted or discharged by the exercise thereof in one or more instances. It is agreed that each and all of the rights, powers, options, or remedies given to Authority by this Supplemental Contract are cumulative and that the exercise of one right, power, option, or remedy by Authority will not impair its rights to any other right, power, option, or remedy available under this Supplemental Contract or provided by law. No act or thing done by Authority or Authority agents or employees during the Term will be deemed an acceptance of the surrender of this Supplemental Contract, and no acceptance of surrender will be valid unless in writing.

13.3 Company's Remedies

Upon thirty (30) Days written notice to Authority, Company may terminate this Supplemental Contract for convenience and all its obligations hereunder, if Company is not in default of any term, provision, or covenant of this Supplemental Contract or in the payment of any fees or charges to Authority, and only upon or after the inability of Company to use the Airport for a period of longer than ninety (90) consecutive Days due to war, terrorism, or the issuance of any order, rule or regulation by a competent governmental authority or court having jurisdiction over Authority; provided, however, that such inability or such order, rule or regulation is not due to any fault or negligence of Company.

In the event it is determined by a court of competent jurisdiction that Authority has wrongfully terminated this Supplemental Contract, such termination shall automatically be deemed a termination for convenience.

13.4 Continuing Responsibilities of Company

Notwithstanding the occurrence of any Event of Default, Company will remain liable to Authority

for all payments payable hereunder and for all preceding breaches of this Supplemental Contract. Furthermore, unless Authority elects to cancel this Supplemental Contract, Company will remain liable for and promptly pay any and all payments accruing hereunder until termination of this Supplemental Contract.

14. INDEMNIFICATION

14.1 To the maximum extent permitted by Florida law, Company will indemnify, defend and hold harmless Authority, its members, officers, agents, employees, and volunteers from any and all third-party liabilities, suits, claims, procedures, liens, expenses, losses, costs, royalties, fines and damages (including but not limited to claims for reasonable attorney's fees and court costs) alleging:

- A. Gross negligence or willful misconduct; or
- B. Bodily injury or death

to the extent it is directly caused by Company or Company's officers, employees, agents, volunteers, subcontractors, invitees, or any other person directly employed or utilized by the Company during the course of providing Services under this Supplemental Contract.

14.2 If the above indemnity or defense provisions or any part of the above indemnity or defense provisions are limited by Fla. Stat. § 725.06(2)-(3) or Fla. Stat. § 725.08, then with respect to the part so limited, Company agrees to the following: To the maximum extent permitted by Florida law, Company will indemnify and hold harmless Authority, its members, officers, agents, employees, and volunteers from any and all liabilities, damages, losses, and costs, including, but not limited to, reasonable attorneys' fee, to the extent caused by the gross negligence, or willful misconduct of Company and persons employed or utilized by Company in the performance of this Supplemental Contract.

14.3 The above indemnity or defense provisions or any part of the above indemnity or defense provisions shall be limited to the greater of the (i) monetary value of the fees paid by Authority under the specific Service Order from which such liability arises under this Supplemental Contract, or (ii) \$1,000,000.00.

14.4 Company's obligations to defend and indemnify as described in this Article will survive the expiration or earlier termination of this Supplemental Contract until it is determined by final judgment that any suit, claim or other action against Authority, its members, officers, agents, employees, and volunteers its fully and finally barred by the applicable statute of limitations or repose.

14.5 Nothing in this Article will be construed as a waiver of any immunity from or limitation of liability Authority, or its members, officers, agents, employees, and volunteers may have under the doctrine of sovereign immunity under common law or statute.

14.6 The Authority will provide written notice to the Company promptly after receiving notice of such claim. If the defense of such claim is materially prejudiced by a delay in providing such notice, Company will be relieved from providing such indemnity to the extent of the delay's impact on the defense. Company will have sole control of the defense of any indemnified claim and all negotiations for its settlement or compromise, provided that Company will not enter into any settlement which imposes any obligations or restrictions on the Authority without the prior written consent of the Authority. The Authority will cooperate fully (at the indemnifying party's request and expense) with Company in the defense, settlement or compromise of any such action. The Authority may retain its own counsel at its own expense, subject to the Company's rights above.

14.7 If the above Articles 14.1 – 14.6 or any part of Articles 14.1 – 14.6 are deemed to conflict in any way with any law, the Article or part of the Article will be considered modified by such law to remedy the conflict.

15. ACCOUNTING RECORDS/AUDIT REQUIREMENTS

15.1 Books and Records

In connection with payments to Company under this Supplemental Contract, it is agreed Company will maintain full and accurate books of account and records customarily used in this type of business operation, in conformity with Generally Accepted Accounting Principles (GAAP). Company will maintain such books and records for five years after the end of the Term of this Supplemental Contract. Records include, but are not limited to, books, documents, papers, records, research, and Service Orders related to this Supplemental Contract. Company will not destroy any records related to this Supplemental Contract without the express written permission of the Authority.

15.2 Authority Right to Perform Audits, Inspections, or Attestation Engagements

At any time or times during the Term of this Supplemental Contract or within five years after the end of this Supplemental Contract, the Authority has the right to initiate and perform audits, inspections or attestation engagements over Company's records for the purpose of determining payment eligibility under this Supplemental Contract or over selected operations performed by Company under this Supplemental Contract for the purpose of determining compliance with this Supplemental Contract.

Access will be granted to all of Company's records directly pertinent to this Supplemental Contract or any Service Order, as well as records of any subconsultants or subcontractors directly pertinent to this Supplemental Contract or any Service Order. If the records are kept at locations other than the Airport, Company will arrange for said records to be brought to a location convenient to the Authority or will provide records electronically in a computer-readable format acceptable to the Authority at no additional cost to conduct the engagement as set forth in this Article.

Company agrees to deliver or provide access to all records directly pertinent to this Supplemental Contract requested by the Authority within fourteen (14) Days of the request at the initiation of the engagement and to deliver or provide access to all other records directly pertinent to this Supplemental Contract requested during the engagement within ten (10) Days of each request. Company will be in material breach of this Supplemental Contract if Company fails to provide requested records in accordance with this Article and Company will be responsible for the cost of the audit as determined by the Authority.

Authority has the right during the engagement to interview Company's employees, subconsultants, and subcontractors, and to retain copies of any and all records directly pertinent to this Supplemental Contract as needed to support auditor workpapers.

If as a result of any engagement it is determined that Company has overcharged Authority, Company will re-pay Authority for such overcharge and Authority may assess interest at the Federal Reserve Bank of New York (FRBNY) prime rate on the overcharge from the date the overcharge occurred.

Approvals granted outside of the internal audit function for any Services included or not included in this Supplemental Contract do not act as a waiver or limitation of the Authority's right to perform engagements.

The Company will notify the Authority no later than seven (7) Days after receiving knowledge of any findings or observations pertaining to this Supplemental Contract from any other audit, inspection or attestation engagement and will provide Authority a copy of any audit documents or reports so received.

Company agrees to comply with Section 20.055(5), Florida Statutes, and to incorporate in all subcontracts the obligation to comply with Section 20.055(5), Florida Statutes. Company will include a provision providing Authority the same access to business records at the subconsultant and subcontractor level in all of its subconsultant and subcontractor agreements executed related to this Supplemental Contract.

16. INSURANCE

Company must maintain the following limits and coverages uninterrupted or amended through the Term of this Supplemental Contract. In the event the Company becomes in default of the following requirements, the Authority reserves the right to take whatever actions deemed necessary to protect its interests. Required liability policies other than Workers' Compensation/Employer's Liability and Professional Liability will provide that the Authority, members of the Authority's governing body, and the Authority's officers, volunteers, agents, and employees are included as additional insureds.

Company agrees the required insurance shall be primary and not contributory to any other valid

and collectible insurance the Authority may possess, including any self-insured retention or deductible amount, and that any other insurance shall be considered excess insurance only.

16.1 Required Coverage - Minimum Limits

The minimum limits of insurance (inclusive of any amounts provided by an umbrella or excess policy) covering the Services performed pursuant to this Supplemental Contract will be the amounts specified herein. To the extent it is used to meet the minimum limit requirements, any Umbrella or Excess coverage shall follow form to the Employer’s Liability, Commercial General Liability and Business Auto Liability coverages, including all endorsements and additional insured requirements. Any applicable Aggregate Limits in the Umbrella or Excess policy(ies) shall not be shared or diminished by claims unrelated to this Supplemental Contract.

16.2 Commercial General Liability Insurance

The minimum limits of insurance covering the Company performed pursuant to this Supplemental Contract will be the amounts specified herein. Coverage will be provided for liability resulting out of or in connection with ongoing operations performed by, or on behalf of, the Company under this Supplemental Contract or the use or occupancy of Authority premises by, or on behalf of, the Company in connection with this Supplemental Contract. Coverage shall be provided on a form no more restrictive than ISO Form CG 00 01. Additional insured insurance coverage shall be provided on a form no more restrictive than ISO Form CG 20 10 10 01 and CG 20 37 10 01.

	<u>Supplemental Contract Specific</u>
General Aggregate	\$1,000,000
Each Occurrence	\$1,000,000
Personal and Advertising Injury Each Occurrence	\$1,000,000
Products and Completed Operations Aggregate	\$1,000,000

16.3 Workers’ Compensation and Employer’s Liability Insurance

The minimum limits of insurance are:

Part One:	“Statutory”
Part Two:	
Each Accident	\$1,000,000
Disease – Policy Limit	\$1,000,000
Disease – Each Employee	\$1,000,000

16.4 Business Automobile Liability Insurance

Coverage will be provided for all owned, hired and non-owned vehicles. Coverage shall be provided on a form no more restrictive than ISO Form CA 00 01. The minimum limits of insurance covering the work performed pursuant to this Supplemental Contract are:

Each Occurrence – Bodily Injury and Property Damage Combined	\$1,000,000
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16.5 Professional Liability Insurance

Such insurance will be provided on a form acceptable to Authority and maintained throughout this Supplemental Contract and for three years following completion of this Supplemental Contract. Coverage will include all work of Company without exclusions unless approved in writing by Authority. The limits of coverage will not be less than:

Each Occurrence	\$1,000,000
Annual Aggregate	\$1,000,000

16.6 Waiver of Subrogation

Company, for itself and on behalf of its insurers, to the fullest extent permitted by law without voiding the insurance required by this Supplemental Contract, waives all rights against the Authority, members of Authority’s governing body and the Authority’s officers, volunteers, agents, and employees, for damages or loss to the extent covered and paid for by any insurance maintained by the Company.

16.7 Incident Notification

The Company will promptly notify the Airport Operations Center (AOC) of all incidents involving bodily injury or property damage, and as soon as practicable after discovery of an actual data breach, security breach, ransomware (data theft), or an extortion threat occurring on Authority-owned property, tenant-owned property or third-party property.

16.8 Customer Claims, Issues, or Complaints

All customer claims, issues, or complaints regarding property damage, bodily injury, data theft, or an extortion threat related to the Company will be promptly handled, addressed and resolved by the Company.

The Company will track all customer claims, issues, and complaints and their status on a Claims Log available for review, as needed, by Authority Enterprise Risk Management. The Claims Log should include a detailed report of the incident along with the response and/or resolution. Authority Enterprise Risk Management has the option to monitor all incidents, claims, issues or complaints where the Authority could be held liable for injury or damages.

16.9 Conditions of Acceptance

The insurance maintained by Company must conform at all times with Authority Standard Procedure S250.06, Contractual Insurance Terms and Conditions, which may be amended from time to time and which can be provided upon request.

17. COMPLIANCE WITH NON-DISCRIMINATION REQUIREMENTS

During the performance of this Supplemental Contract, for itself, its assignees and successors in interest, agrees as follows:

17.1 Compliance with Regulations. Company (hereinafter includes consultants) will comply with the Title VI List of Pertinent Nondiscrimination Acts and Authorities, as they may be amended from time to time, which are herein incorporated by reference and made a part of this Supplemental Contract.

17.2 Nondiscrimination. Company, with regard to the work performed by it during this Supplemental Contract, will not discriminate on the grounds of race, color, national origin, creed, sex, age, or disability in the selection and retention of subcontractors, including procurements of materials and leases of equipment. Company will not participate directly or indirectly in the discrimination prohibited by the Nondiscrimination Acts and Authorities, including employment practices when the Supplemental Contract covers any activity, project, or program set forth in Appendix B of 49 CFR Part 21. During the performance of this Supplemental Contract, Company, for itself, its assignees, and successors in interest agrees to comply with the following non-discrimination statutes and authorities; including but not limited to:

- A. Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d *et seq.*, 78 stat. 252) (prohibits discrimination on the basis of race, color, national origin);
- B. 49 CFR part 21 (Non-discrimination In Federally-Assisted Programs of The Department of Transportation—Effectuation of Title VI of The Civil Rights Act of 1964) including amendments thereto;
- C. The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601) (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- D. Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. § 794 *et seq.*), as amended (prohibits discrimination on the basis of disability); and 49 CFR part 27 (Nondiscrimination on the Basis of Disability in Programs or Activities Receiving Federal Financial Assistance);
- E. The Age Discrimination Act of 1975, as amended (42 U.S.C. § 6101 *et seq.*) (prohibits discrimination on the basis of age);
- F. Airport and Airway Improvement Act of 1982 (49 U.S.C. § 47123), as amended (prohibits discrimination based on race, creed, color, national origin, or sex);
- G. The Civil Rights Restoration Act of 1987 (P.L. 100-259) (broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, the Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms “programs or activities” to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);
- H. Titles II and III of the Americans with Disabilities Act of 1990 (42 U.S.C. § 12101, *et seq.*), (prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities) as implemented by U.S. Department of Transportation regulations at 49 CFR parts 37 and 38; and
- I. Title IX of the Education Amendments of 1972, as amended, which prohibits Company

from discriminating because of sex in education programs or activities (20 U.S.C., 1681 et seq).

17.3 Solicitations for Subcontracts, including Procurements of Materials and Equipment. In all solicitations, either by competitive bidding or negotiation made by the Company for work to be performed under a subcontract, including procurement of materials, or leases of equipment, each potential subcontractor or supplier will be notified by Company of company's obligations under this Supplemental Contract and the Nondiscrimination Acts and Authorities on the grounds of race, color, or national origin.

17.4 Information and Reports. Company will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Authority or the FAA to be pertinent to ascertain compliance with such Nondiscrimination Acts and Authorities and instructions. Where any information required of Company is in the exclusive possession of another who fails or refuses to furnish this information, Company will so certify to the Authority or the FAA, as appropriate, and will set forth what efforts it has made to obtain the information.

17.5 Sanctions for Noncompliance. In the event of Company's noncompliance with the nondiscrimination provisions of this Supplemental Contract, the Authority will impose such contract sanctions as it or the FAA may determine to be appropriate, including, but not limited to:

- A. withholding payments to Company under this Supplemental Contract until Company complies; and/or
- B. canceling, terminating, or suspending this Supplemental Contract, in whole or in part.

17.6 Incorporation of Provisions. Company will include the provisions above in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations, and directives issued pursuant thereto. Company will take action with respect to any subcontract or procurement as Authority or the FAA may direct as a means of enforcing such provisions, including sanctions for non-compliance. Provided, that if Company becomes involved in or is threatened with litigation with a subcontractor or supplier because of such direction, Company may request Authority to enter into any litigation to protect the interests of Authority. In addition, Company may request the United States to enter into the litigation to protect the interests of the United States.

18. AUTHORITY APPROVALS

Except as otherwise indicated elsewhere in this Supplemental Contract, wherever in this Supplemental Contract approvals are required to be given or received by the Authority, it is understood that the CEO or a designee of the CEO is hereby empowered to act on behalf of the Authority.

