



**FULTON
COUNTY**

CONTRACT DOCUMENTS

FOR

REQUEST FOR PROPOSAL 25RFP020325C-MH

2025 COMMUNITY SERVICES PROGRAM

FOR

DEPARTMENT OF COMMUNITY DEVELOPMENT

OF

FULTON COUNTY, GEORGIA

CONTRACT AGREEMENT

THIS AGREEMENT (“Agreement”), entered into this **1st day of January 2025**, by and between **FULTON COUNTY**, Georgia (hereinafter referred to as “Fulton County” or “County”), a political subdivision of the State of Georgia, acting by and through its Community Development Department’s Youth and Community Services Division (“YCS”), and **VOX Teen Communications** (hereinafter referred to as “Contractor”), a corporation organized as a nonprofit, tax exempt 501(c) (3) agency, authorized to conduct business within the state of Georgia (hereinafter collectively referred to as the “Parties”).

WITNESSETH

WHEREAS, as part of its official functions, Fulton County is authorized to exercise the power of taxation pursuant to Art. IX, Section IV., Par. I of the Constitution of the State of Georgia of 1983, and to expend such funds raised by the exercise of said powers for public purposes as declared in Art. IX, Section IV., Par. II of the Constitution; and

WHEREAS, Contractor has in its employ personnel, and under its supervision, facilities and resources by which it can render to Fulton County and the citizens thereof certain services authorized by the aforementioned Constitutional provision; and

WHEREAS, Contractor has agreed to render services to the citizens of Fulton County, and the County has appropriated funds for those services; and

WHEREAS, the parties desire to execute a formal agreement for the services to be rendered by Contractor, and said services shall be defined, and consideration to be paid for such services by Fulton County for the successful performance of the services, and shall be enumerated.

The Agreement was approved by the Fulton County Board of Commissioners on **May 21, 2025, BOC#25-0398**.

NOW, THEREFORE, in consideration of the premises, payment of the sum hereinafter set forth and the performance of the services described herein, it is mutually agreed as follows:

INDEX OF ARTICLES

ARTICLE 1. PARTIES AND TERM

ARTICLE 2. SCOPE OF CONTRACTOR'S DUTIES

ARTICLE 3. COMPENSATION FOR SERVICES

ARTICLE 4. RECORD KEEPING

ARTICLE 5. INDEMNIFICATION

ARTICLE 6. TERMINATION OF AGREEMENT FOR CAUSE

ARTICLE 7. INDEPENDENT CONTRACTOR STATUS

ARTICLE 8. INSURANCE

ARTICLE 9. AMENDMENTS AND MODIFICATIONS TO AGREEMENT

ARTICLE 10. SUBCONTRACTING

ARTICLE 11. ASSIGNABILITY

ARTICLE 12. SEVERABILITY OF TERMS

ARTICLE 13. PRECEDENCE OF AGREEMENT

ARTICLE 14. EQUAL EMPLOYMENT OPPORTUNITY

ARTICLE 15. CAPTIONS

ARTICLE 16. GOVERNING LAW

ARTICLE 17. JURISDICTION

ARTICLE I - PARTIES AND TERM:

(a) Fulton County, through its YCS, retains Contractor, and Contractor accepts retention by Fulton County to render the services as hereinafter defined and required; to perform such services in a manner and to the extent required by the parties herein; and as may be hereafter amended or extended in writing by mutual agreement of the parties.

(b) The Chairperson of the Board of Directors for the Contractor or authorized representative (hereinafter "Board Chair") represents that she/he is authorized to bind and enter into contracts on behalf of Contractor, including this Agreement.

(c) Nothing contained in this Agreement shall be constructed to be a waiver of Fulton County's sovereign immunity or any individual's official or qualified good faith immunity.

(d) This Agreement will remain in effect from **01/01/2025**, until midnight **12/31/2025**.

(e) Fulton County shall have the right to suspend immediately Contractor's performance hereunder on an emergency basis under this Agreement whenever necessary, in the sole opinion of Fulton County, to avert a life threatening situation or other sufficiently serious deficiency.

ARTICLE II - SCOPE OF CONTRACTOR'S DUTIES:

Upon execution of this Agreement, the Contractor will provide the following services for Fulton County:

SCOPE OF WORK:

Community Services Program (CSP)

CSP Service Category: Children and Youth Services

CSP Funding Priority(ies):

Children and Youth: 2. In school Afterschool Out of School Programs to help bring up academic...,3. Programs addressing mental health depression stress trauma and anxiety among youth and teens,4. Ensure Safety and Justice by providing alternatives to activities/contributing factors leading to unhealthy behaviors...,5. Programs and services focusing on one or more of the six National Milestones of My Brothers Keeper...

