

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 Indemnatee (as defined elsewhere herein) from and against all Third-Party Claims (defined elsewhere herein) made against indemnatee based upon any contention by any third party that an employer-employee relationship exists by reason of this contract. Contractor further agrees to hold Indemnatee harmless from and to compensate Indemnatee for any Third-Party Claims against Indemnatee 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

GARTNER, INC.*

Authorized Signature

Authorized Signature

Printed Name

Printed Name

Title

Title

Date

Date

Tax Identification Number

Secretary of State Entity Number

GARTNER, INC.*

Authorized Signature

Printed Name

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) an 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



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

19K+



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

15K+



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

460K+

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

Chief Information Officer (CIO)

Executive Programs v2

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Executive Programs v2 Guided Team ²		Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
Guided Team Leader						
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 *		134,900	141,645	148,728	156,165	163,974
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		133,600	140,280	147,294	154,659	162,392
Partner Member or Partner Leader Member		133,600	140,280	147,294	154,659	162,392
CIO Self-Directed Member or CIO Self-Directed Leader Member		133,600	140,280	147,294	154,659	162,392
CDAO, CISO, I&O, EA, or Software Engineering Leaders Self-Directed Member *		76,800	80,640	84,672	88,906	93,352
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		69,700	73,185	76,845	80,688	84,723
Cross Function Member		58,700	61,635	64,717	67,953	71,351
		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					
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 *	76,800	80,640	84,672	88,906	93,352
CDAO, CISO, I&O, EA, or Software Engineering Leaders Guided Leader 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	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

Executive Programs

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	Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
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	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	118,800	124,740	130,977	137,526	144,403
Delegate Team Member or Delegate Team Leader	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	108,400	113,820	119,511	125,487	131,762
Delegate Team Member or Delegate Team Leader	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

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

Gartner for CDAOs Executive		Back to cover page				
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

Artificial Intelligence							Back to cover page
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

InfoSec / Cybersecurity						Back to cover page
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		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
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

IT Leadership Team Plus ²						Back to cover page				
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
Technology Professionals					
Technical Professionals Team ^{4, 5} (Includes 1 Team Leader and up to 4 Team Member)	Back to cover page				
	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

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

Finance

Chief Financial Officers					
Individual Access Advisor ¹	Single License	126,600	132,930	139,577	146,556
	Multi License	114,600	120,330	126,347	132,665
Team Leader ²		114,600	120,330	126,347	132,665
Advisor Member or Advisor Leader		38,500	40,425	42,447	44,570
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						
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						
Advisor Member or Advisor Leader		114,600	120,330	126,347	132,665	139,299
Reference Member		38,500	40,425	42,447	44,570	46,799
		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						
Advisor Member		38,500	40,425	42,447	44,570	46,799
Reference Member		38,500	40,425	42,447	44,570	46,799
		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								Back to cover page
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								Back to cover page
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

		Back to cover page				
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

		Back to cover page				
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

Supply Chain

		Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
		Back to cover page				
Executive Chief Procurement Officer ¹						
Individual Access Member	Limited Availability					
	Single License	147,300	154,665	162,399	170,519	179,045
Team Leader	Multi License	132,600	139,230	146,192	153,502	161,178
		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						
Individual Access	Limited Availability					
	Single License	78,200	82,110	86,216	90,527	95,054
Team Leader	Multi License	71,100	74,655	78,388	82,308	86,424
		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						
Individual Access Member ¹	Limited Availability					
	Single License	144,400	151,620	159,201	167,162	175,521
Team Leader	Multi License	129,900	136,395	143,215	150,376	157,895
		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

		Back to cover page				
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
ReImagineHR 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

Limited Availability ³								Back to cover page
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	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	133,200	139,860	146,853	154,196	161,906
	118,600	124,530	130,757	137,295	144,160
IT Executives CIO Essentials	89,200	93,660	98,343	103,261	108,425
	79,900	83,895	88,090	92,495	97,120
Industry Add-on (one industry)	13,400	14,070	14,774	15,513	16,289

Gartner RAS Subscriptions

		Year 2025	Year 2026	Year 2027	Year 2028	Year 2029
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
	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						
Core IT Research Advisor		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

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

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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 coterminal 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. <i>Note: Pricing is based on a single Topic Area. Additional Topic Areas will be priced as additional workshop line items.</i>					
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
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. <i>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.</i>					
Strategy & Roadmap Development (Weekly Rate)	44,000	45,320	46,680	48,080	49,522
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. <i>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.</i>					
Independent Oversight of Client-led Program(s) (Weekly Rate - Per Program)	28,000	28,840	29,705	30,596	31,514

	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)	Success-based fee based on a percentage of savings achieved.				

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.

Exhibit C

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