19. DISPUTE RESOLUTION

19.1 Claims and Disputes

- A. A claim is a written demand or assertion by one of the Parties seeking, as a matter of right, an adjustment or interpretation of this Supplemental Contract, payment of money, extension of time, or other relief with respect to the terms of this Supplemental Contract. The term claim also includes other matters in question between Authority and Company arising out of or relating to this Supplemental Contract. The responsibility to substantiate claims will rest with the party making the claim.
- B. If for any reason Company deems that additional cost or Supplemental Contract time is due to Company for work not clearly provided for in this Supplemental Contract, or previously authorized changes in the work, Company will notify Authority in writing of its intention to claim such additional cost or Supplemental Contract time. Company will give Authority the opportunity to keep strict account of actual cost and/or time associated with the claim. The failure to give proper notice as required herein will constitute a waiver of said claim.
- C. Written notice of intention to claim must be made within ten (10) Days after Company first recognizes the condition giving rise to the claim or before the work begins on which Company bases the claim, whichever is earlier.
- D. When the work on which the claim is based has been completed, Company will, within ten (10) Days, submit Company's written claim to Authority. Such claim by Company, and the fact that Authority has kept strict account of the actual cost and/or time associated with the claim, will not in any way be construed as proving or substantiating the validity of the claim.
- E. Pending final resolution of a claim, unless otherwise agreed in writing, Company will proceed diligently with performance of this Supplemental Contract and maintain effective progress to complete the work within the time(s) set forth in this Supplemental Contract.
- F. The making of final payment for this Supplemental Contract may constitute a waiver of all claims by Authority except those arising from:
 - 1. Claims, security interests or encumbrances arising out of this Supplemental Contract and unsettled;
 - 2. Failure of the work to comply with the requirements of this Supplemental Contract;
 - 3. Terms of special warranties required by this Supplemental Contract; and
 - 4. Latent defects.

19.2 Resolution of Claims and Disputes

A. The following shall occur as a condition precedent to Authority review of a claim unless waived in writing by Authority.

First Meeting: Within five (5) Days after a claim is submitted in writing, Company's representatives who have authority to resolve the dispute shall meet with Authority representatives who have authority to resolve the dispute in a good faith attempt to resolve the dispute. If a party intends to be accompanied at a meeting by legal counsel, the other party shall be given at least three (3) Days' notice of such and also may be accompanied by legal counsel. All negotiations pursuant to this clause are confidential and shall be treated as compromise and settlement negotiations for purposes of rules of evidence.

Second Meeting: If the First Meeting fails to resolve the dispute, a senior executive for Company and for Authority, neither of which have day to day Supplemental Contract responsibilities, shall meet, within ten (10) Days after a dispute occurs, in an attempt to resolve the dispute and any other identified disputes or any unresolved issues that may lead to dispute. Authority may invite other Parties as necessary to this meeting. If a party intends to be accompanied at a meeting by legal counsel, the other party shall be given at least three (3) Days' notice of such and also may be accompanied by legal counsel. All negotiations pursuant to this clause are confidential and shall be treated as compromise and settlement negotiations for purposes of rules of evidence.

Following the First Meeting and the Second Meeting, Authority will review Company's claims and may (1) request additional information from Company which will be immediately provided to Authority, or (2) render a decision on all or part of the claim in writing within twenty-one (21) Days following the receipt of such claim or receipt of additional information requested.

If Authority decides that the work related to such claim should proceed regardless of Authority disposition of such claim, Authority will issue to Company a written directive to proceed. Company will proceed as instructed.

B. Prior to the initiation of any litigation to resolve disputes between the Parties, the Parties will make a good faith effort to resolve any such disputes by negotiation between representatives with decision-making power. Following negotiations, as a condition precedent to litigation, the Parties will mediate any dispute with a mediator selected by Authority. Such mediation shall occur in Hillsborough County, Florida.

C. Any action initiated by either party associated with a claim or dispute will be brought in accordance with the Applicable Law and Venue Article below.

20. WAIVER OF CLAIMS

Company hereby waives any claim against the City of Tampa, Hillsborough County, State of
Supplemental Contract for Information Technology Research and Advisory Services
Gartner, Inc.
Hillsborough County Aviation Authority

Florida and Authority, and its officers, Board, agents, or employees, for loss of anticipated profits caused by any suit or proceedings directly or indirectly attacking the validity of this Supplemental Contract or any part thereof, or by any judgment or award in any suit or proceeding declaring this Supplemental Contract null, void, or voidable, or delaying the same, or any part hereof, from being carried out.

21. LAWS, REGULATIONS, ORDINANCES, AND RULES

Company, its officers, employees, agents, subcontractors, or those under its control, will at all times comply with applicable Federal, State, and local laws and regulations, Authority Rules and Regulations, Policies, Standard Procedures, and Operating Directives as are now or may hereinafter be prescribed by Authority, all applicable health rules and regulations and other mandates whether existing or as promulgated from time to time by the Federal, State, or local government, or Authority including, but not limited to, permitted and restricted activities, security matters, parking, ingress and egress, environmental and storm water regulations and any other operational matters related to the operation of Airport. Company, its officers, employees, agents, subcontractors, and those under its control, will comply with safety, operational, or security measures required of Company or Authority by the Federal Government including but not limited to, FAA or TSA. If Company, its officers, employees, agents, subcontractors or those under its control will fail or refuse to comply with said measures and such non-compliance results in a monetary penalty being assessed against Authority, then, in addition to any other remedies available to Authority, Company will be responsible and will reimburse Authority the full amount of any such monetary penalty or other damages. This amount must be paid by Company within fifteen (15) Days from the date of written notice from Authority.

22. COMPLIANCE WITH CHAPTER 119, FLORIDA STATUTES PUBLIC RECORDS LAW

IF THE COMPANY HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO THE COMPANY'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS SUPPLEMENTAL CONTRACT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT (813) 870-8721, ADMCENTRALRECORDS@TAMPAAIRPORT.COM, HILLSBOROUGH COUNTY AVIATION AUTHORITY, P.O. BOX 22287, TAMPA FL 33622.

The Company agrees in accordance with Florida Statute Section 119.0701 to comply with public records laws including the following:

22.1. Keep and maintain public records required by the Authority in order to perform the Services contemplated by this Supplemental Contract.

22.2. Upon request from the Authority custodian of public records, provide the Authority with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in Chapter 119, Fla. Stat. or as otherwise provided by applicable law.

22.3. Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by applicable law for the duration of the Term of this Supplemental Contract and following completion of the Term of this Supplemental Contract.

22.4. Upon completion of the Term of this Supplemental Contract, keep and maintain public records required by the Authority to perform the Services. The Company shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to the Authority, upon request from the Authority custodian of public records, in a format that is compatible with the information technology systems of the Authority.

The Authority maintains its records in electronic form in accordance with the State of Florida records retention schedules. As a result, the paper original version of this document (to the extent it exists) will be scanned and stored electronically as the authoritative record copy as part of the Authority's record management process. Once that occurs, the paper original version of this document will be destroyed.

23. CONTRACT MADE IN FLORIDA

This Supplemental Contract has been made in and shall be construed in accordance with the laws of the State of Florida. All duties, obligations and liabilities of Authority and Company related to this Supplemental Contract are expressly set forth herein and this Supplemental Contract can only be amended in writing and agreed to by both Parties.

24. NOTICES AND COMMUNICATIONS

All notices or communications whether to Authority or to Company pursuant hereto will be deemed validly given, served, or delivered, upon receipt by the party by hand delivery, or three (3) Days after depositing such notice or communication in a postal receptacle, or one (1) Day after depositing such notice or communication with a reputable overnight courier service, and addressed as follows:

TO AUTHORITY:
(MAIL DELIVERY)

OR (HAND DELIVERY)
HILLSBOROUGH COUNTY AVIATION
AUTHORITY

HILLSBOROUGH COUNTY AVIATION
AUTHORITY
TAMPA INTERNATIONAL AIRPORT
P.O. BOX 22287
TAMPA, FLORIDA 33622-2287

5411 SKYCENTER DRIVE
SUITE 500
TAMPA, FLORIDA 33607-1470

ATTN: CHIEF EXECUTIVE OFFICER

ATTN: CHIEF EXECUTIVE OFFICER

TO Company:

(MAIL DELIVERY)
1201 WILSON BLVD. – 17TH FLOOR
ARLINGTON, VA 22209
ATTN: SR. DIRECTOR, CONTRACTS
COUNSEL
AMERICAS CONTRACTS

OR (HAND DELIVERY)
1201 WILSON BLVD. – 17TH FLOOR
ARLINGTON, VA 22209
ATTN: SR. DIRECTOR, CONTRACTS
COUNSEL
AMERICAS CONTRACTS

or to such other address as either party may designate in writing by notice to the other party delivered in accordance with the provisions of this Article.

If notice is sent through a mail system, a verifiable tracking documentation such as a certified return receipt or overnight mail tracking receipt is required. Company will notify Authority in writing within ten (10) Days following any change in Company's name, Company's address and/or Company's representative indicated above.

25. SUBORDINATION OF CONTRACT

It is mutually understood and agreed that this Supplemental Contract will be subordinate to the provisions of any existing or future agreement between Authority and the United States of America, its Boards, Agencies, Commissions, and others, relative to the operation or maintenance of the Airport, the execution of which has been or may be required as a condition precedent to the expenditure of federal funds for the development of the Airport, and this Supplemental Contract will be subordinate to the license or permit of entry which may be granted by the Secretary of Defense.

26. SUBORDINATION TO TRUST AGREEMENT

This Supplemental Contract and all rights of Company hereunder are expressly subject and subordinate to the terms, covenants, conditions and provisions of any Trust Agreements or other debt instruments executed by Authority to secure bonds issued by, or other obligations of, Authority. The obligations of Company hereunder may be pledged, transferred, hypothecated, or assigned at any time by Authority to secure such obligations. Conflicts between the terms of this Supplemental Contract and the provisions, covenants and requirements of the debt instruments mentioned above will be resolved in favor of the provisions, covenants and requirements of such debt instruments.

27. ASSIGNMENT AND SUBCONTRACTING

Company will not assign, subcontract, sublease, or license this Supplemental Contract without the prior written consent of Authority. Any purported assignment or sublease of this Supplemental Contract without the prior written consent of the Authority shall be void ab initio and of no effect. Such consent may be withheld at the sole discretion of Authority. If assignment, subcontract, sublease, or license is approved, Company will be solely responsible for ensuring

that its assignee, subcontractor, sublessee, or licensee perform pursuant to and in compliance with the terms of this Supplemental Contract.

In no event will any approved assignment, subcontract, sublease, or license diminish Authority rights to enforce any and all provisions of this Supplemental Contract.

Before any assignment, subcontract, sublease, or license becomes effective, the assignee, subcontractor, sublessee, or licensee will assume and agree by written instruments to be bound by the terms and conditions of this Supplemental Contract during the remainder of the Term. When seeking consent to an assignment hereunder, Company will submit a fully executed original of the document or instrument of assignment to Authority.

28. APPLICABLE LAW AND VENUE

This Supplemental Contract will be construed in accordance with the laws of the State of Florida. Venue for any action brought pursuant to this Supplemental Contract will be in Hillsborough County, Florida, or in the Tampa Division of the U.S. District Court for the Middle District of Florida.

The Company hereby waives any claim against the Authority and the indemnified parties for loss of anticipated profits caused by any suit or proceedings directly or indirectly attacking the validity of this Supplemental Contract or any part hereof, or by any judgment or award in any suit or proceeding declaring this Supplemental Contract null, void, or voidable, or delaying the same, or any part hereof, from being carried out.

29. SCRUTINIZED COMPANIES

Supplemental Contract is required to complete Exhibit D, Scrutinized Company Certification, at the time this Supplemental Contract is executed and to complete a new Exhibit D for each renewal option period, if any.

This Supplemental Contract will be terminated in accordance with Florida Statute Section 287.135 if it is found that Supplemental Contract submitted a false Scrutinized Company Certification as provided in Florida Statute Section 287.135(5), has been placed on the Scrutinized Companies with Activities in Sudan List, has been engaged in business operations in Cuba or Syria, or has been placed on a list created pursuant to Florida Statute Section 215.743 relating to scrutinized active business operations in Iran.

30. ANTI-HUMAN TRAFFICKING LAWS

Company is required to complete Exhibit E, Affidavit of Compliance with Anti-Human Trafficking Laws, at the time this Supplemental Contract is executed and to complete a new Exhibit F for each renewal option period, if any.

This Supplemental Contract will be terminated in accordance with Florida Statute Section 787.06 if it is found that Company submitted a false Affidavit of Compliance with Anti-Human Trafficking

Laws as provided in Florida Statute Section 787.06 (14).

31. RELATIONSHIP OF PARTIES

The Company is and will be deemed to be an independent contractor and operator responsible to all parties for its acts or omissions, and the Authority will in no way be responsible for Company's acts or omissions.

32. RIGHT TO AMEND

In the event that the United States Government including but not limited to the FAA and TSA, or its successors, Florida Department of Transportation, or its successors, or any other governmental agency requires modifications or changes to this Supplemental Contract as a condition precedent to the granting of funds for the improvement of the Airport, Company agrees to consent to such amendments, modifications, revisions, supplements, or deletions of any of the terms, conditions, or requirements of this Supplemental Contract as may be reasonably required to obtain such funds; provided, however, that in no event will Company be required, pursuant to this paragraph, to agree to an decrease in the charges provided for hereunder.

33. TIME IS OF THE ESSENCE

Time is of the essence of this Supplemental Contract.

34. WAIVERS

No waiver by Authority at any time of any of the terms, conditions, covenants, or agreements of this Supplemental Contract, or noncompliance therewith, will be deemed or taken as a waiver at any time thereafter of the same or any other term, condition, covenant or agreement herein contained, nor of the strict and prompt performance thereof by Company. No delay, failure or omission of Authority to exercise any right, power, privilege or option arising from any default nor subsequent payment of charges then or thereafter accrued, will impair any such right, power, privilege or option, or be construed to be a waiver of any such default or relinquishment thereof or acquiescence therein. No notice by Authority will be required to restore or revive time as being of the essence hereof after waiver by Authority or default in one or more instances. No option, right, power, remedy or privilege of Authority will be construed as being exhausted or discharged by the exercise thereof in one or more instances. It is agreed that each and all of the rights, powers, options, or remedies given to Authority by this Supplemental Contract are cumulative and no one of them will be exclusive of the other or exclusive of any remedies provided by law, and that the exercise of one right, power, option or remedy by Authority will not impair its rights to any other right, power, option or remedy.

35. AMERICANS WITH DISABILITIES ACT

Company will comply with the applicable requirements of the Americans with Disabilities Act; the Florida Americans with Disabilities Accessibility Implementation Act; Florida Building Code, Florida Accessibility Code for Building Construction; and any similar or successor laws, ordinances, rules, standards, codes, guidelines, and regulations and will cooperate with Authority

concerning the same subject matter.

36. E-VERIFY REQUIREMENT

In accordance with the State of Florida, Office of the Governor, Executive Order Number 11-116 (Verification of Employment Status) and Fla. Stat. Section 448.095 the Company, and any subcontractor thereof, is obligated to register with and use the Department of Homeland Security's E-Verify system to verify the work authorization status of all new employees of the Company or subcontractor. If the Company enters into a contract with a subcontractor, the Company must require the subcontractor to provide an affidavit stating that the subcontractor uses the E-Verify system and does not employ, contract with, or subcontract with an unauthorized alien.

37. FAA APPROVAL

This Supplemental Contract may be subject to approval of the FAA. If the FAA disapproves this Supplemental Contract, it will become null and void, and both Parties will bear their own expenses relative to this Supplemental Contract, up to the date of disapproval.

38. AGENT FOR SERVICE OF PROCESS

It is expressly agreed and understood that if Company is not a resident of the State of Florida, or is an association or partnership without a member or partner resident of said State, or is a foreign corporation, then in any such event Company does designate the Secretary of State, State of Florida, as its agent for the purpose of service of process in any court action between it and Authority arising out of or based upon this Supplemental Contract, and the service will be made as provided by the laws of the State of Florida, for service upon a non-resident. It is further expressly agreed, covenanted, and stipulated that if for any reason service of such process is not possible, and Company does not have a duly noted resident agent for service of process, as an alternative method of service of process, Company may be personally served with such process out of this State, by the certified return receipt mailing of such complaint and process or other documents to Company at the address set out in this Supplemental Contract, or in the event of a foreign address delivery by Federal Express, and that such service will constitute valid service upon Company as of the date of mailing and Company will have thirty (30) Days from date of mailing to respond thereto. It is further expressly understood that Company hereby agrees to the process so served, submits to the jurisdiction of the State or Federal courts located in Hillsborough County, Florida, and waives any and all obligation and protests thereto, any laws to the contrary notwithstanding.

39. INVALIDITY OF CLAUSES

The invalidity of any part, portion, sentence, article, paragraph, provision, or clause of this Supplemental Contract will not have the effect of invalidating any other part, portion, sentence, article, paragraph, provision, or clause of this Supplemental Contract, and the remainder of this Supplemental Contract will be valid and enforced to the fullest extent permitted by law.

40. SEVERABILITY

If any provision in this Supplemental Contract is held by a court of competent jurisdiction to be invalid, the validity of the other provisions of this Supplemental Contract which are severable shall be unaffected.

41. HEADINGS

The headings contained herein, including the Table of Contents, are for convenience in reference and are not intended to define or limit the scope of any provisions of this Supplemental Contract. If for any reason there is a conflict between content and headings, the content will control.