Disabilities: Not Applicable

Economic Stability: Not Applicable

Health and Wellness: Not Applicable

Homelessness: Not Applicable

Senior Services: Not Applicable

VOX Teen Communications , VOX Teen Voices will provide services at the following locations at specified times during the contract period of **01/01/2025** through **12/31/2025**:

Start and end date of programming for which CSP funds will be used:

Start date: 01/01/2025

End date: 12/31/2025

Service Delivery Site(s):

Name of Program Site	Program Location (complete physical address)	Program City	Program State	Program Zip code	Fulton County District of the program (Facility) location	District(s) of Fulton County Residents Served by the program (facility) location
VOX ATL	229 Peachtree St. NE, Suite 725	Atlanta	GA	30303	4	1,2,3,4,5,6

Approach and Design:

VOX Teen Communications , VOX Teen Voices will provide services to **5660** clients that reside in Fulton County, with CSP funding.

VOX Teen Communications , VOX Teen Voices will provide the following activities and services in Fulton County with CSP funding:

Activities and Services

In 2025, VOX will serve Fulton teens through the following activities and services:

School Year Program Activities

Any metro Atlanta teen is invited to join VOX after completing our registration form. During the school year, we offer the following semester-long opportunities:

VOX Investigates - Spring Semester

A cohort of teens plans, edits and assigns content for the spring print edition (as well as digital-only content for the website), and plans corresponding community events to raise awareness about their chosen topic. The goal is to further journalism skills, publish multimedia content, and get teens' diverse perspectives on current issues. The spring 2025 team is researching and reporting on the topic of propaganda. Participants are eligible for a stipend of up to \$500.

Atlanta Teen Voices Journalism Fellowship - Fall Semester

This is an opportunity for teens to take a deep dive into the principles, importance, and skills of journalism and the journalism industry. With the support of their peers and journalism professionals, participants grow their skills and knowledge in researching, writing, editing, video production, podcast production, interviewing, and more, while producing multimedia content. Participants are eligible for a stipend of up to \$500.

VOX Studios

VOX's commissioned content team provides an earned revenue stream for the organization through a quality youth-development training experience for teens. Teens further develop multimedia skills and portfolio pieces, and the community receives a relevant media production solution with teen-created content. Teens are supported and involved in the production process from beginning to end, and are paid for each piece completed.

Internship Program

VOX offers paid semester-long internship opportunities for teens and near-peers to work alongside adult staff to support the planning, implementation, and evaluation of all programming. Teens who have participated in at least one semester (or summer) are eligible to apply. Near-peer positions are available to internal alumni and external applicants. Interns participate in orientation, facilitation and program specific training, receive on-going professional development and are supported in their self-identified goals, and are paid an hourly rate.

Teens who have completed any of the above or VMC are eligible to be VOX Teen Staff. This is a "choose your own adventure" of participation. Examples include:

- Help lead publishing meetings
- Get paid for published content and community facilitation
- Priority for coverage opportunities
- Plan and facilitate skill-building workshops for peers at VOX ATL (service hours available)

- Serve as a program intern or member of the Board of Directors
- Lead Community Saturdays

During the school year, the VOX office is open Tuesday-Thursday from 3:30pm-7pm and Saturdays from 10am-5pm. All VOXers are welcome during those times to work on content, homework, or simply to have a safe, welcoming space to hang out with friends and connect with supportive adults. VOXers can also participate:

- Media and Journalism Workshops: Teens learn about journalism and media production including interviewing skills, podcast production, short and long form video production, investigative journalism, opinion writing, food, film, music and theater reviews, and photography.
- Weekly Publishing Meetings: VOXers discuss story ideas, receive feedback/story support, and learn/review foundational journalism skills.
- Coverage Opportunities: Teens participate in various coverage opportunities including sports games, music festivals, and Broadway plays.
- Community Saturdays: Saturdays are an opportunity to connect with friends, learn new skills, chill, and grow in a safe environment led by and for young people. VOXers attend Teen Staff meetings, host/engage in skill building workshops, get post-high school support, network and engage with young alumni and professionals, participate in self-care practices, and more.
- Facilitation Training: Teens participate in our interactive “Train the Trainer” series, where they learn how to facilitate activities for peers and adults. These trained facilitators then work alongside adult staff and young alumni to facilitate workshops and events for schools, youth-serving organizations and youth-service providers on topics including self-expression, advocacy, mental health, high-quality youth development, and more.
- Leadership Opportunities: Teens continue to build leadership skills to take into their academic, professional, and personal lives through workshops on civic and community engagement, public speaking, advocacy, professional life skills, and other areas teens self-identify.
- College & Career Readiness: VOX offers networking opportunities, workshops and resources to assist teens with graduation and post-secondary planning. Topics include college application and scholarship help, financial planning, resume building, interview skills, and alternatives for post-secondary education. In addition, mentoring, job shadowing, internship opportunities and field trips introduce teens to the world of work.

