

CITY OF FONTANA

At Tomorrow's Talent, we believe that strengthening the alignment between education and employers and properly supporting new graduates will create a pipeline for local talent who thrive in local jobs, resulting in a stronger local economy for all. We understand the different purposes, operational tempos, financial models, cultures, and languages of educational institutions and employers, which allows us to build bridges between them effectively. Bridges that tomorrow's talented employees can more easily navigate on their way to a thriving career.

AGREEMENT SUMMARY

The following provides an overview of the anticipated Scope of Work and related services to be provided by Tomorrow's Talent in partnership with **City of Fontana ("CLIENT")** under this Agreement.

ACTIVITIES

Tomorrow's Talent will work to support in any of the following ways:

- School District/Site engagement, pathway identification and development, scheduling, and coordination of ongoing meetings
- Student screening, recruitment, orientations, development, and placement
- Successful student engagement
- Assist in developing policies and/or certification processes aligned with course sequences for related pathways.
- Student and/or Employer Events
- Workforce Readiness Workshops
- Guest Speaking Opportunities
- Teacher externship coordination and development
- Employer of Record Services (separate agreement needed for payroll services)

ACTIVITY DETAIL

Tomorrow's Talent will assist in any or all of the above-listed activities as needed but will specifically support:

- Three events/workshops in the Adulting 101 Program
 - Conduct/Facilitate Mock Interviews
 - My First Job Workshop
 - Centered around Transferable Skills / AI Professional Skills
 - Debunking the Myths of Adulting
 - Financial Literacy Workshop (Incl. Taxes 101)
- Workshop dates, times, and topics may be adjusted as mutually agreed upon
- Anticipated offerings to be conducted in October 2026, February 2027 and March 2027
- Effort to be made to get the "same" students to attend all three workshops
- Offer a certificate of completion (where applicable)

TERM

The term of this agreement is to be effective as of July 1, 2026, through June 30, 2027.

COMPENSATION

Tomorrow's Talent proposes to provide the above listed services at a rate of **\$14,700**. Payment shall be made as follows: thirty percent (30%) of the total contract amount due upon execution of the Agreement, with the remaining balance invoiced in equal monthly installments over the term of the Agreement.



TERMS AND CONDITIONS

I. Parties

This Services Agreement is entered into by and between **CITY OF FONTANA** ("CLIENT") and **Tomorrow's Talent, LLC** ("VENDOR"). CLIENT and VENDOR may be referred to individually as a "Party" and collectively as the "Parties."

II. Services

VENDOR shall provide the employer services described in the Agreement Summary, Scope of Work, or applicable attachments. Services may include recruitment support, candidate sourcing, screening, coordination, onboarding support, workforce consulting, or other mutually agreed services.

III. Services Involving Minors or Student Participants

To the extent the Services involve minors, students, interns, or work-based learning participants, CLIENT agrees to comply with all applicable federal, state, and local laws governing the employment, supervision, safety, scheduling, and work conditions of minors, including any applicable work permit, wage and hour, restricted duties, and workplace safety requirements.

CLIENT shall be responsible for providing appropriate supervision, maintaining a safe and lawful work environment, and ensuring that any minor or student participant is assigned only to lawful and appropriate duties. If Services are provided in connection with a school district, charter school, county office of education, or other educational agency, the Parties shall cooperate in good faith to comply with any applicable student safety, background check, fingerprinting, supervision, and site access requirements.

Unless otherwise expressly stated in writing, CLIENT remains responsible for day-to-day supervision, workplace compliance, worksite safety, and final decisions regarding the placement, assignment, and continued participation of any minor, student, intern, employee, or candidate.

IV. Client Responsibilities

CLIENT agrees to provide timely information, access, approvals, job descriptions, position requirements, workplace expectations, and other materials reasonably necessary for VENDOR to perform the Services. CLIENT remains responsible for all final hiring decisions, employment terms, workplace conditions, supervision, scheduling, wage and hour compliance, and legal obligations related to any worker, candidate, intern, student, or employee unless otherwise expressly agreed in writing.