42. PUBLIC ENTITY CRIME

Company attests compliance with Florida Statute Section 287.133, concerning Public Entity Crimes.

43. ORGANIZATION AND AUTHORITY TO ENTER INTO CONTRACT

The undersigned representative of hereby warrants and certifies to Authority that Company is an organization in good standing in its state of registration, that it is authorized to do business in the State of Florida, and that the undersigned officer is authorized and empowered to bind the organization to the terms of this Supplemental Contract by his or her signature thereto and neither Company, its officers or any holders of more than five percent (5%) of the voting stock of Company have been found in violation of Florida Statute Section 287.133, concerning Criminal Activity on Contracts with Public Entities. If Company is a corporation whose shares are not regularly and publicly traded on a recognized stock exchange, Company represents that the ownership and power to vote the majority of its outstanding capital stock belongs to and is vested in the officer or officers executing this Supplemental Contract.

44. CONTRACT CHANGES

A change order or amendment is a written contract modification prepared by Authority and signed by both Parties hereto, stating their agreement upon all of the following, and without invalidating this Supplemental Contract:

- A. a change in the Scope of Services, if any;
- B. a change of the Supplemental Contract amount, fees, hourly rates or other costs, if any;
- C. a change of the basis of payment, if any;
- D. a change in Supplemental Contract time, if any; and
- E. changes to the terms and conditions of this Supplemental Contract.

44.1 Claim for Payment

Any claim for payment for changes in the Services that is not covered by written change order or amendment or other written instrument signed by the Parties hereto will be rejected by Authority. Company acknowledges and agrees that Company will not be entitled to payment for changes in the Services unless such revised Services are specifically authorized in writing by Authority in advance. The terms of this Article may not be waived by Authority unless such waiver is in writing and makes specific reference to this Article.

Changes in the Services will be performed under applicable provisions of the Supplemental Contract documents, and Company will proceed promptly, unless otherwise provided in the change order, amendment or other written instrument.

44.2 Right to Carry Out the Services

If Company defaults or neglects to carry out the Services in accordance with the Supplemental Contract documents and fails within ten (10) Days after receipt of written notice from Authority to begin and prosecute correction of such default or neglect with diligence and promptness, Authority may, without prejudice to other remedies Authority may have, correct such deficiencies. In such case an appropriate change order will be issued deducting from payments then or thereafter due Company the cost of correcting such deficiencies, including compensation for another Company's or Authority's additional services and expenses made necessary by such default, neglect or failure. If payments then or thereafter due Company are not sufficient to cover such amounts, Company will pay the difference to Authority.

45. COMPLETE CONTRACT

This Supplemental Contract represents the complete understanding between the Parties, and any prior contracts, agreements, or representations, whether written or verbal, are hereby superseded. This Supplemental Contract may subsequently be amended only by written instrument signed by the Parties hereto unless provided otherwise within the terms and conditions of this Supplemental Contract.

[Remainder of Page is Intentionally Left Blank]

IN WITNESS WHEREOF, the Parties hereto have set their hands and corporate seals on this 2nd day of April, 2026.

HILLSBOROUGH COUNTY AVIATION AUTHORITY

ATTEST: _____
Jane Castor, Secretary

BY: _____
Arthur F. Diehl III, Chairman

Address: PO Box 22287
Tampa, FL 33622

Address: PO Box 22287
Tampa, FL 33622

LEGAL FORM APPROVED:

WITNESS: _____
Signature

BY: _____
David Scott Knight, Assistant General Counsel

Printed Name

HILLSBOROUGH COUNTY AVIATION AUTHORITY

STATE OF FLORIDA
COUNTY OF HILLSBOROUGH

The foregoing instrument was acknowledged before me by means of physical presence or online authorization, this ____ day of April, 2026, by Arthur F. Diehl III, in the capacity of Chairman, and by Jane Castor in the capacity of Secretary, for Hillsborough County Aviation Authority, a public body corporate under the laws of the State of Florida, on its behalf.

Stamp or Seal of Notary

Signature of Notary

Print, Type, or Stamp Commissioned Name of Notary

Personally Known OR Produced Identification
Type of Identification Produced

GARTNER, INC.

Signed in the Presence of:

BY:

Signature

Witness

Title

Printed Name

Printed Name

Witness

Printed Address

Printed Name

City/State/Zip

GARTNER, INC.

STATE OF _____

COUNTY OF _____

The foregoing instrument was acknowledged before me by means of physical presence or online notarization, this ____ day of _____, 2026, by _____ as

(Name of person)

_____, for _____.

(type of authority)

(name of party on behalf of whom contract was executed)

Stamp or Seal of Notary

Signature of Notary

Print, Type, or Stamp Commissioned Name of Notary

Personally Known OR Produced Identification

Type of Identification Produced

COUNTY OF VENTURA CONTRACT NUMBER #9658

C O N T R A C T

This Contract is entered into this 29th day of April, 2025, by, and between, the County of Ventura, a political subdivision of the State of California, hereinafter called "County" and Gartner, Inc., hereinafter called "Contractor."

W I T N E S S E T H

WHEREAS, County issued the Information Technology Research and Advisory Services Request for Proposal #6203 (hereinafter referred to as 'RFP') to determine the most qualified contractor(s) for such services for County; and

WHEREAS, Contractor submitted a proposal dated February 12, 2025, in response to the RFP (hereinafter referred to as "Contractor's Proposal"), to provide services to County; and

WHEREAS, County determined, through competitive solicitation and careful review of submitted proposals, that Contractor's Proposal best meets the need of Information Technology Research and Advisory Services (as described in RFP) and that it is necessary and desirable that Contractor be engaged by County for the purpose of providing Information Technology Research and Advisory Services and related services hereinafter described; and

WHEREAS, County and Contractor are willing to enter into an Information Technology Research and Advisory Services Contract in accordance with the RFP and Contractor's response thereto, which by this reference are incorporated herein, though not attached, and the terms and conditions contained herein; and

WHEREAS, it is necessary and desirable that Contractor be engaged by County for the purpose of performing Information Technology Research and Advisory Services hereinafter described; and

WHEREAS, Contractor represents it is specially trained, experienced, expert and competent to perform the special services hereinafter described, and it is necessary and desirable that County engage Contractor to do so;

NOW, THEREFORE, IT IS HEREBY AGREED by the parties as follows:

1. **SERVICES TO BE PERFORMED BY CONTRACTOR**

Contractor shall perform the services and tasks described in Exhibit A hereto and all services and tasks reasonably necessary for the completion of the same (the "Work"). Contractor shall furnish, at Contractor's own cost and expense, all personnel, services, tools, vehicles, and equipment or any other materials, necessary to perform the Work. Contractor shall perform, and ensure all subcontractors perform, the Work in a safe, professional, skillful, and workmanlike manner. All Work and any portion thereof separately identified shall be completed within the time provided in Exhibit A.

2. **PAYMENTS**

In consideration of the services rendered in accordance with all terms, conditions and specifications of this Contract, County will make payment to Contractor in the manner specified in Exhibit B. County payment terms are Net 30 in arrears upon receipt of invoice.

3. **INDEPENDENT CONTRACTOR**

No relationship of employer and employee is created by this Contract, it being understood that Contractor is an independent contractor, and neither Contractor nor any of the persons performing services for Contractor pursuant to this Contract, whether said person be member, partner, officer, employee, subcontractor, or otherwise, will have any claim under this Contract or otherwise against County for any salary, sick leave, vacation pay, retirement benefits, social security, workers' compensation, disability, unemployment insurance benefits, federal, state or local taxes, or other compensation, benefits or taxes of any kind.

It is further understood and agreed by the parties hereto that, except as provided in this Contract, County will have no control over the means or methods by which Contractor will perform services under this Contract.

If, in the performance of this Contract, any third persons are employed by Contractor, such persons will be entirely and exclusively under direction, supervision and control of Contractor. All terms of employment, including hours, wages, working conditions, discipline, hiring and discharging or any other terms of employment or requirements of law, will be determined by Contractor, and County will have no right or authority over such persons or the terms of such employment, except as provided in this Contract.

The Contractor will comply with all of the provisions of the Worker's Compensation Insurance and Safety Acts of the State of California, the applicable provisions of Division 4 and 5 of the California Labor Code and all amendments, thereto; and all similar State and Federal acts or laws applicable; and will indemnify and hold harmless the County from and against all claims, demands, payments, suits, actions, proceedings and judgments of every nature and description, including attorney's fees and costs, presented, brought or recovered against the County, for or on account of any liability under any of said Acts which may be incurred by reasons of any work to be performed under this Contract.

Contractor agrees to defend, through attorneys approved by County, indemnify and hold harmless Indemnitee (as defined elsewhere herein) from and against all Third-Party Claims (defined elsewhere herein) made against indemnitee based upon any contention by any third party that an employer-employee relationship exists by reason of this contract. Contractor further agrees to hold Indemnitee harmless from and to compensate Indemnitee for any Third-Party Claims against Indemnitee for payment of state or federal income or other tax obligations relating to Contractor's compensation under the terms of this contract. Contractor will not settle or otherwise compromise a Third-Party Claim covered by this paragraph without County's advance

written approval. This subsection does not apply to any penalty imposed by any governmental agency that is not caused by or the fault of Contractor.

4. **NON-ASSIGNABILITY**

Contractor will not assign this Contract or any portion thereof, to a third party without the prior written consent of County, and any attempted assignment without such prior written consent will be null and void and will be cause, at County's sole and absolute discretion, for immediate termination of this Contract.

5. **TERM**

This Contract will be in effect from April 29, 2025 through April 28, 2028, subject to all the terms and conditions set forth herein.

This Contract may, upon mutual agreement, be extended for up to two (2) additional one (1) year periods.

Time is of the essence in the performance of this contract.

Continuation of the Contract is subject to the appropriation of funds for such purpose by the County's Board of Supervisors. If funds to effect such continued payment are not appropriated, County may terminate this project as thereby affected and Contractor will relieve County of any further obligation therefor.

6. **TERMINATION**

The County Purchasing Agent may terminate this Contract at any time for any reason by providing 10 days' written notice to Contractor. In the event of termination under this paragraph, Contractor will be paid for all work provided to the date of termination, as long as such work meets the terms and conditions of this Contract. On completion or termination of this Contract, County will be entitled to immediate possession of, and Contractor will furnish on request, all computations, plans, correspondence and other pertinent data gathered or computed by Contractor for this particular Contract prior to any termination. Contractor may retain copies of said original documents for Contractor's files. Contractor hereby expressly waives any and all claims for damages or compensation arising under this Contract except as set forth in this paragraph in the event of such termination.

This right of termination belonging to the County of Ventura may be exercised without prejudice to any other remedy which it may be entitled at law or under this Contract.

7. **DEFAULT**

If Contractor defaults in the performance of any term or condition of this Contract, Contractor must cure that default by a satisfactory performance within 10 days after service upon Contractor of written notice of the default. If Contractor fails to cure the default within that time, then County may terminate this Contract without further notice.

The foregoing requirement for written notice and opportunity to cure does not apply with respect to paragraph 6 above.

8. INDEMNIFICATION, HOLD HARMLESS AND WAIVER OF SUBROGATION

All activities and/or work covered by this Contract will be at the risk of Contractor alone. Contractor agrees to defend, indemnify, and save harmless the County, including all of its boards, agencies, departments, officers, employees, agents and volunteers (collectively, "Indemnitee"), against any and all claims, lawsuits, judgments, debts, demands and liability (including attorney fees and costs) (collectively, "Third Party Claims"), whether against Contractor, County or others, including without limitation, those arising from injuries or death of persons and/or for damages to property, arising directly or indirectly out of the obligations herein described or undertaken or out of operations conducted or subsidized in whole or in part by Contractor, save and except Third Party Claims litigation arising through the sole negligence or wrongdoing and/or sole willful misconduct of Indemnitee. Contractor shall not settle or otherwise compromise a Third Party Claim covered by this section without County's prior written approval. Contractor agrees to waive all rights of subrogation against Indemnitee for losses arising directly or indirectly from the activities and/or work covered by this Contract.

9. INSURANCE PROVISIONS

A) Contractor, at its sole cost and expense, will obtain and maintain in full force during the term of this Contract the following types of insurance:

- 1) General Liability "occurrence" coverage in the minimum amount of \$1,000,000 combined single limit (CSL) bodily injury & property damage each occurrence and \$2,000,000 aggregate, including personal injury, broad form property damage, products/completed operations, and broad form blanket contractual.
- 2) Commercial Automobile Liability coverage in the minimum amount of \$1,000,000 CSL bodily injury & property damage, including owned, non-owned, and hired automobiles. Also to include Uninsured/Underinsured Motorists coverage in the minimum amount of \$100,000 when there are owned vehicles.
- 3) Workers' Compensation coverage, in full compliance with California statutory requirements, for all employees of Contractor and Employer's Liability in the minimum amount of \$1,000,000.
- 4) Professional Liability coverage in the minimum amount of \$1,000,000 each occurrence and \$2,000,000 aggregate.

B) All insurance required will be primary coverage as respects County and any insurance or self-insurance maintained by County will be excess of Contractor's insurance coverage and will not contribute to it.

- C) County is to be notified immediately if any aggregate insurance limit is exceeded. Additional coverage must be purchased to meet requirements.
- D) The County of Ventura, Its Boards, Agencies, Departments, Districts, Officers, Employees, Agents, and Volunteers are to be named as Additional Insured as respects work done by Contractor under the terms of this contract on all policies required (except Workers' Compensation).
- E) Contractor agrees to waive all rights of subrogation against the County, Its Boards, Agencies, Departments, any applicable Special Districts, Officers, Employees, Agents and Volunteers for losses arising from work performed by Contractor under the terms of this Contract.
- F) Policies will not be canceled, non-renewed or reduced in scope of coverage until after sixty (60) days written notice has been given to the County of Ventura, Risk Management Division.
- G) Contractor agrees to provide County with the following insurance documents on or before the effective date of this Contract:
 - 1. Certificates of Insurance for all required coverage.
 - 2. Additional Insured endorsement for General Liability Insurance.
 - 3. Waiver of Subrogation endorsement (a.k.a.: Waiver of Transfer Rights of Recovery Against Others, Waiver of Our Right to Recover from Others) for Workers' Compensation.

Failure to provide these documents will be grounds for immediate termination or suspension of this contract.

10. **NON-DISCRIMINATION**

A) General.

No person will on the grounds of race, color, national origin, religious affiliation or non-affiliation, sex, age, handicap, disability, or political affiliation, be excluded from participation in, be denied the benefits, or be subjected to discrimination under this Contract.

B) Employment.

Contractor will ensure equal employment opportunity based on objective standards of recruitment, selection, promotion, classification, compensation, performance evaluations, and management relations, for all employees under this Contract. Contractor's personnel policies will be made available to County upon request.

11. **SUBSTITUTION**

If particular people are identified in Exhibit A as working under this Contract, the Contractor will not assign others to work in their place without written permission from the Chief Procurement Officer. Any substitution will be with a person of commensurate experience and knowledge.

12. **INVESTIGATION AND RESEARCH**

Contractor by investigation and research has acquired reasonable knowledge of all conditions affecting the work to be done and labor and material needed, and the execution of this Contract is to be based upon such investigation and research, and not upon any representation made by the County or any of its officers, agents or employees, except as provided herein.

13. **CONTRACT MONITORING**

The County will have the right to review the work being performed by the Contractor under this Contract at any time during Contractor's usual working hours. Review, checking, approval or other action by the County will not relieve Contractor of Contractor's responsibility for the thoroughness of the services to be provided hereunder. This Contract will be administered by Terry Theobald, Chief Information Officer, or his authorized representative.

14. **ADDENDA**

County may from time to time require changes in the scope of the services required hereunder. Such changes, including any increase or decrease in the amount of Contractor's compensation which are mutually agreed upon by and between County and Contractor will be effective when incorporated in written amendments to this Contract.

15. **CONFLICT OF INTEREST**

Contractor covenants that Contractor presently has no interest, including, but not limited to, other projects or independent contracts, and will not acquire any such interest, direct or indirect, which would conflict in any manner or degree with the performance of services required to be performed under this Contract. Contractor further covenants that in the performance of this Contract no person having such interest will be employed or retained by Contractor under this Contract.

16. **CONFIDENTIALITY**

Any reports, information, data, statistics, forms, procedures, systems, studies and any other communication or form of knowledge given to or prepared or assembled by Contractor under this Contract which County requests in writing to be kept confidential, will not be made available to any individual or organization by Contractor without the prior written approval of the County except as authorized by law.