Teens who want to participate in VOX’s school-year programming but do not want to commit to one of our semester-long opportunities are invited to join as contributors. Contributors can submit original content for publishing; come to VOX during open studio hours to learn about our equipment for story production; and attend special coverage events, workshops, showcases, and open mics.

Summer Program Activities

Our summer learning programs provide important support and enrichment for the education that teens receive during the academic year:

- Two sessions of VOX Media Cafe (VMC). VOX’s summer camp offers a unique hands-on-opportunity for teens to explore multimedia production, journalism and public speaking. Teens spend two weeks learning writing, interviewing, video editing,

podcasting, photography and graphic design, and create multimedia pieces to be published on VOXATL.org. Field trips, volunteer support, and peer connections further participants' learning and overall experience. Many teens go on to join our school-year program.

-Paid internships for teens from our school year program, as well as 1-2 near peers. Interns facilitate community building activities, co-lead skill-building workshops and provide peer editing support for VMC. They also create their own content to publish on VOXATL.org.

Publishing & Community Outreach

We reach teens in the community through the following:

-Teen-led Publishing: VOX publishes teen-created content across a variety of multimedia formats, including written articles, podcasts, videos, poetry, and photo essays, on VOXATL.org and social media. VOX teens also create 1-2 print publications each year. Historically, 30,000+ copies of each issue are distributed, free of charge, to 300+ schools and youth-serving organizations throughout metro Atlanta. 14,000+ of those copies are distributed to 140+ sites in Fulton County.

-Poetry @ VOX ATL: Teens are supported in publishing and performing their original poetry. Local poets and artists facilitate workshops on everything from craft to booking performances. In partnership with Urban Word, VOX hosts the Atlanta Youth Poet Laureate competition each spring. The application is open to all young writers and leaders who are committed to civic engagement, social justice, and building a diverse, inclusive community through poetry. A review panel of adults and teens selects the Atlanta YPL, along with several YPL Ambassadors, who are all honored at our YPL Commencement. The Atlanta YPL and Ambassadors can be commissioned for poetry performances in the Atlanta area.

-Community Events: VOX offers self-expression, skill-building, and leadership development workshops for Fulton schools and youth-serving agencies, specifically tailoring them to the needs of the organization. Whenever possible, these workshops are peer-to-peer facilitated. We publish the content created at these workshops. We also lead speak-out stations for our partner organizations' events as an opportunity to collect the voices of teens throughout Fulton County. VOX hosts our own youth voice showcases where current teens share their original content, and attendees can create content at speak-out stations and participate in the conversation as audience members.

How Activities and Services Will Be Accomplished

In order to accomplish the activities and services outlined above, VOX will:

- Serve Fulton teens through afterschool and summer programming
- Provide paid internships for teens and near-peers
- Offer stipends to teen staff and young alumni for content creation, commissioned media production and community facilitation
- Publish digital content multiple times each week on VOXATL.org and social media
- Publish print editions and do intentional outreach to update distribution sites in Fulton
- Facilitate free workshops for schools and youth-serving organizations throughout Fulton
- Host community activities open to all Fulton teens
- Continue to build on our long-standing partnerships with other nonprofits serving the Fulton community

"Health & Human Services" Key Performance Indicators

VOX Teen Voices addresses three of the strategic objectives:

1. Prevent illness by engaging in healthier behavior: We support teens in developing positive strategies for maintaining their mental health and wellness by providing one-on-one social-emotional support, facilitating specific mental-health workshops and incorporating mindfulness into program activities. Our leadership skill-building workshops help teens develop necessary skills before leaving home.
2. Prevent health disparities by educating residents and connecting them to available resources: All health-related content published on VOXATL.org and in our print newspapers includes important educational information and connections to community resources.
3. Help residents realize their educational potential through our community services and library programs. We want all teens to see themselves as leaders and support them in recognizing their innate potential. One tangible way we do this is by providing opportunities for teens to get paid for their work as interns, content creators and community facilitators. Paying teens is a best practice in youth development and shows teens that hard work, energy and expertise are valued and financially rewarded. By putting teens in leadership positions, they are reminded that their voices matter and that they have something important to contribute to the community. Our educational out-of-school time programming supports teens in increasing positive attitudes and behaviors towards academics, including strengthening literacy and reading skills, and we consistently see 100% of high school seniors who participate in our program graduate on time (in support of the Health and Human Services key performance indicators).

