

**FOURTH AMENDMENT AND ASSIGNMENT TO CONTRACTUAL SERVICES AGREEMENT
BETWEEN ALACHUA COUNTY AND SPHERION STAFFING, LLC., NO. 12029**

THIS Fourth AMENDMENT (“Amendment”) is made by and between Alachua County, Florida, a political subdivision and charter county of the State of Florida, by and through its Board of County Commissioners (the “County”) and Spherion Staffing, LLC, a Delaware Limited Liability Company, which is authorized to do business in the State of Florida, and a franchise affiliate of Randstad North America, Inc. (“Contractor”), who are collectively referred to as the “Parties”.

WITNESSETH:

WHEREAS, the County and Contractor previously entered into a Contractual Services Agreement dated August 8, 2021 for Annual Temporary Personnel Services, identified by No. 12029 (the “Agreement”); and

WHEREAS, the Parties entered into the First Amendment to the Agreement, dated March 22, 2022 (the "First Amendment"), the Second Amendment to the Agreement, dated July 12, 2023 (the “Second Amendment”), and the Third Amendment to the Agreement, dated March 21, 2025 (the "Third Amendment"); and

WHEREAS, the County has elected its option to renew the term of the original Agreement to allow the Contractor to furnish the goods or service to Alachua County; and

WHEREAS, the Parties agree to include the statutory language and affidavit from Section 787.06(13), Florida Statutes, No Coercion for Labor or Services, to the original Agreement; and

WHEREAS, the Parties agree to include the statutory language and affidavit from Section 287.138, Florida Statutes, Contracting with Entities of Foreign Countries of Concern Prohibited, to the original Agreement; and

WHEREAS, the Parties desires to amend the Agreement to extend the term and to do as otherwise provided herein.

NOW, THEREFORE, the County and Contractor agree to amend the Agreement as follows:

A. Amendment. Section #1, of the Agreement titled “Term” subsection 1.1 is amended to read as follows:

1.1 Upon execution of this Amendment by both Parties the term of this Agreement is extended through September 30, 2027, unless earlier terminated as provided herein. This is the final renewal term of the Agreement

B. Amendment. Section #29, of the Agreement titled “No Coercion for Labor or Services” is added to read as follows:

Human Trafficking Affidavit of No Coercion for Labor or Services

Section 787.06(13), Florida Statutes, requires any governmental entity, which includes "district", when executing, renewing, or extending a contract, must obtain an affidavit from the non-governmental entity attesting that it does not use coercion for labor or services. The terms "coercion" and "labor" are defined respectively in sections 787.06(2)(a) 1-72 and 787.06(2)(e)3, Florida Statutes.

The Contractor will certify this understanding, obligation, through the completion of the No Coercion for Labor or Services Affidavit, a copy of which is attached to this Amendment as **Exhibit 4**.

- C. Amendment. Section #30, of the Agreement titled "Contracting with Entities of Foreign Countries of Concern Prohibited" is added to read as follows:

Contracting with Entities of Foreign Countries of Concern Prohibited

Section 287.138, Florida Statutes, prohibits any governmental entity, which includes "district", from contracting with entities of foreign countries of concern if the contract provides the vendor with access to an individual's personal identifying information and:

The entity is owned by the government of a foreign country of concern;

The government of a foreign country of concern has a controlling interest in the entity; or

The entity is organized under the laws of or has its principal place of business in a foreign country of concern.

The statute identifies foreign countries of concern as: The People's Republic of China, the Russian Federation, the Islamic Republic of Iran, the Democratic People's Republic of Korea, the Republic of Cuba, the Venezuelan regime of Nicolas Maduro, or the Syrian Arab Republic does not have a controlling interest in the Supplier.

The Contractor will certify this understanding, obligation, through the completion of the Foreign Country of Concern Affidavit, a copy of which is attached to this Amendment as **Exhibit 5**.

- D. Effective Date. Upon and after full execution of this Amendment by the Parties, this Amendment shall be effective on October 1, 2025.

- E. Original Agreement. Unless expressly amended herein, all other terms and provisions of the original Agreement between the Parties, including any prior amendments to the Agreement, shall be and remain in full force and effect. In the event any of the prior amendments to the Agreement conflict with this Amendment, the provisions of this Amendment shall prevail.

IN WITNESS WHEREOF, the Parties have caused this Fourth Amendment to be executed on the day and year below written.