17. **NOTICES**

All notices required under this Contract will be made in writing and addressed or delivered as follows:

TO COUNTY: County of Ventura
General Services Agency
Procurement Services
800 South Victoria Avenue, L#1080
Ventura, CA 93009

TO CONTRACTOR: Gartner, Inc.
56 Top Gallant Road
Stamford, CT 06902

Either party may, by giving written notice in accordance with this paragraph, change the names or addresses of the persons of departments designated for receipt of future notices. When addressed in accordance with this paragraph and deposited in the United States mail, postage prepaid, notices will be deemed given on the third day following such deposit in the United States mail. In all other instances, notices will be deemed given at the time of actual delivery.

18. **MERGER CLAUSE**

This Contract supersedes any and all other contracts, either oral or written, between Contractor and the County, with respect to the subject of this Contract. This Contract contains all of the covenants and contracts between the parties with respect to the services required hereunder. Contractor acknowledges that no representations, inducements, promises or contracts have been made by or on behalf of County except those covenants and contracts embodied in this Contract. No modification, waiver, amendment or discharge of this Contract shall be valid unless the same is in writing and signed by duly authorized representatives of both parties.

19. **ORDER OF PRECEDENCE**

In the event of an inconsistency in this Contract, the inconsistency shall be resolved in the following order:

1. This Contract, including all exhibits thereto;
2. County of Ventura RFP #6203;
3. Contractor's proposal dated February 12, 2025

20. **GOVERNING LAW**

The validity of this Contract and any of its terms or provisions, as well as the rights and duties of the parties under this Contract, will be construed pursuant to and in accordance with the laws of the State of California.

21. **SEVERABILITY OF CONTRACT**

If any term of this Contract is held by a court of competent jurisdiction to be void or unenforceable, the remainder of the Contract terms will remain in full force and effect and will not be affected.

22. CUMULATIVE REMEDIES

The exercise or failure to exercise of legal rights and remedies by the County in the event of any default or breach hereunder will not constitute a waiver or forfeiture of any other rights and remedies and will be without prejudice to the enforcement of any other right or remedy available by law or authorized by this Contract.

23. COMPLIANCE WITH LAWS

Each party to this Contract will comply with all applicable laws.

24. CONSTRUCTION OF COVENANTS AND CONDITIONS

Each term and each provision of this Contract will be construed to be both a covenant and a condition.

25. ACCESS TO AND USE OF COUNTY TECHNOLOGY

As part of this Contract, set forth in Exhibit C, Contractor shall agree with and abide by the provisions set forth in the Ventura County Non-Employee Information Technology Usage Policy, which by this reference is made a part hereof. Any employee, sub-contractor, or agent of the Contractor who will access (which shall include, but is not limited to, the use, maintenance, repair or installation of) County information technology in the course of his, or her, work for the County is required to sign the Ventura County Non-Employee Information Technology Usage Policy before accessing, using, maintaining, repairing or installing any County information technology system or component. Information technology shall include, but is not limited to, the network, Internet access, electronic mail, voice mail, voice message systems, facsimile devices, or other electronic or telecommunication systems used by the County.

26. NON-EXCLUSIVITY

The County reserves the right to contract with providers of similar services and/or equipment other than the Contractor when it is reasonably determined to be in the best interest of the County.

27. COOPERATIVE USE OF CONTRACT

Contractor agrees to extend the same pricing, terms, and conditions as stated in this Contract to each and every political entity, special district, and related non-profit that wishes to use it. It is understood that other entities shall make purchases in their own name, make direct payment, and be liable directly to Contractor. County shall in no way be responsible to Contractor for other entities' purchases.

28. **SPECIAL TERMS – RESEARCH SUBSCRIPTIONS**

a. An individual SA for subscription-based research and related services (the “Services”) is non-cancelable, and may be terminated only for material breach by either party, upon 30 days prior written notice, if the breach is not cured within the notice period.

b. Ownership and Use of the Services. Contractor owns and retains all rights to the Services not expressly granted to Client. Only the individuals named in this SA (each a “Licensed User”) may access the Services. Each Licensed User will be issued a unique password, which may not be shared. Client agrees to review and comply with the Contractor Usage Policy, which is accessible to all Licensed Users via the “Policies” section of gartner.com. Among other things, the Gartner Usage Policy describes how Client may substitute Licensed Users, excerpt from and/or share Gartner research documents within the Client organization, and quote or excerpt from the Services externally.

c. DISCLAIMER OF WARRANTIES. THE SERVICES ARE PROVIDED ON AN “AS IS” BASIS, AND CONTRACTOR EXPRESSLY DISCLAIMS ALL WARRANTIES, EXPRESS OR IMPLIED, STATUTORY OR OTHERWISE, INCLUDING, WITHOUT LIMITATION, ANY IMPLIED WARRANTIES OF FITNESS FOR A PARTICULAR PURPOSE OR AS TO ACCURACY, COMPLETENESS OR ADEQUACY OF INFORMATION. CLIENT RECOGNIZES THE UNCERTAINTIES INHERENT IN ANY ANALYSIS OR INFORMATION THAT MAY BE PROVIDED AS PART OF THE SERVICES, AND ACKNOWLEDGES THAT THE SERVICES OF ACTION. CONTRACTOR SHALL NOT BE LIABLE FOR ANY ACTIONS OR DECISIONS THAT CLIENT MAY TAKE BASED ON THE SERVICES OR ANY INFORMATION OR DATA CONTAINED THEREIN. CLIENT UNDERSTANDS THAT IT ASSUMES THE ENTIRE RISK WITH RESPECT TO THE USE OF THE SERVICES.

d. Client Confidential Information. Contractor agrees to keep confidential any Client-specific information communicated by Client to Contractor in connection with this SA that is (i) clearly marked confidential if provided in written form, or (ii) preceded by a statement that such information is confidential, if provided in oral form, and such statement is confirmed in writing within 30 days of its initial disclosure. This obligation of confidence shall not apply to any information that: (1) is in the public domain at the time of its communication; (2) is independently developed by Contractor; (3) entered the public domain through no fault of Contractor subsequent to Client's communication to Contractor; (4) is in Contractor's possession free of any obligation of confidence at the time of Client's communication to Contractor; or (5) is communicated by the Client to a third party free of any obligation of confidence. Additionally, Contractor may disclose such information to the extent required by legal process.

e. Assignability. This SA and the rights granted to Client hereunder may not be assigned, sublicensed or transferred, in whole or in part, by either party without the prior written consent of the other party, except to a successor to (1) substantially all of the business or assets, or (2) any particular set of assets, business, product or service lines of a party, in each case, by merger or acquisition. Where consent is required, it will not be unreasonably withheld.

f. Use of Name, Trademark, and Logo. Absent the prior written consent of the other party, neither party shall use the name, trademarks, or logo of the other in promotional materials, publicity releases, advertising, or any other similar publications or communications.

g. No Third-Party Beneficiaries. This SA is for the benefit of the parties only.

29. **SPECIAL TERMS – AD HOC CONSULTING PROJECTS**

a. Ownership of Deliverables: Notwithstanding the requirements set forth in Solicitation, Contractor shall assign to County ownership of any project Deliverable(s) originally created for and submitted to the State, provided, however, that Contractor may use, reproduce, display and distribute excerpts and data from the deliverables, either alone or together with other material, in the ordinary course of Contractor's business, so long as such excerpts and data do not identify County by name or contain any of the County's confidential or proprietary information, and provided further that Contractor retains all right, title and interest in and to its processes, benchmarking data and data collection tools, assessment models and pertinent methodologies such as Strategic Planning, Contractor's copyrighted proprietary research and other pre-existing materials and data, such as Data Collection Templates and Survey Tools for Applications and Infrastructure, and benchmark comparisons ("Preexisting Intellectual Property"). Nothing contained in this Agreement shall preclude Contractor from rendering services to others or developing work products that are competitive with, or functionally comparable to, the Services. Contractor shall not be restricted in its use of ideas, concepts, know-how, data and techniques acquired or learned in the course of performing the Services, provided that Contractor shall not use or disclose any of County's confidential information.

b. Preexisting Materials: County shall retain its rights in any proprietary material that County supplies to Contractor. If the County provides Contractor with materials owned or controlled by County or with use of, or access to, such materials, the County grants to Contractor all rights and licenses that are necessary for Contractor to fulfill its obligations under each Statement of Work. Contractor grants to County for internal purposes only a worldwide, royalty-free, perpetual license to use, reproduce, display, distribute copies of, and prepare derivative works of any Contractor "Preexisting Intellectual Property" embodied in the Deliverables.

c. General Indemnity: The Contractor shall indemnify, defend and hold harmless the County and its affiliate Agencies, and their respective employees, and agents, from and against any third party claims, demands, loss, damage or expenses (including reasonable attorney's fees and court costs) relating to bodily injury, death or dismemberment of any person or damage to any real and/or tangible personal property directly caused by the negligence or willful misconduct of the Contractor, its personnel, or agents during the course of the provision of Services under this Agreement.

d. Intellectual Property Indemnification: Upon notification of a claim against County alleging any Contract Deliverable infringes a copyright, patent or trade secret of any third party, Contractor will defend such claim at its expense

and will pay any costs or damages that may be finally awarded against County. Contractor will not indemnify County however, if the claim of infringement is caused by (1) County's misuse or modification of the Deliverable; (2) County's failure to use corrections or enhancements made available by Contractor; (3) County's use of the Deliverable in combination with any product or information not owned or developed by Contractor (4) Information direction, specification or materials provided by County. If any Deliverable is, or in Contractor's opinion is likely to be, held to be infringing, Contractor shall at its expense and option either: (a) procure the right for County to continue using it, (b) replace it with a non-infringing equivalent, (c) modify it to make it non-infringing, or (d) direct the return of the Deliverable and refund to County the fees paid for such Deliverable.

e. Warranty: a) The County warrants that Contractor's use of any materials furnished by the County in connection with a Statement of Work does not infringe any copyright, trademark, trade secret or other right of any third party. (b) Contractor warrants that the Deliverables, in the form provided to the County, do not infringe any copyright, trademark, trade secret or other right of any third party. (c) ALL SERVICES ARE PROVIDED ON AN "AS IS" BASIS. CONTRACTOR DISCLAIMS ALL WARRANTIES, EXPRESS OR IMPLIED, STATUTORY OR OTHERWISE, INCLUDING, WITHOUT LIMITATION, ANY IMPLIED WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE. THE INFORMATION IN THE DELIVERABLES HAS BEEN OBTAINED FROM SOURCES THAT CONTRACTOR BELIEVES TO BE RELIABLE. ALL DELIVERABLES SPEAK AS OF THE DATE OF DELIVERY TO THE COUNTY.

f. Limitation of Liability: Neither party shall be liable for any consequential, indirect, special or incidental damages, such as damages for lost profits, business failure or loss arising out of use of the Deliverables or the Services, whether or not advised of the possibility of such damages. Except for liability for personal injury or death or for damage to property caused by the negligence or willful misconduct of Contractor or its employees, Contractor's total liability arising out of this Agreement and the provision of the Services shall be limited to the fees paid by the County under the specific Statement of Work under which such liability arises

30. **MISCELLANEOUS**

- a. Third Party Beneficiaries. Except for indemnitees under sections 3 and 8 above, this contract does not, and the parties to this contract do not intend to, confer a third-party beneficiary right of action on any third party whatsoever, and nothing set forth in this contract will be construed so as to confer on any third party a right of action under this contract or in any manner whatsoever.
- b. Further Actions. The parties hereto agree that they will execute any and all documents and take any and all other actions as may be reasonably necessary to carry out the terms and conditions of this contract.
- c. Legal Representation. Each party warrants and represents that in executing this contract, the party has relied upon legal advice from attorneys of the party's choice (or had a reasonable opportunity to do so);

that the party has read the terms of this contract and had their consequences (including risks, complications and costs) completely explained to the party by the party's attorneys (or had a reasonable opportunity to do so); and that the party fully understands the terms of this contract. Each party further acknowledges and represents that the party has executed this contract freely and voluntarily without the undue influence of any person, and the party has not relied on any inducements, promises or representations made by any person not expressly set forth in this contract.

- d. No Waiver. Failure by a party to insist upon strict performance of each and every term, condition and covenant of this contract shall not be deemed a waiver or relinquishment of the party's rights to enforce any term, condition or covenant.
- e. Partial Invalidity. If any provision of this contract is held by a court of competent jurisdiction to be invalid, void or unenforceable, the parties intend, and it shall be so deemed, that the remaining provisions of this contract shall continue in full force without being impaired or invalidated in any way. If such provision is held to be invalid, void or unenforceable due to its scope or breadth, such provision shall be deemed valid to the extent of the scope or breadth permitted by law.
- f. Interpretation of Contract. For purposes of interpretation, this contract shall be deemed to have been drafted by both parties, and no ambiguity shall be resolved against any party by virtue of the party's participation in the drafting of the contract. Accordingly, Civil Code section 1654 shall not apply to the interpretation of this contract. Where appropriate in the context of this contract, the use of the singular shall be deemed to include the plural, and the use of the masculine shall be deemed to include the feminine and/or neuter.
- g. Counterparts. This contract may be transmitted and signed by electronic or digital means by either or both parties and such signatures shall have the same force and effect as original signatures, in accordance with California Government Code Section 16.5 and California Civil Code Section 1633.7. This contract may be executed in two or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same contract.

IN WITNESS WHEREOF the parties hereto have executed this Contract.

COUNTY OF VENTURA

Rory Aronsky
Authorized Signature

Rory Aronsky
Printed Name

Principal Buyer
Title

May 6, 2025
Date

GARTNER, INC.*

DocuSigned by:
Ashley Beluch
3C6861B4DAC2436

Authorized Signature
Ashley Beluch

Printed Name

Senior Contracts Specialist

Title

May 20, 2025

Date

Tax Identification Number

Secretary of State Entity Number

GARTNER, INC.*

DocuSigned by:
David Vixama
CCE13228C8BD44B...

Authorized Signature
David Vixama

Printed Name

Assoc. Director

Title

Date

* If a corporation, this Contract must be signed by two specific corporate officers.

The first signature must be from either (1) the Chief Executive Officer, (2) the Chairman of the Board, (3) the President, or (4) a Vice President.

The second signature must be from either (a) the Secretary, (b) an Assistant Secretary, (c) the Chief Financial Officer (or Treasurer), or (d) and Assistant Treasurer.

In the alternative, a single corporate signature is acceptable when accompanied by a corporate resolution demonstrating the legal authority of the signatory to bind the company for this Contract.

Exhibit A











<u>Service Name</u>	<u>Level of Access</u>	<u>Quantity</u>	<u>Name of User to be Licensed</u>	<u>Contract Term Start Date</u>	<u>Contract Term End Date</u>	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
Executive Programs Leadership Team Plus	Leader	1	Terry Theobald - Ventura County	01-May-2025	30-Apr-2026	\$134,900.00	\$141,645.00	\$148,728.00	\$156,165.00	\$163,974.00
Executive Programs Leadership Team Plus	Advisor Member	2	Pat Patterson, Gary Gooden - Ventura County	01-May-2025	30-Apr-2026	\$105,000.00	\$110,250.00	\$115,764.00	\$121,554.00	\$127,632.00
Executive Programs Leadership Team Plus	Advisor Member	1	Joe Bacigalupi - Ventura County	01-May-2025	30-Apr-2026	\$52,500.00	\$55,125.00	\$57,882.00	\$60,777.00	\$63,816.00
Gartner for Technical Professionals	Team Leader	1	Matt Hunter - Ventura County	01-May-2025	30-Apr-2026	\$70,400.00	\$73,920.00	\$77,617.00	\$81,502.00	\$85,580.00
Gartner for Technical Professionals	Team Member	3	Ritesh Solanki, John Partridge, Scott Burns - Ventura County	01-May-2025	30-Apr-2026	\$40,500.00	\$42,471.00	\$44,652.00	\$46,887.00	\$49,233.00
Gartner for IT Leaders	Individual Access Advisor	1	Barry Blunk - Ventura County Fire Dept.	01-May-2025	30-Apr-2026	\$51,900.00	\$54,495.00	\$57,220.00	\$60,081.00	\$63,086.00
Executive Programs	Individual Access Member	1	Bach Nguyen - Ventura County Healthcare Agency	01-May-2025	30-Apr-2026	\$130,200.00	\$136,710.00	\$143,546.00	\$150,724.00	\$158,261.00
				Term Total	(Excluding applicable taxes)	\$585,400.00	\$614,616.00	\$645,409.00	\$677,690.00	\$711,582.00
				Total Services:	(Excluding applicable taxes)	\$585,400.00	\$614,616.00	\$645,409.00	\$677,690.00	\$711,582.00

Ventura County

RFP 6203

Gartner RAS Products Fee Schedule

Gartner delivers deep, global functional and technology insight to senior leaders and their teams in every major role across the enterprise. Our expert guidance and tools enable faster, smarter decisions for organizations to execute on their mission-critical priorities.