CSP Funding Priorities

VOX Teen Voices addresses these funding priorities for Children & Youth Services:

1. In school/Afterschool/out of school programs to help bring up academic and social/behavioral levels of school-aged youth Education is infused into every aspect of our programs, and VOX Teen Voices supports teens in developing the 21st century skills needed for healthy, productive futures. Our activities are consistent with many of the Common Core State Standards (CCSS) and the Georgia Standards of Excellence (GSE). For example, our collaborative editing process aligns with the following:
 - Respond thoughtfully to diverse perspectives, summarize points of agreement and disagreement, and, when warranted, qualify or justify their own views and understanding and make new connections in light of the evidence and reasoning presented (CCSS Speaking & Listening Standards)
 - Develop and strengthen writing as needed by planning, revising, editing, rewriting, or trying a new approach (CCSS Writing Standards)
 - Propel conversations by posing and responding to questions that probe reasoning and evidence (GSE ELAGSE11-12SL1c.)

Our holistic youth development programs support youth in social-emotional development as well as building marketable skills and dreams for life after high school. Our emphasis on leadership development for all teens ensures they have the skills and resources to lead, both now and in the future.

2. Programs addressing mental health, depression, stress, trauma and anxiety among youth and teens
This country is experiencing a mental health crisis among teens, and it is essential that programs like VOX support teens in developing positive coping strategies. Everything VOX does is framed in a social-emotional learning lens, and teens use writing

and multimedia to explore their own well-being as well as community issues. Teens turn to the adult staff, which includes trained social workers, for help in solving complex problems, accessing additional services and determining next steps in challenging situations. We use healing-centered practices to create a space where all teens can thrive. An important component of that is building a community where every participant feels valued and knows they belong. We also recognize that youth are not generally included in conversations around their own mental health, despite participant investment being crucial to positive outcomes. As a teen-led space, we uplift youth voice, which provides countless opportunities for teens to share what they need. All of this helps to reduce stigma and foster communication about mental health and well-being.

Since 2019, in partnership with the Georgia Department of Behavioral Health and Disabilities (DBHDD), VOX has been supporting “Free Your Feels,” a mental health awareness campaign encouraging Georgia's young people to explore their real feelings and share them fearlessly. Providing outlets to create content and art around these topics makes both the creators and the audience feel connected in times of disconnection and division.

3. Ensure safety and justice by providing alternatives to activities and contributing factors that lead to unhealthy behaviors in children and youth

VOX philosophically recognizes that all teens are at-risk. Risky behaviors often start during childhood and adolescence, meaning that programs such as VOX are essential during this pivotal time of life. By choosing to connect with VOX’s content, young people are expressing their interest in connecting with resources and receiving information that will help them learn skills and improve their ability to avoid risky behaviors. Through our publishing, VOX teens cover a number of issues related to risky behaviors including self-care, body positivity, gun violence and bullying. Our content always includes links to resources. Teens share personal stories about their own experiences and ways their peers can take action to care for themselves and their communities.

4. Programs and services focusing on one or more of the six National Milestones of My Brother’s Keeper (MBK) Alliance

Our 21st century skills-based programming ensures that teens are graduating from high school with transferable skills that will help them thrive when they enter the workforce. As they publish content, teens are able to build portfolios to share with college admissions officers and future employers. For most teens we serve, their work at VOX is their first job. The leadership and peer-to-peer work teens do to create tangible products also prepares them for the workforce. We support teens with job shadowing and networking opportunities, and we build intentional partnerships with organizations such as the Posse Foundation to connect teens with important scholarship opportunities. VOX offers innovative ways to ensure that teens are developing the hard and soft skills they need to be successful in their future college and career pursuits, while also providing opportunities for teens to work and earn a paycheck right now.

Community Collaborative Relationships

We distribute our print product to a diverse group of 300+ metro Atlanta schools and youth-serving organizations, including 140+ sites in Fulton. In addition, below are nine specific partnerships for 2025 we would like to highlight:

1. Broadway in Atlanta & Most Valuable Kids: These organizations provide free tickets for teens to attend shows at the Fox Theatre and then publish content about those experiences.
2. Georgia Department of Behavioral Health and Developmental Disabilities: Through this partnership, VOX teens create mental

health-specific content for their peers in the community and also facilitate self-expression activities for teens across the state of Georgia.

3. North Springs High School & Sandy Springs Education Force: We are continuing this four-year partnership by offering a four-part workshop series focused on media literacy, self-expression and podcasting for students at North Springs.

4. Free Your Feels: We partner with Silence the Shame and Voices for Georgia's Children to lead Free Your Feels. Our work includes teen-led programming, self-expression outreach activities, and mental health campaign content.