ALACHUA COUNTY, FLORIDA

By: _____
Charles S. Chestnut, IV., Chair
Board of County Commissioners
Date: _____

ATTEST

APPROVED AS TO FORM

J.K. "Jess" Irby, Esq., Clerk
(SEAL)

Alachua County Attorney's Office

WITNESS


APPROVED AS TO FORM

Alachua County Attorney's Office

SPHERION STAFFING, LLC

RANDSTAD NORTH AMERICA, INC.

By: 

By: 

Print: Janee Brown

Print: Janee Brown

Title: Associate General Counsel & AVP

Title: Associate General Counsel & AVP

Date: May 9, 2025

Date: May 9, 2025

IF THE CONTRACTOR IS NOT A NATURAL PERSON, PLEASE PROVIDE A CERTIFICATE OF INCUMBENCY AND AUTHORITY, OR A CORPORATE RESOLUTION, LISTING THOSE AUTHORIZED TO EXECUTE AGREEMENTS ON BEHALF OF YOUR ORGANIZATION. IF ARE A NATURAL PERSON, THEN YOUR SIGNATURE MUST BE NOTARIZED.

EXHIBIT 4: NO COERCION FOR LABOR OR SERVICES AFFIDAVIT

**AFFIDAVIT OF NO COERCION
PURSUANT TO §787.06, FLORIDA STATUTES**

State of Florida
County of Alachua

I, Janee Brown [insert full legal name of the person providing this affidavit],
as Associate General Counsel [insert corporate title of the person providing this affidavit] of
the Spherion Staffing, LLC [insert full legal name of the Corporation], having
taken an oath, deposes and says:

1. I am over the age of twenty-one (21) and make this Affidavit on personal knowledge and not upon
information or belief

2. I am duly authorized to attest and affirm as to the matters contained herein on behalf of on behalf
of the Spherion Staffing, LLC [insert full legal name of the
Corporation].

3. I attest and affirm that Spherion Staffing, LLC [insert full legal name of
the Corporation] does not use coercion as defined in section 787.06(2)(a), Florida Statutes, to employ any
person for labor or services.

4. This signed attestation is provided to the Alachua County Board of County Commissioners to
comply with section 787.06(13), Florida Statutes.

Under penalty of perjury, I declare that I have read the foregoing affidavit and that the facts stated in it are
true.



Signature

Janee Brown

Name Printed

Associate General Counsel & AVP

Title

May 9, 2025

Date Signed

EXHIBIT 5: FOREIGN COUNTRIES OF CONCERN AFFIDAVIT

AFFIDAVIT REGARDING FOREIGN COUNTRIES OF CONCERN

PURSUANT TO 287.138, Florida Statutes

State of Georgia

County of Cobb

I, Jane Brown [insert full legal name of the person providing this affidavit], as Associate General Counsel & AVP [insert corporate title of the person providing this affidavit] of the Spherion Staffing, LLC [insert full legal name of the Corporation], having taken an oath, deposes and says:

1. I am over the age of twenty-one (21) and make this Affidavit on personal knowledge and not upon information or belief.

2. I am duly authorized to attest and affirm as to the matters contained herein on behalf of on behalf of Spherion Staffing, LLC [insert full legal name of the Corporation].

3. I attest and affirm that the following is true and correct:

a. Spherion Staffing, LLC [insert full legal name of entity] is not owned by the government of a foreign country of concern as identified in section 287.138(1)(c), Florida Statutes (i.e., People's Republic of China, the Russian Federation, the Islamic Republic of Iran, the Democratic People's Republic of Korea, the Republic of Cuba, the Venezuelan regime of Nicolas Maduro, or the Syrian Arab Republic, including any agency of or any other entity of significant control of such foreign country of concern).

b. The government of a foreign country of concern does not have a controlling interest in Spherion Staffing, LLC [insert full legal name of entity].

c. Spherion Staffing, LLC [insert full legal name of entity] is not organized under the laws of or has its principal place of business in a foreign country of concern.

4. This affidavit is provided to the Alachua County Board of County Commissioners to comply with section 287.138(4) Florida Statutes.

Under penalty of perjury, I declare that I have read the foregoing affidavit and that the facts stated in it are true.


Signature _____

Jane Brown
Name Printed _____

Associate General Counsel
Title _____

May 9, 2025
Date Signed _____