									
Customer Service & Support	Finance	Human Resources	Information Technology	Legal & Compliance	Marketing & Communications	Product Management	Research & Development	Sales	Supply Chain



19K+

Founded in 1979, we have **nearly 19,500 associates** in ~85 offices around the world



15K+

We serve **more than 15,000 client enterprises** in 90+ countries and territories in the public and private sectors



460K+

Delivering insight fueled in part by more than **460,000 yearly client interactions**

Working with Gartner

Technology and cross-function roles work together to drive digital transformation for your organization. Gartner works with your team across the organization—from strategy to execution—to help drive better outcomes.



Gartner Research and Insights for Technology Leaders and Their Teams

Click role to view available products and pricing.

Chief Information Officer (CIO)	Chief Data & Analytics Officer (CDAO) / Chief Data Officer (CDO) / Head of Data & Analytics	Chief Information Security Officer (CISO) / Head of Security & Risk Management	Head of IT Infrastructure & Operations	Head of Artificial Intelligence	Head of Software Engineering	Head of Enterprise Applications	Head of Enterprise Architecture	Head of Program & Portfolio Management	Head of Sourcing, Procurement & Vendor Management
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Gartner Research and Insights for Cross-Functional Leaders and Their Teams

Click role to view available products and pricing.

Head of Customer Service & Support	Chief Financial Officer (CFO) / Finance Leader	Chief Human Resource Officer (CHRO) / Head of HR	General Counsel (GC) / Chief Legal Officer / Assurance Leader	Chief Marketing Officer (CMO) / Marketing Leader	Chief Communications Officer (CCO) / Communications Leader	Head of Research & Development/ R&D Leader	Chief Supply Chain Officer (CSCO & Global CSCO) / Supply Chain Leader
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Additional Products

Click role to view available products and pricing.

Conferences	Limited Availability	Structured Applied Research and Advisory Services
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Table 1 - Research and Advisory Services Subscription Fee Schedule

Unit prices for each year are effective for purchase orders received on or before December 31st of the year indicated with a license start date no later than January 1st of the following year. To be eligible for these rates, purchasing entity must be a United States government entity, public sector entity, or a nonprofit wholly owned and operated by government. Other purchasing entities at Gartner's discretion.

Prices for Year 2026 to Year 2029 are fixed maximum not to exceed rates. Please check with account representative for actual pricing before purchasing. The actual price an eligible client will pay for the renewal of any existing license(s) or the issuance of a new order will be consistent with the then current Gartner Public Sector pricing or the rates herein, **whichever is less**, plus any applicable administrative fee(s) for the Service(s) ordered. Gartner reserves the right to refresh its pricing and product offerings annually. The refreshed pricing and product offering(s) will be provided to the Client in writing and will become effective within 10 days of submission by Gartner and/or upon the Agreement's annual renewal date.

Refer to [Purchasing Guidelines](#) for purchasing requirements and product configuration.

Gartner RAS Subscriptions

Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
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Chief Information Officer (CIO)

Executive Programs v2

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Executive Programs v2 Guided Team ²						
Guided Team Leader		134,900	141,645	148,728	156,165	163,974
CIO Guided Member or CIO Guided Leader Member		134,900	141,645	148,728	156,165	163,974
CDAO, CISO, I&O, EA, or Software Engineering Leaders Guided Member *		133,600	140,280	147,294	154,659	162,392
CDAO, CISO, I&O, EA, or Software Engineering Leaders Guided Leader Member *		133,600	140,280	147,294	154,659	162,392
AI Leaders Guided Member	Limited Availability	133,600	140,280	147,294	154,659	162,392
Partner Member or Partner Leader Member	Limited Availability	133,600	140,280	147,294	154,659	162,392
CIO Self-Directed Member or CIO Self-Directed Leader Member		76,800	80,640	84,672	88,906	93,352
CDAO, CISO, I&O, EA, or Software Engineering Leaders Self-Directed Member *		69,700	73,185	76,845	80,688	84,723
CDAO, CISO, I&O, EA, or Software Engineering Leaders Self-Directed Leader Member *		69,700	73,185	76,845	80,688	84,723
Advisor Member or Advisor Leader Member		58,700	61,635	64,717	67,953	71,351
Cross Function Member		38,300	40,215	42,226	44,338	46,555
* Other role-based domains may be available; check with account representative.						

Gartner RAS Subscriptions

	Year 2025	Year 2026	Year 2027	Year 2028	Year 2029	
Executive Programs v2 Self-Directed Team ²						
Self-Directed Team Leader	76,800	80,640	84,672	88,906	93,352	
CIO Self-Directed Member or CIO Self-Directed Leader Member	76,800	80,640	84,672	88,906	93,352	
CDAO, CISO, I&O, EA, or Software Engineering Leaders Guided Member *	133,600	140,280	147,294	154,659	162,392	
CDAO, CISO, I&O, EA, or Software Engineering Leaders Guided Leader Member *	133,600	140,280	147,294	154,659	162,392	
AI Leaders Guided Member Limited Availability	133,600	140,280	147,294	154,659	162,392	
CDAO, CISO, I&O, EA, or Software Engineering Leaders Self-Directed Member *	69,700	73,185	76,845	80,688	84,723	
CDAO, CISO, I&O, EA, or Software Engineering Leaders Self-Directed Leader Member *	69,700	73,185	76,845	80,688	84,723	
Advisor Member or Advisor Leader Member	58,700	61,635	64,717	67,953	71,351	
Cross Function Member	38,300	40,215	42,226	44,338	46,555	
* Other roles may be available; check with account representative.						
Executive Programs v2 Extended Team ²						
Guided CDAO, CISO, I&O, EA, or Software Engineering Leaders Team Member	51,000	53,550	56,228	59,040	61,992	
Self-Directed CDAO, CISO, I&O, EA, or Software Engineering Leaders Team Member	46,300	48,615	51,046	53,599	56,279	
Advisor Member	46,300	48,615	51,046	53,599	56,279	
Cross Function Member	27,700	29,085	30,540	32,067	33,671	
Executive Programs v2 Individual Access ¹						
Guided Individual Access	Single License	148,400	155,820	163,611	171,792	180,382
	Multi License	134,900	141,645	148,728	156,165	163,974
Self-Directed Individual Access	Single License	84,600	88,830	93,272	97,936	102,833
	Multi License	76,800	80,640	84,672	88,906	93,352

Gartner RAS Subscriptions

Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
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Executive Programs

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Executive Programs Leadership Team Plus for Global Enterprises ²						
Global Enterprises Team Leader		168,300	176,715	185,551	194,829	204,571
Global Enterprises IT Executive		168,300	176,715	185,551	194,829	204,571
Global Enterprises Partner	Limited Availability	145,500	152,775	160,414	168,435	176,857
Advisor Team Leader		52,500	55,125	57,882	60,777	63,816
Cross Function Team Member		36,400	38,220	40,131	42,138	44,245
Executive Programs Leadership Team Plus ²						
Team Leader		126,700	133,035	139,687	146,672	154,006
IT Executive Team Member or IT Executive Team Leader		126,700	133,035	139,687	146,672	154,006
Partner Team Member or Partner Team Leader	Limited Availability	118,800	124,740	130,977	137,526	144,403
Delegate Team Member or Delegate Team Leader	Renewal Only	68,300	71,715	75,301	79,067	83,021
Advisor Team Member or Advisor Team Leader		52,500	55,125	57,882	60,777	63,816
Cross Function Team Member		36,400	38,220	40,131	42,138	44,245
Executive Programs Leadership Team ²						
Team Leader		115,600	121,380	127,449	133,822	140,514
IT Executive Team Member or IT Executive Team Leader		115,600	121,380	127,449	133,822	140,514
Partner Team Member or Partner Team Leader	Limited Availability	108,400	113,820	119,511	125,487	131,762
Delegate Team Member or Delegate Team Leader	Renewal Only	TBD	TBD	TBD	TBD	TBD
Advisor Team Member or Advisor Team Leader		42,200	44,310	46,526	48,853	51,296
Cross Function Team Member		30,500	32,025	33,627	35,309	37,075
Role Team Member		22,900	24,045	25,248	26,511	27,837

Gartner RAS Subscriptions

		Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
Executive Programs Individual Access ¹						
Individual Access Member	Single License	130,200	136,710	143,546	150,724	158,261
	Multi License	115,900	121,695	127,780	134,169	140,878
Executive Programs Leadership Team Plus with Industry ² (one industry)		Upon request				
Executive Programs Leadership Team with Industry ² (one industry)						
Team Leader		127,000	133,350	140,018	147,019	154,370
IT Executive Team Member or IT Executive Team Leader		127,000	133,350	140,018	147,019	154,370
Partner Team Member or Partner Team Leader	Limited Availability	119,100	125,055	131,308	137,874	144,768
Delegate Team Member or Delegate Team Leader	Renewal Only	TBD	TBD	TBD	TBD	TBD
Advisor Team Member or Advisor Team Leader		51,400	53,970	56,669	59,503	62,479
Cross Function Team Member		34,300	36,015	37,816	39,707	41,693
Role Team Member		25,600	26,880	28,224	29,636	31,118
Executive Programs Individual Access with Industry ¹ (one industry)						
Individual Access Member	Single License	140,200	147,210	154,571	162,300	170,415
	Multi License	125,800	132,090	138,695	145,630	152,912

Gartner for CIOs

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Gartner for CIOs Team Plus						
Team Leader ²		71,400	74,970	78,719	82,655	86,788
Advisor Team Member or Advisor Team Leader		52,500	55,125	57,882	60,777	63,816
Cross Function Team Member		36,400	38,220	40,131	42,138	44,245

Gartner RAS Subscriptions

		Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
Gartner for CIOs Individual Access						
Individual Access Advisor ¹	Single License	78,500	82,425	86,547	90,875	95,419
	Multi License	71,400	74,970	78,719	82,655	86,788
Gartner for CIOs Team Plus with Industry ² (one industry)		Upon request				
Gartner for CIOs with Industry Individual Access ¹ (one industry)		Upon request				

Data and Analytics

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Gartner for CDAOs Executive						
Individual Access Advisor ¹	Single License	147,000	154,350	162,068	170,172	178,681
	Multi License	133,600	140,280	147,294	154,659	162,392
Team Leader ²		133,600	140,280	147,294	154,659	162,392
Team Member		51,000	53,550	56,228	59,040	61,992
Tech Professional Team Member	Renewal Only	20,300	21,315	22,381	23,501	24,677
Gartner for CDAOs						
Individual Access Advisor ¹	Single License	76,700	80,535	84,562	88,791	93,231
	Multi License	69,700	73,185	76,845	80,688	84,723
Team Leader ²		69,700	73,185	76,845	80,688	84,723
Team Member		46,300	48,615	51,046	53,599	56,279
Tech Professional Team Member	Renewal Only	17,600	18,480	19,404	20,375	21,394

Gartner RAS Subscriptions

Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
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Artificial Intelligence

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Gartner for AI Leaders Guided

Limited Availability ³

Individual Access Advisor ¹	Single License	147,000	154,350	162,068	170,172	178,681
	Multi License	133,600	140,280	147,294	154,659	162,392
Team Leader ²		133,600	140,280	147,294	154,659	162,392
Team Member		51,000	53,550	56,228	59,040	61,992

InfoSec / Cybersecurity

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Gartner for CISOs Executive

Individual Access Advisor ¹	Single License	147,000	154,350	162,068	170,172	178,681
	Multi License	133,600	140,280	147,294	154,659	162,392
Team Leader ²		133,600	140,280	147,294	154,659	162,392
Team Member		51,000	53,550	56,228	59,040	61,992
Tech Professional Team Member	Renewal Only	20,300	21,315	22,381	23,501	24,677

Gartner for CISOs

Individual Access Advisor ¹	Single License	76,700	80,535	84,562	88,791	93,231
	Multi License	69,700	73,185	76,845	80,688	84,723
Team Leader ²		69,700	73,185	76,845	80,688	84,723
Team Member		46,300	48,615	51,046	53,599	56,279
Tech Professional Team Member	Renewal Only	17,600	18,480	19,404	20,375	21,394

Gartner RAS Subscriptions

Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
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Software Engineering

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Gartner for Software Engineering Leaders Executive

Individual Access Advisor ¹	Single License	147,000	154,350	162,068	170,172	178,681
	Multi License	133,600	140,280	147,294	154,659	162,392
Team Leader ²		133,600	140,280	147,294	154,659	162,392
Team Member		51,000	53,550	56,228	59,040	61,992

Gartner for Software Engineering Leaders

Individual Access Advisor ¹	Single License	76,700	80,535	84,562	88,791	93,231
	Multi License	69,700	73,185	76,845	80,688	84,723
Team Leader ²		69,700	73,185	76,845	80,688	84,723
Team Member		46,300	48,615	51,046	53,599	56,279

Infrastructure & Operations

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Gartner for I&O Leaders Guided

Individual Access Advisor ¹	Single License	147,000	154,350	162,068	170,172	178,681
	Multi License	133,600	140,280	147,294	154,659	162,392
Team Leader ²		133,600	140,280	147,294	154,659	162,392
Team Member		51,000	53,550	56,228	59,040	61,992

Gartner for I&O Leaders Self-Directed

Individual Access Advisor ¹	Single License	76,700	80,535	84,562	88,791	93,231
	Multi License	69,700	73,185	76,845	80,688	84,723
Team Leader ²		69,700	73,185	76,845	80,688	84,723
Team Member		46,300	48,615	51,046	53,599	56,279

Gartner RAS Subscriptions

Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
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Enterprise Architecture

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Gartner for EA Leaders Guided

Individual Access Advisor ¹	Single License	147,000	154,350	162,068	170,172	178,681
	Multi License	133,600	140,280	147,294	154,659	162,392
Team Leader ²		133,600	140,280	147,294	154,659	162,392
Team Member		51,000	53,550	56,228	59,040	61,992

Gartner for EA Leaders Self-Directed

Individual Access Advisor ¹	Single License	76,700	80,535	84,562	88,791	93,231
	Multi License	69,700	73,185	76,845	80,688	84,723
Team Leader ²		69,700	73,185	76,845	80,688	84,723
Team Member		46,300	48,615	51,046	53,599	56,279

Enterprise IT Leaders — Limited Availability

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Enterprise IT Leadership Team Plus for Global Enterprise ²

Global Team Leader	131,200	137,760	144,648	151,881	159,476
Global Advisor Team Leader	41,400	43,470	45,644	47,927	50,324
Advisor Team Member	41,400	43,470	45,644	47,927	50,324
Cross Function Team Member	25,100	26,355	27,673	29,057	30,510

Enterprise IT Leadership Team Plus ²

Team Leader	112,100	117,705	123,591	129,771	136,260
Advisor Team Member	41,400	43,470	45,644	47,927	50,324
Cross Function Team Member	25,100	26,355	27,673	29,057	30,510

Gartner RAS Subscriptions

	Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
Enterprise IT Leadership Team ²					
Team Leader	102,200	107,310	112,676	118,310	124,226
Advisor Team Member	38,500	40,425	42,447	44,570	46,799
Cross Function Team Member	23,300	24,465	25,689	26,974	28,323
Role Team Member	15,300	16,065	16,869	17,713	18,599
Essentials Team Member	13,700	14,385	15,105	15,861	16,655
Enterprise IT Leadership Team Plus with Industry ² (one industry)					
Upon request					
Enterprise IT Leadership Team with Industry ² (one industry)					
Upon request					

IT Leaders

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IT Leadership Team Plus ²					
Team Leader	41,400	43,470	45,644	47,927	50,324
Advisor Team Member	41,400	43,470	45,644	47,927	50,324
Cross Function Team Member	25,100	26,355	27,673	29,057	30,510
IT Leadership Team ²					
Team Leader	38,500	40,425	42,447	44,570	46,799
Advisor Team Member	38,500	40,425	42,447	44,570	46,799
Cross Function Team Member	23,300	24,465	25,689	26,974	28,323
Role Team Member	15,300	16,065	16,869	17,713	18,599
Essentials Team Member	13,700	14,385	15,105	15,861	16,655