5. Fulton County Board of Health: We are renewing our partnership with the SKYE Program to provide teen-to-teen self-expression activities and youth voices to inform this pregnancy-prevention and holistic health program.

6. Work-Based Learning Programs with Local School Systems: During the 2025 Spring semester, we are hosting a work-based learning student in partnership with Fulton County Schools.

7. Morehouse School of Medicine: VOX supports the Black Youth Mental Health project led by MSM by leading the youth engagement strategy and supporting intergenerational advisory council and youth-adult partnership through technical assistance and peer/near-peer supports.

8. Community workshop/self-expression station partners: In addition to the workshops mentioned above, we offer self-expression and journalism workshops to community organizations and schools. Teens create art, written content, podcasts and videos, and we publish their voices on VOXATL.org. The following organizations have already scheduled in 2025: 100 Black Women of Atlanta (Teen Mental Health Summit) and Woodland Middle School. We are in communication with other Fulton-based partners to assess availability, including Partnership for Southern Equity, youthSpark/Fulton County Juvenile Court, Los Niños Primero, and ChopArt.

Designation of CSP Funds:

Based on the awarded amount of **\$40,000.00**, the CSP funds are designated according to the following cost categories: Administrative, Operational, and Direct Services.

Administrative Expenditures CSP funds that are spent on indirect personnel expenses such as salaries, salary fringe, and benefits for executive / management, accountant, administrative support, etc. Includes direct and indirect charges for administration of the grant (**Note: Not more than 5% of total grant award can be used for administrative costs.**)

Operational Expenditures- CSP funds used to conduct agency/ organizational functions that are secondary to program service delivery such as: auditor, grant writer, consultants, insurance office/ warehouse lease or mortgage expenses, office supplies (pens, toner, paper, etc.), agency's utility expenses, staff transportation expenses, marketing/catalogs, etc. Not to include indirect or direct personnel expenses. (**Note: Not more than 25% of total grant award can be used for operational expenditures.**)

Direct Service Expenditures- CSP funds utilized to provide services directly to agency/program participants such as payments made on behalf of participants for rent, utilities, food, shelter, transportation (rentals, gas, and parking, bus drivers, participant's public transportation costs, etc.), scholarships and day care vouchers, salaries and fringe benefits for direct service personnel (Case

Managers, Educators, Subcontractors, etc.), program supplies (educational/instructional materials, paper, pencils, markers, etc.) directly consumed by participants. Program materials that may be pertinent to the scope of services of a funded program and that aid in contractor meeting contracted program outcomes are included in this definition (i.e. children's story books, educational games, puzzles, and flash cards).

Throughout the contract period, program expenditures will be monitored (via performance reports) to ensure that funding is utilized as contracted.

Cost Category	Designation of CSP Funding Award
Administrative (5% Admin max of total funds awarded.)	\$2,000.00
Operational (25% Operational max of total funds awarded.)	\$10,000.00
Direct Services	\$28,000.00
<i>Total</i>	\$40,000.00

Explanation of Funding Details:

Details of CSP Fundraising Request for VOX Teen Voices

Our total funding award is \$40,000. This includes \$2,000 for administrative expenses, \$10,000 for operational expenses, and \$28,000 for direct service expenses. A detailed breakdown is included below:

Administrative Expenditures: \$2,000

-Salary & Benefits for Executive Director: \$2,000

5% of our funding request will be used for a small portion of salaries and benefits for our Executive Director, who administers our VOX Teen Voices program.

Operational Expenditures: \$10,000

-Rent for Program Space: \$10,000

25% of our funding request will be used for operational expenses. This includes rent for our program space in downtown Atlanta.

Direct Service Expenditures: \$28,000

-Salaries & Benefits for Direct Service Personnel: \$24,000

-Paid Internships & Leadership Stipends for Teens & Young Alumni: \$2,000

-General Program Expenses (MARTA fare & parking validations for teens and volunteers, program supplies, snacks and meals for program participants, etc.): \$1,500

-Printing & Distribution of Print Publications: \$500

Breakdown of CSP Funds for Contract Performance Reporting Periods

The requested funds will be split equally between the two contract performance reporting periods, with \$20,000 being spent during each period:

January - June 2025:

Administrative Expenditures: \$1,000

-Salary & Benefits for Executive Director: \$1,000

Operational Expenditures: \$5,000

-Rent for Program Space: \$5,000

Direct Service Expenditures: \$14,000

-Salaries & Benefits for Direct Service Personnel: \$13,000

-Paid Internships & Leadership Stipends for Teens & Young Alumni: \$500

-Printing & Distribution of Print Publications: \$500

Total for January - June 2025: \$20,000

July - December 2025:

Administrative Expenditures: \$1,000

-Salary & Benefits for Executive Director: \$1,000

Operational Expenditures: \$5,000

-Rent for Program Space: \$5,000

Direct Service Expenditures: \$14,000

-Salaries & Benefits for Direct Service Personnel: \$11,000

-Paid Internships & Leadership Stipends for Teens & Young Alumni: \$1,500

-General Program Expenses (MARTA fare & parking validations for teens and volunteers, program supplies, snacks and meals for program participants, etc.): \$1,500

Total for July - December 2025: \$20,000

Total Funds Requested: \$40,000

How Requested CSP Funding Supports the Need VOX Teen Voices Address:

These funds will help make it possible for us to continue offering VOX Teen Voices at no cost to teens and their families. This grant would salaries and benefits for staff members who have the experience and expertise to plan, implement and manage high-quality youth development programs. VOX ATL recognizes that every teen's needs are different and we are committed to removing barriers to our services so all teens have access to the same opportunities and resources. This means that we have to be responsive to the ever-changing needs of teens and ensure we are offering them the supports they need to be able to fully participate in our programming. For example, we know transportation can be a barrier, so we have provided MARTA fare for teens since the early days of our organization. Then in 2019, one of the teen interns mentioned that they were spending the majority of their intern paycheck on parking validations for the parking deck near VOX in downtown Atlanta during their weekly trips to the office. Recognizing this was a need for many teens and families, we started providing parking validations. Providing healthy and nutritious snacks and meals is an important part of all VOX programming. Snacks and meals provide opportunities to build community, learn about one another and level the playing field. In addition to keeping our kitchen stocked, our staff host regular dinners and Saturday lunches. CSP funds will be used for these transportation and food needs, and will also provide a direct economic investment in teens and young adults through paid internship opportunities and leadership stipends for work as content creators and community facilitators.

In addition to supporting these direct service needs for the teens we serve through our afterschool and summer programming, this grant will help pay for our community-based activities. This includes adult staff and teen/near-peer intern time to plan and facilitate workshops for our community partner organizations. In order to reach a larger audience, we distribute our print publications at no cost to youth-friendly sites across metro Atlanta and Fulton County. These funds will help pay for the expense of printing and distributing those print editions. And by covering essential operating expenses like rent, grants like this ensure our organization is sustainable.

Program Performance Measures:

VOX Teen Communications agrees to track and report program performance to the Fulton County Department of Community Development.

County Defined Performance Measure(s):

Children and Youth: 3. Number of school-aged youth engaged in/benefiting from In school/ Afterschool/ Out of School Programs...,7. Number of boys/young men of color benefiting from My Brother's Keeper (MBK) Alliance six National Milestones...

Disabilities: Not Applicable

Economic Stability: Not Applicable

Health and Wellness: Not Applicable

Homelessness: Not Applicable

Senior Services: Not Applicable

The following program measures/ Key Performance Indicators ("KPI's") will be utilized to track and report program outcomes for the Fulton County residents supported with CSP funding, during the funding period 01/01/2025 through 12/31/2025:

County defined performance measures that VOX will track:

-Number of school-aged youth benefiting from In school/Afterschool/Out of School Programs to help bring up academic and social/behavioral levels.

-Number of boys and young men of color benefiting from My Brother's Keeper programs and services that addresses persistent opportunity gaps (defined by six National Milestones of My Brother's Keeper (MBK) Alliance).

Methods & Goals

VOX's FY25-27 Strategic Plan was approved by the Board of Directors in October 2024 and will formally launch in March 2025. This plan provides the foundation for the organization's methods and goals, and ensures we are meeting the ever-changing needs of today's teens. Through implementing the initiatives and priorities outlined in this plan, VOX aims to become a pillar in teen culture as the preferred source of media and a safe third space for exploration, and evolution for teens in Atlanta. VOX will continue to work to ensure that Atlanta's teens have the tools, resources, and opportunities to thrive after high school by offering access to life skills, career pathways, and meaningful community engagement through journalism and media education. By

providing a platform for uncensored self-expression, teens develop confidence, deepen their knowledge, and take active roles as leaders and contributors in their communities.