V. No Hiring, Placement, or Retention Guarantee

Unless expressly stated in the Scope of Work, VENDOR does not guarantee that any candidate will be hired, placed, retained, meet performance expectations, or remain employed for any specific period of time. CLIENT acknowledges that hiring decisions, candidate performance, attendance, conduct, availability, and retention may depend on factors outside VENDOR's control.

VI. Term

This Agreement shall begin on the effective date stated in the Agreement Summary or upon full execution by both Parties, whichever is later. It shall continue through the stated end date unless terminated earlier in accordance with this Agreement.

VII. Compensation and Payment

CLIENT shall compensate VENDOR in the amount and manner stated in the Agreement Summary, Scope of Work, invoice schedule, or approved written payment terms. VENDOR shall submit invoices according to the agreed billing schedule. Undisputed invoices shall be paid within thirty (30) days of receipt.

VIII. Termination

Either Party may terminate this Agreement for convenience upon thirty (30) days' written notice. Upon termination, CLIENT shall pay VENDOR for all Services performed, commitments made, and approved expenses incurred through the effective date of termination, including any non-cancelable or prepaid costs.

IX. Confidentiality

Each Party shall protect the confidential and proprietary information of the other Party and shall not disclose or use such information except as necessary to perform or receive Services under this Agreement or as required by law.

X. Candidate and Business Information

VENDOR may receive resumes, applications, screening notes, contact information, business requirements, and related information in connection with the Services. VENDOR shall use such information only for purposes related to providing the



Services, including recruitment, screening, coordination, reporting, and service improvement. VENDOR shall use reasonable safeguards to protect such information from unauthorized access or disclosure.

XI. Intellectual Property

VENDOR retains ownership of its pre-existing materials, tools, templates, processes, methods, work product, business information, and intellectual property. CLIENT may use final materials provided by VENDOR solely for internal business purposes related to the Services and may not sell, distribute, reproduce, or provide such materials to third parties without VENDOR's prior written consent.

XII. Independent Contractor

VENDOR is an independent contractor and not an employee, agent, partner, joint venturer, or legal representative of CLIENT. Nothing in this Agreement creates an employment relationship between CLIENT and VENDOR personnel.

XIII. Insurance

VENDOR shall maintain insurance coverage reasonably appropriate for the Services provided, including general liability and any other coverage required by law or mutually agreed upon in writing.

XIV. Indemnification

Each Party shall indemnify and hold harmless the other Party from third-party claims, damages, liabilities, losses, costs, and expenses to the extent caused by that Party's negligence, willful misconduct, breach of this Agreement, or violation of applicable law.

XV. Nondiscrimination

The Parties shall comply with all applicable federal, state, and local laws prohibiting discrimination, harassment, or retaliation in connection with the Services.

XVI. Dispute Resolution

The Parties shall first attempt in good faith to resolve any dispute through informal discussion between authorized representatives. If the dispute cannot be resolved informally, either Party may pursue any remedies available under applicable law.

XVII. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of California.

XVIII. Complete Agreement

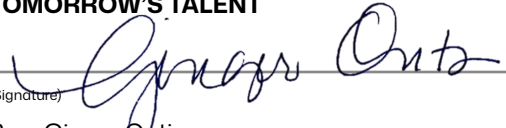
This Agreement, together with the Agreement Summary, Scope of Work, attachments, exhibits, and written amendments, represents the entire agreement between the Parties and supersedes all prior discussions or understandings related to the subject matter.

XIX. Electronic Signatures

This Agreement may be executed electronically and in counterparts. Electronic signatures shall have the same force and effect as original signatures.

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement on the dates written hereunder.

TOMORROW'S TALENT


 (Signature)

By: Ginger Ontiveros

Title: President/CEO

Date: 06/22/2026

CITY OF FONTANA

 (Signature)

By: _____

Title: _____

Date: _____