Gartner RAS Subscriptions

		Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
IT Leader Individual Access ¹						
Individual Access Advisor	Single License	51,900	54,495	57,220	60,081	63,086
	Multi License	38,500	40,425	42,447	44,570	46,799
Reference	Single License	36,300	38,115	40,021	42,023	44,125
	Multi License	22,600	23,730	24,917	26,163	27,472
Industry Advisory Services Leadership Team Plus ² (one industry)						
Team Leader		49,600	52,080	54,684	57,419	60,290
Advisor Team Member		49,600	52,080	54,684	57,419	60,290
Cross Function Team Member		30,400	31,920	33,516	35,192	36,952

Industry Advisory Services Leadership Team ² (one industry)						
Team Leader		45,500	47,775	50,164	52,673	55,307
Advisor Team Member		45,500	47,775	50,164	52,673	55,307
Cross Function Team Member		27,800	29,190	30,650	32,183	33,793
Role Team Member		17,200	18,060	18,963	19,912	20,908
Essentials Team Member		13,700	14,385	15,105	15,861	16,655
Industry Advisory Services Individual Access ¹ (one industry)						
Individual Access Advisor	Single License	58,800	61,740	64,827	68,069	71,473
	Multi License	45,500	47,775	50,164	52,673	55,307
Reference	Single License	39,800	41,790	43,880	46,074	48,378
	Multi License	27,100	28,455	29,878	31,372	32,941

Gartner RAS Subscriptions

Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
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Technology Professionals [Back to cover page](#)

Technical Professionals Team ^{4,5} (Includes 1 Team Leader and up to 4 Team Member)	70,400	73,920	77,617	81,502	85,580
Additional Team Member	13,500	14,175	14,884	15,629	16,411
Technical Professionals Department ^{4,5} (per agency)					
Advisor Department	156,100	163,905	172,101	180,707	189,743
Reference Department	104,900	110,145	115,653	121,436	127,508

Customer Service & Support [Back to cover page](#)

Customer Service & Support Leaders						
Individual Access Advisor ¹	Single License	51,400	53,970	56,669	59,503	62,479
	Multi License	38,500	40,425	42,447	44,570	46,799
Team Leader ²		38,500	40,425	42,447	44,570	46,799
Advisor Member		38,500	40,425	42,447	44,570	46,799
Reference Member		17,200	18,060	18,963	19,912	20,908

Finance [Back to cover page](#)

Chief Financial Officers						
Individual Access Advisor ¹	Single License	126,600	132,930	139,577	146,556	153,884
	Multi License	114,600	120,330	126,347	132,665	139,299
Team Leader ²		114,600	120,330	126,347	132,665	139,299
Advisor Member or Advisor Leader		38,500	40,425	42,447	44,570	46,799
Reference Member		17,900	18,795	19,735	20,722	21,759

Gartner RAS Subscriptions

		Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
Finance Leaders						
Individual Access Advisor ¹	Single License	51,400	53,970	56,669	59,503	62,479
	Multi License	38,500	40,425	42,447	44,570	46,799
Team Leader ²		38,500	40,425	42,447	44,570	46,799
Advisor Member		38,500	40,425	42,447	44,570	46,799
Reference Member		17,900	18,795	19,735	20,722	21,759

Human Resources

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Chief Human Resources Officers						
Individual Access Advisor ¹	Single License	126,600	132,930	139,577	146,556	153,884
	Multi License	114,600	120,330	126,347	132,665	139,299
Team Leader ²		114,600	120,330	126,347	132,665	139,299
Advisor Member or Advisor Leader		38,500	40,425	42,447	44,570	46,799
Reference Member		21,100	22,155	23,263	24,427	25,649
Human Resources Leaders						
Individual Access Advisor ¹	Single License	51,400	53,970	56,669	59,503	62,479
	Multi License	38,500	40,425	42,447	44,570	46,799
Team Leader ²		38,500	40,425	42,447	44,570	46,799
Advisor Member		38,500	40,425	42,447	44,570	46,799
Reference Member		21,100	22,155	23,263	24,427	25,649
Human Resources Professionals ⁴						
Reference - Up to 20 HR Professionals		47,400	49,770	52,259	54,872	57,616
Reference - Up to 5 HR Professionals		29,500	30,975	32,524	34,151	35,859

Gartner RAS Subscriptions

Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
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Legal, Risk and Compliance

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Gartner for General Counsel

Individual Access Advisor ¹	Single License	126,600	132,930	139,577	146,556	153,884
	Multi License	114,600	120,330	126,347	132,665	139,299
Team Leader ²		114,600	120,330	126,347	132,665	139,299
Advisor Member or Advisor Leader		38,700	40,635	42,667	44,801	47,042
Reference Member		15,200	15,960	16,758	17,596	18,476

Legal, Risk and Compliance Leaders or Legal, Risk and Compliance Leaders for Audit & Risk

Individual Access Advisor ¹	Single License	44,200	46,410	48,731	51,168	53,727
	Multi License	38,700	40,635	42,667	44,801	47,042
Team Leader ²		38,700	40,635	42,667	44,801	47,042
Advisor Member		38,700	40,635	42,667	44,801	47,042
Reference Member		15,200	15,960	16,758	17,596	18,476

Marketing

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Chief Marketing Executives

Individual Access Member ¹	Single License	139,400	146,370	153,689	161,374	169,443
	Multi License	124,600	130,830	137,372	144,241	151,454
Team Leader ²		124,600	130,830	137,372	144,241	151,454
Advisor Member or Advisor Leader		48,000	50,400	52,920	55,566	58,345
Reference Member		18,900	19,845	20,838	21,880	22,974

Gartner RAS Subscriptions

		Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
Marketing Leaders						
Individual Access Advisor ¹	Single License	57,600	60,480	63,504	66,680	70,014
	Multi License	48,000	50,400	52,920	55,566	58,345
Team Leader ²		48,000	50,400	52,920	55,566	58,345
Advisor Member		48,000	50,400	52,920	55,566	58,345
Reference Member		18,900	19,845	20,838	21,880	22,974

Communications

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Communications Leaders						
Individual Access Advisor ¹	Single License	51,400	53,970	56,669	59,503	62,479
	Multi License	38,500	40,425	42,447	44,570	46,799
Team Leader ²		38,500	40,425	42,447	44,570	46,799
Advisor Member		38,500	40,425	42,447	44,570	46,799
Reference Member		21,100	22,155	23,263	24,427	25,649

Research & Development

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R&D Leaders						
Individual Access Advisor ¹	Single License	51,400	53,970	56,669	59,503	62,479
	Multi License	38,500	40,425	42,447	44,570	46,799
Team Leader ²		38,500	40,425	42,447	44,570	46,799
Advisor Member		38,500	40,425	42,447	44,570	46,799
Reference Member		21,100	22,155	23,263	24,427	25,649

Gartner RAS Subscriptions

Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
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Supply Chain

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Executive Chief Procurement Officer ¹	Limited Availability					
Individual Access Member	Single License	147,300	154,665	162,399	170,519	179,045
	Multi License	132,600	139,230	146,192	153,502	161,178
Team Leader		132,600	139,230	146,192	153,502	161,178
Advisor Team Member		44,500	46,725	49,062	51,516	54,092
Reference Team Member		26,100	27,405	28,776	30,215	31,726
Chief Procurement Officer ¹						
	Limited Availability					
Individual Access	Single License	78,200	82,110	86,216	90,527	95,054
	Multi License	71,100	74,655	78,388	82,308	86,424
Team Leader		71,100	74,655	78,388	82,308	86,424
Advisor Team Member		44,500	46,725	49,062	51,516	54,092
Reference Team Member		26,100	27,405	28,776	30,215	31,726
Chief Supply Chain Officer						
	Limited Availability					
Individual Access Member ¹	Single License	144,400	151,620	159,201	167,162	175,521
	Multi License	129,900	136,395	143,215	150,376	157,895
Team Leader		129,900	136,395	143,215	150,376	157,895
Partner Team Member		104,700	109,935	115,432	121,204	127,265
Advisor Team Member		43,600	45,780	48,069	50,473	52,997
Cross Function Team Member		25,600	26,880	28,224	29,636	31,118

Gartner RAS Subscriptions

		Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
Enterprise Supply Chain Leadership Team ²	Limited Availability					
Team Leader		104,700	109,935	115,432	121,204	127,265
Advisor Team Member		43,600	45,780	48,069	50,473	52,997
Cross Function Team Member		25,600	26,880	28,224	29,636	31,118
Essentials Team Member		13,700	14,385	15,105	15,861	16,655
Supply Chain Leaders						
Individual Access Reference ¹	Single License	39,800	41,790	43,880	46,074	48,378
	Multi License	24,700	25,935	27,232	28,594	30,024
Individual Access Advisor ¹	Single License	58,700	61,635	64,717	67,953	71,351
	Multi License	43,600	45,780	48,069	50,473	52,997
Team Leader		43,600	45,780	48,069	50,473	52,997
Advisor Team Member		43,600	45,780	48,069	50,473	52,997
Cross Function Team Member		25,600	26,880	28,224	29,636	31,118
Essentials Team Member		13,700	14,385	15,105	15,861	16,655

Conferences

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North America Conferences ⁷ (price per ticket)						
IT Symposium/Xpo		5,925	TBD	TBD	TBD	TBD
Summit (D&A, Security, IOCS, or Apps)		4,025	TBD	TBD	TBD	TBD
Summit (excludes D&A, Security, IOCS, or Apps)		3,425	TBD	TBD	TBD	TBD
Finance Conference		3,500	TBD	TBD	TBD	TBD
RelmagineHR Conference		4,125	TBD	TBD	TBD	TBD
Marketing Symposium/Xpo		4,250	TBD	TBD	TBD	TBD
Supply Chain Symposium/Xpo		4,850	TBD	TBD	TBD	TBD

Gartner RAS Subscriptions

Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
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Limited Availability ³

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Core Connect Individual Access ¹

Advisor	Single License	47,600	49,980	52,479	55,103	57,859
	Multi License	34,100	35,805	37,596	39,476	41,450
Reference	Single License	31,700	33,285	34,950	36,698	38,533
	Multi License	17,900	18,795	19,735	20,722	21,759

News and Insights

IT News and Insights	820	870	920	970	1,020
News and Insights	820	870	920	970	1,020

Strategic Advisory Services ³

Availability only to clients with research subscriptions licenses.

Internal Advisory Session	24,100	25,305	26,571	27,900	29,295
Remote Advisory Services	12,400	13,020	13,671	14,355	15,073

Technical Professionals Small & Midsize Business (SMB) ⁴ (per agency)

Advisor SMB	78,100	82,005	86,106	90,412	94,933
Reference SMB	52,500	55,125	57,882	60,777	63,816

Technical Professionals for Higher Education ^{4,8} (per student campus)

Advisor	78,100	82,005	86,106	90,412	94,933
Reference	52,500	55,125	57,882	60,777	63,816

Gartner RAS Subscriptions

	Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
Core IT Research Reference for Higher Education ^{4,8} (per student campus)					
Core Reference HE Campus for a community college					1 Advisor level individual user license required
Core Reference HE Campus for a college or university with 1 to 4,999 Student FTE					1 Advisor level individual user license required
Core Reference HE Campus for a college or university with 5,000 to 9,999 Student FTE					2 Advisor level individual user licenses required
Core Reference HE Campus for a college or university with 10,000 to 24,999 Student FTE					3 Advisor level individual user licenses required
Core Reference HE Campus for a college or university with 25,000+ Student FTE					4 Advisor level individual user licenses required
Gartner for IT Associates ⁴ – 100 Research Notes	35,600	37,380	39,249	41,212	43,273

Renewal Only Services

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Executive Programs Member Basic for MSE ¹						
Individual Access ¹	Single License	89,700	94,185	98,895	103,840	109,032
	Multi License	80,400	84,420	88,641	93,074	97,728
Executive Programs Member Basic for MSE with Industry ¹		Upon request				
IT Executives ¹						
IT Executives CIO Signature	Single License	145,500	152,775	160,414	168,435	176,857
	CIO Signature Additional Delegate Add-on	62,800	65,940	69,237	72,699	76,334
IT Executives CIO	Single License	133,200	139,860	146,853	154,196	161,906
	Multi License	118,600	124,530	130,757	137,295	144,160
IT Executives CIO Essentials	Single License	89,200	93,660	98,343	103,261	108,425
	Multi License	79,900	83,895	88,090	92,495	97,120
Industry Add-on (one industry)	Single License	13,400	14,070	14,774	15,513	16,289

Gartner RAS Subscriptions

Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
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Enterprise IT Leaders Individual Access ¹						
Individual Access ¹	Single License	121,700	127,785	134,175	140,884	147,929
	Multi License	102,200	107,310	112,676	118,310	124,226
Industry Add-on (one industry)	Single License	13,400	14,070	14,774	15,513	16,289
Enterprise IT Leadership Initiative Team ²						
Team Leader		116,100	121,905	128,001	134,402	141,123
Advisor Team Member		55,100	57,855	60,748	63,786	66,976
Enterprise IT Leadership Team Initiative with Industry ² (one industry)		Upon request				
Enterprise Supply Chain Leaders Individual Access ¹						
Individual Access ¹	Single License	115,100	120,855	126,898	133,243	139,906
	Multi License	104,700	109,935	115,432	121,204	127,265

Add-On for Executive Programs, Enterprise IT, and Supply Chain Leaders						
Executive Programs - Two Additional Meetings Add-on		28,400	29,820	31,311	32,877	34,521
Enterprise IT Leaders - Two Additional Meetings Add-on		28,400	29,820	31,311	32,877	34,521
Enterprise Supply Chain Leaders - Two Additional Meetings Add-on		28,400	29,820	31,311	32,877	34,521
Legacy Core IT Research Renewing Subscriber ⁶ (before 01-Jan-2007). Price per license based on aggregate license quantity price level.						
Core IT Research Advisor	Single License	48,800	51,240	53,802	56,493	59,318
	2 to 9 license quantity	35,000	36,750	38,588	40,518	42,544
	10 to 24 license quantity	21,005	22,056	23,159	24,317	25,533

Gartner RAS Subscriptions

		Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
	25 to 49 license quantity	17,765	18,654	19,587	20,567	21,596
	50+ license quantity	15,884	16,679	17,513	18,389	19,309
Core IT Research Reference	Single License	32,600	34,230	35,942	37,740	39,627
	2 to 9 license quantity	21,841	22,934	24,081	25,286	26,551
	10 to 24 license quantity	16,929	17,776	18,665	19,599	20,579
	25 to 49 license quantity	11,809	12,400	13,020	13,671	14,355
	50+ license quantity	9,614	10,095	10,600	11,130	11,687

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Product Availability

The availability of products may change; check with your Gartner account executive before purchasing. Should a product listed herein be no longer available for new license purchases, Gartner will notify client of the change or provide an amended price list designating such product as renewal only or for renewing subscriber. For products not listed herein, Gartner may offer to an eligible client rates consistent with the then-current Gartner Public Sector pricing plus any applicable administrative fees for the service(s) ordered or rates consistent with a similar product listed herein as a substitution provided the product has the same license type and pricing. Check with your Gartner account executive before purchasing.

Multi-Year Purchase

Gartner Account Executive can provide multi-year pricing upon Client's request. Any multi-year price quote is expressly conditioned upon the individual Client agreeing to waive its right to terminate for convenience. The pricing for each year will be listed on the completed Service Agreement. The order will contain the following terms:

“This is a promotional offer for a purchase of a non-cancellable multi-year term. Due to the multi-year term of this Service Agreement, Client expressly waives its right to terminate for convenience. Any additional or renewal purchases shall be at the then-current contract fees.”

Product Description

The service description for each product is provided as a hyperlink in blue font in the product name.

Purchasing Guidelines

¹ “Single License” applies to a buying center that has one individual license; “Multi License” applies to a buying center that has at least two qualifying licenses within the same agency or named client. To qualify for Multi License price levels, services must be ordered on the same Service Agreement or Purchase Order and reflect a common “Bill To” address. Strategic Advisory Services, Conferences, and Add-on services do not contribute towards Multi License pricing qualification.

² Team licenses require the purchase of a team configuration and are not available for purchase as standalone licenses. Certain team solutions are Limited Availability services as indicated in the pricing table. A maximum of one (1) Leader and three (3) to ten (10) Members per team unless otherwise indicated in the list above. A minimum of three (3) Advisor and/or Cross Function team member licenses required per Enterprise IT Leadership Leader and per Partner license. All licenses in a Team must be coterminous and of the same team type. For example, a Team Plus configuration may only contain Team Plus licenses and cannot include other types of team licenses such as Team Plus with Industry, Team (non-Plus), etc. Team solutions with Industry Advisory Services is for one industry and all licenses in the team must purchase access to the same industry.