FY25-FY27 Strategic Plan Goals and Accompanying Initiatives:

1. Grow VOX donor and volunteer base: If we grow VOX's donor & volunteer base, through targeted outreach and engagement, we will secure more resources and talent to sustain and expand our programs, thereby increasing our capacity to serve more youth.
 - Increase brand recognition through visual storytelling and messaging
 - Refresh website to maximize online engagement
 - Host frequent cultivation events to connect with potential donors
 - Hire a marketing/communications professional to support storytelling
 - Optimize CRM system
2. Develop a best-in-class teen development curriculum: If VOX codifies the existing curriculum and expands curriculum offerings to meet needs of today's teens, then it will be scalable, adaptable, and improve our reputation for being an afterschool program with stronger outcomes for youth in Atlanta.
 - Identify, develop, and launch e-learning platform to engage virtual program participants
 - Incorporate media fluency and media literacy training into curriculum
 - Relaunch Atlanta Youth Poet Laureate programming (Spring 2025)
 - Identify communications platform to streamline teen communication for youth development
3. Expand VOX's reach: If VOX can expand its reach, serve more teens as a leading platform for teens in Atlanta, then we will be able to attract a wider range of participants, and enhance our reputation as a thought leader for and about teens throughout the state of Georgia.
 - Successfully integrate analytics on website, social, and communications platforms
 - Place-based newsrooms/satellite offices for each county; rotating throughout the year
 - Leverage the online learning platform to reach additional youth beyond our current service area

Another important source of data that informs our methods and goals is our annual VOX Teen Survey. We created the VOX Teen Survey in 2015 to fill an information gap in the youth development field. Through the survey, we hear from hundreds of metro Atlanta teens (both those who are connected to VOX and those who are not), and their insights and perspectives inform adults who work with and care about youth. The data also helps inform our next year of projects and coverage topics. Looking ahead to the remainder of 2025, we anticipate updating our VOX Teen Survey to maximize effectiveness.

We conducted our 10th annual survey from June-September 2024, and teens had the opportunity to answer questions about:

- How they spend time outside of school & what influences how they spend their time
- Their favorite digital communications tools
- What topics they most want information about
- Where they feel valued
- What adults really need to know about teens and mental health

Below is a sampling of what we are learning from our 2024 survey respondents.

What do teens say helps them feel valued? (I feel valued when...)

respondents could check all that applied to them

-I can help others (family, friends, or community): 70%

-Adults in my life ask for my ideas or opinions: 69%

-I feel like I can make a difference in regards to a problem or social issue I care about: 67%

What do teens say causes them the most stress?

respondents were asked to select their top three

-School: 49%

-Preparing for life after high school: 41%

-Body/appearance: 40%

-My mental health: 38%

What do teens say helps them relax or cope with stress?

respondents could check all that applied to them

-Consuming media (tv, music, anime, podcasts): 73%

-Having a space away from others: 55%

-Making something creative (art, music, writing, cooking, etc): 54%

-Exercise: 50%

What do teens say makes an after-school program a quality experience?

respondents could check all that applied to them

-The community/a feeling of belonging: 73%

-Opportunities to expand their skills: 69%

-Opportunities to meet new people: 68%

What topics are most important to you today?

respondents could check all that applied to them

-Arts & Culture (movies, music, art exhibits, performing arts, etc): 77%

-Life After High School (college & career): 68%

-Mental Health & Wellness: 58%

All of this data informs our program planning, along with the goals outlined in our strategic plan. We use both quantitative and qualitative methods to measure our outcomes and get feedback from VOX teens, as well as teens in the community. Our larger scale evaluations that are done on a less frequent basis (like the VOX Teen Survey) supplement the data from these regular evaluation tools, which are described in detail later in this section.

With the above framework and data in mind, our specific goals for VOX Teen Voices in 2025 are:

1. To provide skill-building, self-expression opportunities and leadership development through our free, quality, educational, out-of-school time programming for Fulton teens (afterschool programming during the academic year and VOX Media Cafe in the summer).
2. To provide teens with transferable skills to succeed in their college and career pursuits.
3. To offer activities focused on positive mental health and wellness, both for teens at VOX as well as community partners and other youth service providers.
4. To share the voices of Fulton teens through our print publications and digital publishing on VOXATL.org and our social media channels. This also allows us to share resources with even more teens in the community.
5. To strengthen existing partnerships, and develop new partnerships, with schools and nonprofit organizations in the Fulton community so that we can serve teens who might not be able to attend programs at our downtown Atlanta program space due to geographic challenges. Teens will be able to participate in self-expression and skill-building workshops, content creation opportunities, and our Poetry @ VOX ATL program.
6. To offer new virtual opportunities for teens to develop skills, such as an e-learning platform of resources to help them grow in their publishing and self-expression.