Product specific team solution guidelines:

Executive Programs v2 Team:

- CIO Guided Member, CIO Guided Leader Member, Partner Member, and Partner Leader Member require an Executive Programs v2 Guided Team Guided Team Leader. CIO and Partner Leader Member licenses requires Executive Programs v2 Extended Team Advisor or Cross Function Members.
- Role-based (CDAO, CISO, Software Engineering Leaders, etc.) Leader Member licenses requires EXP v2 Extended Team Members with the same role-based domain and the same guided or self-directed designation. Other roles may be available. Contact Gartner account representative for availability.

Executive Programs Leadership Team Plus for Global Enterprises:

- Global IT Executive, Partner, and Advisor Team Leader may purchase Gartner for IT Leadership Team Plus Team Members.

Executive Programs Leadership Team Plus and Gartner for CIOs Team Plus:

- IT Executive Team Leader, Delegate Team Leader, and Advisor Team Leader require Gartner for IT Leadership Team Plus Team Members.
- Partner Team Leader requires three Gartner for Enterprise IT Leadership Team Plus Advisor and/or Cross Function Team Members before other Team Member licenses can be added.

Executive Programs Leadership Team:

- IT Executive Team Leader, Delegate Team Leader, and Advisor Team Leader require Gartner for IT Leadership Team Members.
- Partner Team Leader requires three Gartner for Enterprise IT Leadership Team Advisor and/or Cross Function Team Members before other Team Member licenses can be added.

Gartner for Chief Financial Officers Team:

- Advisor Team Leader requires Gartner for Finance Leaders Team Members.

Gartner for Chief Human Resources Officers Team:

- Advisor Team Leader requires Gartner for Human Resources Leaders Team Members.

Gartner for Chief Marketing Officers Team:

- Advisor Team Leader requires Gartner for Marketing Leaders Team Members.

³ Availability is limited. Please check with your Gartner representative before ordering.

⁴ Purchasing prerequisite and/or eligibility requirements apply. Check with Sales representatives before purchasing.

⁵ Technical Professionals Team licenses require the purchase of a team configuration and are not available for purchase as standalone licenses. Each Technical Professionals Team consists of one (1) Team Leader and four (4) Team Member coterminous licenses. Up to six (6) additional Team Members may be added for a maximum total of ten (10) Team Members per Team Leader.

⁶ Renewal Only and Renewing Subscriber services and pricing are available to eligible license holders who purchased the service listed on or before the date specified above or below and continuously purchase the service thereafter. Please check with Sales Representative for availability and eligibility before ordering.

* Aggregate Legacy Core IT Research Reference and Advisor licenses at the Agency/Operating Unit level only on a single Purchase Order to determine license quantity price level. Once the Legacy Core IT Research aggregate drops to a lower license quantity price level, lower license quantity price level applies going forward and no longer qualifies to raise the price level to a higher licenses quantity price level. Core IT Research to IT Leaders or Industry Advisory Services promotional migration options may be available. Please check with your Gartner Account Executive for details.

⁷ Ticket prices apply to orders received by December 31st of the year indicated for the start of each term. For example, ticket prices for Year 2025 applies to orders received on or before December 31, 2025. Future ticket prices have not been released; please check with account representatives for future pricing at the time of purchase.

⁸ Higher Education products are only available to eligible public and not-for-profit Higher Education colleges or universities with undergraduate students pursuing two-year associate or four-year baccalaureate degrees in information technology. A Core IT Research Reference for Higher Education license is for one designated, student campus based on the total full-time equivalent (FTE) student enrollment of the college or university, as assessed at the time of purchase. Purchasing prerequisites apply. Check with Sales representatives before purchasing. Technical Professionals for Higher Education is only available to IT staff of the designated college or university.

Table 2 - Gartner Structured Applied Research and Advisory Services Fee Schedule

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Gartner Consulting extends the value of Gartner Research from insight to action, helping our clients harness the power of Gartner's actionable, objective insight to achieve their strategic technology outcomes. Structured Applied Research and Advisory Services are based on our extensive library of Gartner toolkits covering critical IT and business capabilities. The offerings below assist our clients with applying Gartner Research to their specific environment and addressing their mission-critical priorities.

Gartner Structured Applied Research and Advisory Services include the following types of engagements:

- A. Assessments
- B. Discovery Workshops
- C. Strategy and Roadmap Development
- D. Program Management and Value Realization Services

Topic areas covered include:

Application, Infrastructure and Security

- Enterprise Applications
- Cloud and Technology Modernization
- Cybersecurity and Resilience
- Infrastructure
- DevSecOps

Data, Analytics, and Artificial Intelligence (AI)

- Data Analytics & AI Strategy
- Data Analytics & AI Use Case Selection & Prioritization
- Data Analytics & AI Governance and Architecture
- Data Analytics & AI Management and Execution

Digital Business, Technology and Organization Transformation

- Technology / Digital Strategy
- Customer / Constituent / Employee Experience
- Operating Model and Organization Design
- Talent and Culture
- Market Scan and Trend / Sentiment Analysis

Sourcing and Spend Optimization

- Sourcing Strategy and Requirements Development
- Vendor Selection and Acquisition
- Technology and Spend Optimization

Contract and Cost Optimization

- Deal Advisory and Procurement
- IT Contract Negotiation and Cost Optimization

Program Management and Value Realization

- Program Management and Value Realization (set-up and execution)
- Independent Verification & Validation (IV&V)
- Organizational Change Management and Communications
- Technology Governance
- Partner and Vendor Management
- Agile Project Management

Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
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Gartner Structured Applied Research and Advisory Services

Note: Pricing for Structured Applied Research and Advisory Services varies based on the relative complexity/level of effort of the anticipated work, including the subject matter expertise and experience/skill necessary to deliver each project. The contractual category will be identified by Gartner and jointly agreed to in a project Statement of Work prior to the start of any compensable work.

A. Assessments - Evaluate current state technology, process, and/or organizational components using Gartner frameworks, considering industry trends and best practices. Deliverables may include one or more of the following: Maturity Assessment, Peer Benchmark, Project/Program Health Evaluation, Readiness Assessment, Skills/Capability Inventory, Customer Sentiment Analysis and Market Scan. Assessment duration will vary based on scope and are typically completed within 2-12 weeks.

Rapid Assessment (Weekly Rate) - Application of Gartner tools and frameworks without customization for a single topic area.	30,000	30,900	31,827	32,782	33,765
Complex Assessment (Weekly Rate) - Tailored version of Gartner tools and frameworks applied across one or more topic areas requiring extensive data gathering (e.g., surveys, interviews, focus groups, etc.) and synthesis of results.	35,000	36,050	37,132	38,245	39,393

B. Discovery Workshops - Expert-facilitated sessions with key stakeholders to gain consensus on business drivers, issues and opportunities for improvement. Output will be summarized in a Discovery Workshop Report that provides a high-level action plan for the client to proceed toward their objectives. *Note: Pricing is based on a single Topic Area. Additional Topic Areas will be priced as additional workshop line items.*

Discovery Workshop (Single topic) - 1–4-hour workshop delivered remotely with preparation and wrap-up completed within 5 consecutive business days.	30,000	30,900	31,827	32,782	33,765
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C. Strategy & Roadmap Development - Develop a business-aligned strategy, analyze target state alternatives, prepare a case for change, identify recommendations and/or document an actionable path forward. Deliverables may include Use Cases, Journey Maps, Alternatives Analysis, Target State Operating Model, Go-Forward Strategy, Strategic Roadmap, Implementation Plan, Business Case, Resource Plan, Cost Model, Value Proposition, etc. *Note: Pricing is provided below by the week. Individual engagement pricing will depend on the number of weeks to complete the agreed-upon scope. For example, High-Level Strategic Planning engagements typically take 2-4 weeks, Operating Model and Roadmap engagements typically take 8-12 weeks, and more detailed Strategy, Architecture, and Planning engagements can take 12-16 weeks or longer.*

Strategy & Roadmap Development (Weekly Rate)	44,000	45,320	46,680	48,080	49,522
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D. Program Management and Value Realization Services - Support successful initiative execution through oversight, program and project management, governance, change leadership, performance metrics definition, hands-on coaching and IT contract negotiations support. Deliverables will vary based on the business objectives of the individual engagements. *Note: Pricing is provided below by the week, per program to be supported. Individual engagement pricing will depend on the number of weeks of services required and the number of programs or contracts to be supported.*

Independent Oversight of Client-led Program(s) (Weekly Rate - Per Program)	28,000	28,840	29,705	30,596	31,514
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	Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
Program Management Services (Weekly Rate - Per Program)	33,000	33,990	35,010	36,060	37,142
Sourcing Support Services (Weekly Rate - Per Program)	33,000	33,990	35,010	36,060	37,142
Strategy Execution Support (Weekly Rate - Per Program)	44,000	45,320	46,680	48,080	49,522
IT Contract Negotiations Assistance (By contract)	<i>Success-based fee based on a percentage of savings achieved.</i>				

Prices herein are fixed maximum not to exceed rates inclusive of travel and other reimbursable expenses. Gartner reserves the right to refresh its pricing and product offerings annually. The refreshed pricing and product offering(s) will be provided to the Client in writing and will become effective within 10 days of submission by Gartner and/or upon the Agreement's annual renewal date.

Ventura County Non-Employee Information Technology Usage Agreement

Anyone that is not a Ventura County employee (“Non-employee personnel”) who will access (which includes but is not limited to use, maintenance, repair or installation of) Ventura County information technology in the course of their work for Ventura County are required to sign this document before accessing, using, maintaining, repairing or installing any Ventura County information technology system. “Information technology” includes any computer, network, Internet access, electronic mail and voice message systems, facsimile devices, or other electronic systems used by Ventura County.

1. Non-employee personnel have no expectation of privacy in any electronic communications, use of Ventura County property, or Internet access. Ventura County reserves the right to review, audit, or monitor any information technology used by non-employee personnel.
2. Non-employee personnel shall use only accounts authorized by the sponsoring County department.
3. Non-employee personnel may access only those resources for which they are specifically authorized. Any other access is prohibited.
4. Non-employee personnel are personally responsible for safeguarding their account and log-on information. Passwords shall adhere to the following:
 - a. Passwords shall remain confidential.
 - b. Passwords shall be changed at least every 120 days.
 - c. Passwords shall be at least six characters long.
 - d. Systems will be configured to “lock-out” the account after 5 or less incorrect password attempts.
 - e. Passwords shall not contain your user name or any part of your full name.
 - f. Passwords shall never be displayed, printed, or otherwise recorded in an unsecured manner.
5. Non-employee personnel are not permitted to script their user IDs and/or passwords for log-on access.
6. Non-employee personnel are not permitted to allow another person to log-on to any computer utilizing their personal account, nor are they permitted to utilize someone else's account to log-on to a computer. Only the Ventura County sponsoring department can authorize multiple people for use on a single service account.
7. Non-employee personnel may not leave their workstation logged onto the County network while away from their area. Non-employee personnel may elect to lock the workstation rather than logging off when leaving for very short time periods.
8. Non-employee personnel shall maintain a log, left with the sponsoring department, of all software loaded onto any Ventura County computer. The software must have been approved in writing in advance by the sponsoring department.
9. Non-employee personnel shall execute only applications that pertain to their specific contract work.
10. Non-employee personnel shall promptly report log-on problems or any other computer errors to the sponsoring County department.

Ventura County Non-Employee Information Technology Usage Agreement

11. Non-employee personnel shall promptly notify the sponsoring department if they have any reason to suspect a breach of security or potential breach of security.
12. Non-employee personnel shall promptly report anything that they deem to be a security loophole or weakness in the computer network to the sponsoring department.
13. Non-employee personnel shall not install or use any type of encryption device or software on any Ventura County hardware, which has not been approved in writing in advance by the sponsoring County department.
14. Non-employee personnel may not remove any computer hardware, data or software from a Ventura County building for any reason, without prior written approval from the sponsoring County department.
15. Non-employee personnel shall not delete, disable, or bypass any authorized encryption device or anti-virus program installed on Ventura County hardware.
16. Non-employee personnel that request exclusive control over County servers must have the servers reviewed by the Information Technology Services Department Security Group.
17. Non-employee personnel shall not attach any cables or devices to the Ventura County network that would extend the County network to non-employee users..
18. Non-employee personnel may not copy any data and/or software from any Ventura County resource for personal use.
19. Non-employee personnel may not utilize Ventura County computer systems or networks for any of the following reasons:
 - a. Game playing;
 - b. Internet usage or surfing not required for their specific contract work activity;
 - c. Non-related work activity; or
 - d. Any illegal activities, which include but are not limited to creation, download, viewing, storage, copying, or transmission of sexually explicit or sexually oriented materials.
 - e. Downloading of files from non-County resources. If files are needed for specific contract work, the non-employee shall first obtain authorization from the appropriate sponsoring County department.
20. Non-employee personnel are prohibited from intercepting or monitoring network traffic by any means, including the use of network sniffers, unless authorized in writing in advance by the sponsoring County department.
21. Non-employee personnel may not give out any Ventura County computer information to anyone with the sole exception that the non-employee may give other non-employee personnel such information in order to complete authorized tasks and who have signed this agreement. Information includes but is not limited to: IP addresses, security configurations, etc.
22. All data storage media shall be erased or destroyed prior to disposal.

Ventura County Non-Employee Information Technology Usage Agreement

- 23. Non-employee personnel may not remove, modify, erase, destroy or delete any computer software without the written approval in advance of the sponsoring County department.
- 24. Non-employee personnel shall not obtain or distribute or attempt to obtain or distribute Ventura County system or user passwords.
- 25. Non-employee personnel shall not obtain or distribute or attempt to obtain or distribute door passcodes/passkeys to secured rooms at any Ventura County facility for which they are not authorized entry or access to.
- 26. All equipment issued to non-employee personnel will be returned in good condition to Ventura County upon termination or suspension of the Ventura County/non-employee Personnel relationship.
- 27. Non-employee personnel are prohibited from causing Ventura County to break copyright laws.
- 28. Use by non-employee personnel of any Ventura County information technology will acknowledge acceptance of the above-referenced policies. Any non-employee who violates any of these policies shall be subject to disciplinary action, including but not limited to total removal from the Ventura County project as well as being subject to California civil and criminal liability. Disciplinary action may include Ventura County requesting that the employer of the non-employee demote, suspend or terminate the non-employee. Finally, Ventura County reserves the right to deem a non-employee's breach of this Agreement as a breach of the underlying agreement for information technology services or products or the agreement that necessitates a non-employee accessing County information technology.

Non-employee name (print)	Company/Agency name (print)
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Non-employee signature	Date	Non-employee phone number
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Ventura County Sponsor *(Print employee name, department and phone number)*

Purpose (State the reason for the need of the non-employee)

Ventura County Contract Number and Contract Name authorizing the non-employee work

EXHIBIT B

SAMPLE SERVICE ORDER Q-XXXX

Gartner	Client (Sold To)	Client (Bill To)
GARTNER, INC. (COMPANY) 56 TOP GALLANT ROAD STAMFORD, CT 06902-7700 UNITED STATES	HILLSBOROUGH COUNTY AVIATION AUTHORITY (AUTHORITY) 5411 SKYCENTER DRIVE TAMPA, FLORIDA 33607 UNITED STATES	ACCOUNTS PAYABLE HILLSBOROUGH COUNTY AVIATION AUTHORITY PO BOX 22287 TAMPA, FL 33622-2287 UNITED STATES payables@tampairport.com

1. ORDER SCHEDULE

Authority agrees to subscribe to Company for the Services listed in the table below. Each Service Period is 12 months unless specified in the Order Schedule.

Service Name/ Level of Access	Quantity	Licensed User	Total Service Period (Months)	Service Start/End	Service Period 1	Service Period 2 (Option Year 1)	Service Period 3 (Option Year 2)
Service Period Fee							
Estimated Credit							
Total Service Period Fee Exclusive Of Applicable Tax							

REPLACEMENT OF SERVICES. Upon execution by both Parties, this Service Order shall cancel the previous Service Order dated _____, between Authority and Company or any wholly-owned affiliate of Company. Authority will receive a credit, which represents the portion of the fee paid by Authority applicable to the remaining, unfulfilled Term of the Service Order based on Service start date above. This credit will be applied to the invoice for this Service Order between Authority and Company, and is subject to confirmation of the payment previously made to Company or any wholly-owned affiliate of Company.

The pricing for optional years beyond Service Period 1 is provided for evaluation/budgetary purposes only. The actual price paid by Client for each additional Service Period (Year 2, Year 3, etc.) will be the then current contract fees for the service or services at the time of purchase.

2. SERVICE DESCRIPTIONS

Service Name/Level of Access	Service Description URLs

3. PAYMENT TERMS

Payment Terms	Billing Schedule	PO Number Required on Invoice
Net 30	Annual in advance	Select Yes/No: _____ PO Number: _____

EXHIBIT B

If Client requires a Purchase Order (“PO”) number to be included on Gartner’s invoice for payment, “yes” must be checked and the PO number entered in the table above. Failure to do so may result in delayed access to Services. Should Client require an annual PO number for multi-year Service Orders, Client must provide the new PO number at least 30 days prior to the beginning of each subsequent Service Period. The original PO number will be used for subsequent invoices if a new PO number is not provided. Regardless of whether Client provides a PO number, Client remains obligated to pay the Total fee for all Service Periods in Section 1. Any pre-printed or additional terms included on the PO shall be inapplicable and of no force or effect. Any notices, notifications, or subsequent POs are to be sent to americascontracts@gartner.com.

4. SERVICE TERMS

This Service Order is governed by the Supplemental Contract and Contract #9658 between Gartner, Inc. and COUNTY OF VENTURA dated 29-Apr-2025 (collectively “Agreement”). All defined terms not defined in this Service Order are defined in the Agreement.

**HILLSBOROUGH COUNTY AVIATION
AUTHORITY**

GARTNER, INC.

Client Signature

Gartner Signature

Print Name

Print Name

Title

Title

Date

Date

EXHIBIT C
AUTHORITY POLICY P412
TRAVEL, BUSINESS DEVELOPMENT AND WORKING MEALS EXPENSES

PURPOSE: To establish a policy governing the authorization, approval and allowability of travel, business development, and working meals expenses incurred by Board members, the Chief Executive Officer (CEO), and Authority employees when conducting business on behalf of the Authority.

LEGAL CONSIDERATION: Subject to the provisions of applicable Florida Statutes, the Hillsborough County Aviation Authority Act authorizes the Authority to reimburse Board members, the Chief Executive Officer, and all Authority employees for all travel expenses incurred while on business for the Authority. The Hillsborough County Aviation Authority Act also authorizes the Authority to “[a]dvertise, promote and encourage the use and expansion of facilities under its jurisdiction” and do all acts and things necessary and convenient for promotion of the business of the Authority. Pursuant to Policy, the Authority is allowed to incur business development expenses for meals, beverages and entertainment in order to highlight the numerous advantages and world class facilities of the Authority’s airport system and build relationships with airline executives, potential real estate partners, potential tenants and others.

POLICY:

General:

- A. All Authority travel, business development, and working meals expenses must provide benefit to the Authority. This Policy provides guidance covering key areas related to travel, business development, and working meals expenses. Additional guidance is provided in Authority Standard Procedure S412.01, Reconciliation and Reimbursement of Travel, Business Development, and Working Meals Expenses. All circumstances may not be specifically covered. In these instances, sound judgement should be used and reasonable documentation should be provided to support the circumstance and expense. Any exception to the practices outlined in this Policy will require written approval by the CEO or Executive Vice President (EVP) of Finance and Procurement and must be in compliance with applicable Florida Statutes.
- B. Employees may book their own flight and hotel reservations, or may utilize the Authority’s corporate travel agency. In an effort to find the most economical lodging rates and airfare, the use of third party companies such as Expedia.com, Hotels.com and Travelocity.com may be considered. Other resources such as AirBNB.com, VRBO.com and HomeAway.com may also be used if determined to be the most economical option.
- C. All reservations (hotel, flight, conference, etc.) shall be booked as far in advance as possible to take advantage of discounted rates.

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- D. If the traveler elects to arrive earlier or stay later than reasonably necessary to conduct the required Authority business, the traveler will be responsible for payment of all additional expenses beyond those incurred for Authority business. Reasonably necessary is defined as arriving at the destination no more than 24 hours prior to engaging in Authority business or commencing the return trip within the next day of engaging in Authority business.
- E. Purchases for travel, business development, and working meals should be made using Authority Purchasing Cards (PCard) in accordance with Authority Standard Procedure S410.25, Purchasing Cards. As an alternative, personal credit cards may be used, however, the expense will not be reimbursed until after the trip or event has occurred. The reimbursement request must be submitted within 30 days of the completion of the trip or event.
- F. All individuals traveling on behalf of the Authority may personally retain any points or other benefits generated from Authority travel (i.e frequent flyer mileage or awards from hotel frequent guest programs). However, participation in these programs should not influence airline and hotel selection resulting in higher cost to the Authority.

Travel Expenses:

- A. Travel Authorization and Approval:
 - 1. Board members and Authority employees are authorized to attend training and/or conventions, conferences, board, and committee meetings of professional and/or trade organizations specific to their job requirements as well as other meetings, site visits, or events directly related to their position at the Authority. The CEO will approve the travel for those individuals reporting directly to the CEO. All other employee's travel will be approved by their EVP and/or appropriate level supervisor. Such approval must be made in advance of travel for all Authority employees under the Director level.
 - 2. Approval of eligible travel expenses is obtained during the expense submittal process as outlined in Authority Standard Procedure S412.01, Reconciliation and Reimbursement of Travel, Business Development, and Working Meals Expenses.
 - 3. The Authority expects employees to exercise sound prudent business practices when booking travel.
- B. Travel by Air Carrier:

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1. Travelers are required to use Coach/Economy cabin fares unless otherwise indicated within this Policy. Factors such as time and productivity of the traveler, cost of transportation, per diem/subsistence costs, cancellation fees, and any additional costs (such as baggage fees) should be considered when making reservations.
2. If a Board member, the CEO, an EVP, or Vice President (VP) is scheduled to engage in Authority business within 24 hours of arriving at the destination, or commences the return trip within 24 hours of completing Authority business, he/she is permitted to book fares in business class or its equivalent. Business class or equivalent travel by other Authority employees must be approved in writing with justification in advance by the department EVP.
3. If the primary purpose of the trip is to visit a specific airline, it is acceptable to book a flight on that airline even if the airline does not offer the lowest fare available.
4. Miscellaneous airline fees including, but not limited to, seat reservation fees, early or preferred boarding, checked baggage fees, airline change fees, and in-flight internet expenses, are allowable if utilized for Authority purposes. Checked baggage fees will be limited to one checked bag, unless supported by adequate business justification.
5. In the event a flight must be changed for acceptable business reasons, applicable airline fees are allowable expenses under this Policy with adequate written justification.
6. In the event a flight is cancelled or delayed, the traveler may choose an alternate mode of transportation in accordance with this Policy.

C. Registration Fees:

The traveler is eligible to incur registration fees for meetings and conferences, as well as fees for attending events which are not included in the basic registration fee and that directly enhance the public purpose of the Authority's participation at the meeting or conference. Employee must provide business justification for attending the event.

D. Lodging:

Hotel or accommodation charges must be substantiated by an itemized receipt reflecting all charges for the entire stay. The traveler is expected to exercise his or her best judgment and reasonableness in the selection of lodging. The location of the hotel should be as convenient

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as possible to the place where the business of the Authority will be transacted and should be at the lowest appropriate rate.

Paid usage of hotel sponsored Wi-Fi or wired internet access is an authorized lodging expense.

Lodging expenses incurred within the Authority's Metropolitan Statistical Area (MSA) (as defined by the United States Office of Management and Budget, to include Hernando, Hillsborough, Pasco and Pinellas Counties) are only authorized with adequate business justification and if approved in writing in advance by the CEO or the employee's EVP.

E. Meals (During Travel):

Meals within the continental United States will be reimbursed in accordance with the General Service Administration (GSA) meals rate in effect for the destination city on the date travel was initiated. If the destination is not included in the GSA destination guide, the GSA rate for the listed city that is closest to the destination city or county for the destination city will be used.

Meals for travel outside of the continental United States (including Hawaii, Alaska and Puerto Rico) will be reimbursed in accordance with the current rates as specified in the federal publication "Standardized Regulations (Government Civilians, Foreign Areas)".

For both domestic and international travel, the first and last day of travel are calculated at 75% of the rate in effect for the destination city. This excludes intermediate destinations on multi-city trips.

A traveler will not be reimbursed or receive per diem for meals included in a convention or conference registration unless reasonable written explanation is provided. A meal is considered to be any of the regular occasions in a day when a reasonably large amount of food is eaten, such as breakfast, lunch, or dinner. (Definition from Dictionary.com and Oxford University Press.) Continental breakfasts will not be considered a meal. Therefore, per diem will not be reduced for continental breakfasts. Additionally, per diem will not be reduced for meals provided by airlines.

Allowance for meals when travel is confined to the Authority's MSA is only authorized with adequate business justification and if approved in writing in advance by the CEO or the employee's EVP.

F. Ground Transportation:

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Authorized ground transportation expenses include, but are not limited to, hired cars, trains, other fixed rail, shared ride services (such as Uber or Lyft), buses, and other modes of ground transportation required to enable the traveler to conduct Authority business. Travelers will use good judgement with regard to which mode of ground transportation is utilized, and tickets should be purchased in the most economical class of service available unless there is an adequate business justification and is approved in writing in advance by the CEO or employee's EVP.

Allowance for ground transportation within the Authority's MSA is only authorized with adequate business justification and if approved in writing in advance by the CEO or the employee's EVP.

G. Other Travel Expenses:

Other eligible travel expenses as approved by the Florida Department of Financial Services pursuant to rules adopted by it include fees and tips given to porters, baggage carriers, bellhops or hotel maids, with the expense limited to \$1 per bag not to exceed a total of \$5 per incident; and actual laundry, dry cleaning and pressing expenses for official travel in excess of seven calendar days and where such expenses are necessarily incurred to complete the official business.

Eligible incidental expenses are defined by Florida Statute Section 112.061(8)(a) and include ferry fares, bridge, road, and tunnel tolls, storage or parking fees, and communication expenses.

Itemized receipts are required for all individual expenses that are higher than \$25.

H. Foreign exchange rates:

Eligible travel expenses include the difference between the official daily foreign exchange rate and the transaction rate, in addition to any applicable fees.

I. Travel by Rental Vehicle:

Board members, the CEO, EVPs and VPs are authorized to rent a vehicle if necessary to conduct Authority business, without advance approval. Utilization of a rental vehicle by all other Authority employees must be approved in advance of travel in writing by the CEO or the employee's EVP or VP.

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Rental vehicles will be mid-size or smaller, unless three or more travelers are sharing the vehicle. Travelers will select the rental vehicle refueling option anticipated to be the most economical for the Authority.

The State of Florida contract for rental cars should be consulted for discounted rates. The State of Florida contract provides rental vehicle services to Florida's government agencies. A website link to the Rental Rates and Rental Procedures to utilize the State contract are located on the Authority Intranet.

Allowance for rental cars when travel is confined to the Authority's MSA is only authorized with adequate business justification and if approved in writing in advance by the CEO or the employee's EVP.

The Authority provides insurance coverage for both Automobile Liability and Collision Damage Waivers and will not reimburse a traveler for the cost of such coverage on a rental car contract for travel within the United States. (Exception: If the traveler rents a vehicle in a foreign country, he/she shall purchase both Automobile Liability and Collision Damage Waivers from the rental car company.)

J. Travel by Personal Vehicle:

Prior to utilizing a personal vehicle to conduct Authority business, all employees must comply with Authority Standard Procedure S250.05, Motor Vehicle Use – Personal or Authority-Owned.

Board members, the CEO, EVPs and VPs are authorized to use their personal vehicle if necessary to conduct Authority business, without advance approval. Except for travel within the State of Florida, utilization of a personal vehicle by all other Authority employees must be approved in advance of travel in writing by the employee's EVP or VP.

Mileage for authorized use of employee's personal vehicle will be at the Internal Revenue Service cents per mile rate in effect at the time of travel. Mileage reimbursement is calculated in accordance with Authority Standard Procedure S412.01, Reconciliation and Reimbursement of Travel, Business Development, and Working Meals Expenses.

Personal vehicles should not be used if the estimated mileage reimbursement is expected to exceed the cost of renting a car for the trip.

K. Travel by Third Parties Conducting Business on Behalf of the Authority:

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Unless terms of travel are specified in their contracts, all consultants, design professionals, design-builders contractors, sub-consultants, and sub-contractors performing work for the Authority will be reimbursed for travel expenses in accordance with eligible cost elements as described above.

Business Development Expenses:

- A. Business development meal, beverage (including alcoholic), and other expenses may be incurred locally or while traveling. Business development activities require meeting with non-Authority personnel. Employees may be reimbursed for actual, reasonable, and appropriately documented expenses related to the business development activity.
- B. To qualify as business development, such an employee must (a) reasonably expect, and have as the primary motivation for the expenditure, that the Authority will derive revenue or another business benefit as a result of the business development activity; (b) incur the expense in a setting where the party being entertained would reasonably understand that the expenditure was for an Authority business objective; and (c) use the expenditure for the person from whom the Authority expects the business benefit, as well as for the employee and other Authority staff in attendance.
- C. Alcoholic beverage expenses may only be incurred at business development events related to meetings including non-Authority personnel from organizations from which the Authority is reasonably expected to derive revenue or another business benefit.
- D. The employee must provide detailed itemized receipts for all business development expenses larger than \$25 and must include rationale and business benefit for the Authority.

Working Meals:

- A. Expenditures for meals during business meetings between Authority employees or between Authority employees and individuals from outside organizations are allowable only (a) when there is a valid business need to have the meeting during a meal time (i.e., schedules will not accommodate the meeting at other times); (b) during periods of extended overtime (i.e. irregular operations, working on the budget or another major project); or (c) periodic department meetings (not more than quarterly), full-day or half-day Authority-wide meetings, or Authority strategic planning sessions.
- B. Business meals between Authority subordinates and supervisors will be infrequent and will occur only when there is no other time during which the meeting can be scheduled.

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- C. Notwithstanding subparagraph B above, Executive staff, VPs, Directors and Managers may occasionally purchase meals for employees provided the meals are reasonable and for the purpose of conducting Authority business and/or employee recognition.
- D. Alcoholic beverages expenditures shall not be reimbursed or charged to the Authority under this section.
- E. Reasonable expenditures for meals with Board members are reimbursable provided there is a valid business need to have the meeting during a meal time.
- F. Working meals will be reimbursed upon presentation of appropriate documentation including a list of attendees.

**Exhibit D
Scrutinized Company Certification**



Hillsborough County Aviation Authority
PO Box 22287
Tampa, FL 33622
Telephone. 813-870-8700


This certification is required pursuant to Florida State Statute Section 287.135.

A company that, at the time of bidding or submitting a proposal for a new contract or renewal of an existing contract for goods and service of \$1 million or more, is on the Scrutinized Companies with Activities in Sudan List or the Scrutinized Companies with Activities in Iran Terrorism Sectors List or that has business operations in Cuba or Syria, is ineligible for, and may not bid on, submit a proposal/response for, or enter into or renew a contract/agreement with an agency or local governmental entity.

A company that, at the time of bidding or submitting a proposal for a new contract or renewal of an existing contract for goods and services of any amount, participating in a boycott of Israel is ineligible for, and may not bid on, submit a proposal/response for, or enter into or renew a contract/agreement with an agency or local governmental entity.

Company: Gartner, Inc.		
Address: 56 Top Gallant Road		
City: Stamford	State: CT	Zip Code: 06902-7700
Phone: +1-203-964-0096	Email: ama.contractadmin@gartner.com	
Federal ID Number: 04-3099750		

I, Melissa McKay, as a representative of Gartner, Inc. certify and affirm that subject to the dollar limitations set forth in Florida Statutes Section 287.135, this company is not on the Scrutinized Companies with Activities in Sudan List, the Scrutinized Companies with Activities in the Iran Terrorism Sector List, does not have business operations in Cuba or Syria, and does not participate in the boycott of Israel.

DocuSigned by:

38838E34258B4E6...
Signature
 Melissa McKay

Printed Name

Manager

Title
 March 11, 2026

Date

EXHIBIT E

Affidavit of Compliance with Anti-Human Trafficking Laws


In accordance with Section 787.06(14), Florida Statutes, the undersigned, on behalf of Gartner, Inc. ("Company"), hereby attests under penalty of perjury that the Company:

1. Does not use coercion for labor or services as defined in Section 787.06, Florida Statutes.

The undersigned is authorized to execute this Affidavit on behalf of Company.

Date: 11 March, 2026

Entity: Gartner, Inc

Signed: DocuSigned by:

38838E34258B4E6...

Name: Melissa McKay

Title: Manager