Any metro Atlanta teen is invited to join VOX as a teen participant after completing our registration form. We also take VOX out into the community to reach teens who are not able to join VOX as a teen participant. Our methods to accomplish the above goals include providing teens with:

- Free, constructive, engaging, positive activities during out-of-school time
- Journalism and digital media skill-building and publishing opportunities
- Leadership, public speaking and facilitation training
- Paid opportunities to work as interns / peer editors, content creators and community facilitators
- Graduation support through college application and scholarship assistance, financial planning, interview skills, resume building and alternatives for post-secondary education
- Opportunities for academic enrichment and career exploration with adult role models
- Mental-health based activities, connections to community resources and social-emotional support
- Creative writing activities and skill-building for teen poets through Poetry @ VOX ATL
- Community activities such as youth voice showcases, self-expression workshops, speak-out stations, open mics and poetry performances

And of course, all of these activities include opportunities for teens to create digital content and share their personal experiences, unique perspectives and important resources. Multimedia content is published on VOXATL.org, as well as on our social media channels (Apple Podcasts, Facebook, Instagram, LinkedIn, Soundcloud, Spotify and Youtube). VOX's content is "uncensored, but not unedited." Teen content creators participate in media literacy and journalism trainings to ensure they can identify solid and trustworthy sources, know the ethical standards of the Society of Professional Journalists, and are creating high-quality content that represents differing perspectives. The trained journalists on our adult staff provide guidance and support for teens throughout this process. We use the narrative approach as part of our content creation and story coaching process. This ensures that self-expression and media-making are tools that empower the content creator, help teens cope with the challenges they face, and impact a community audience. The focus is not on our adult editors solving problems, but rather on teens discovering their own

unseen storylines. The narrative approach creates an opportunity for our adult staff to better understand our teens' unique needs and assets and respond appropriately. We serve a diverse group of teens through our afterschool and summer programs and community activities, and uplifting a variety of voices also helps ensure we are sharing differing perspectives. Representation in media is as vital as it is in programming, and we know that teens informing teens about an issue such as mental health or teen dating violence is a far more effective communication strategy than adults reaching out to teens. In addition, through our teen-created content, adults get to hear directly from young people about their lived experiences, and what they need to learn, grow and thrive.

An overview of our professional editing process has been included in the other supporting documents section.

As we look ahead to the remainder of 2025, VOX is excited to build capacity and expand our organizational infrastructure through increased staffing, exploring strategic partnerships for community engagement and a satellite office space, and developing an e-learning platform. One of the components of our new strategic plan is this digital resource. Although our downtown Atlanta office is centrally located and accessible by public transportation, it's not possible for all teens that are interested in and could benefit from our programs to travel to us. So we want to build on our in-person programming with this additional solution.

Our digital learning platform will be a combination of an educational resource and a creative initiative. It will include resources to help teens grow in their publishing and self-expression, and ultimately serve as a workforce development tool for young writers and content creators. We also plan to add teacher training resources for educators on supporting youth publishing and the aspiring youth journalist in the classroom.

This new platform will also complement our updated website (in process), which will include opportunities for those teens who are not participants in VOX's afterschool and summer programming to submit their original content. Teens can use the resources provided in the e-learning platform as a guide to support them in creating digital content that can be published on VOXATL.org and our social media channels, if they wish to share their work with a community audience. The teacher training resources are an extension of our previously published VOX ATL Lesson Guides, which provided hands-on activities using teens' published content for exploring critical issues and developing skills aligned with Georgia's Department of Education Standards of Excellence and the Afterschool & Youth Development Quality Standards.

In addition to our direct service program activities, we are committed to influencing the education and youth development fields by supporting other organizations with technical assistance and facilitation. We believe that we can have an even greater impact by working with other youth service providers to infuse youth voice and leadership into what they are already doing. We also lead workshops at youth development conferences on everything from engaging meaningful and authentic youth leadership to effectively achieving 21st century outcomes to what teens have to say about mental health. In addition, in fall 2019 the Community Foundation for Greater Atlanta commissioned VOX to share stories of high-quality youth development in our region. Over the next year, we spoke with providers and youth themselves to hear their real-life stories that illustrate quality. Through that process, we launched our "Guide on the Side" series to share their voices (please visit <https://voxatl.org/about/guide-on-the-side/> to learn more). This provided us the opportunity to dive into real world applications of the data outlined in the Georgia Afterschool & Youth Development's Quality Standards, the Wallace Foundation's 10 Success Principles for youth arts programs,

and the Center for Youth Program Quality's seven key elements. While we have been using these data-driven elements as a framework for years, the knowledge we gained through this project has strengthened our ability to provide high-quality programming.

Major Milestones & Schedule

Please see the uploaded document outlining our milestones and schedule regarding our program performance measures.

Data Collection Tools & Sources

We use a number of different data collection tools to report progress on performance measures:

1. Participant Feedback Surveys: We collect feedback from program participants (both internally at VOX and at community workshops / events) through surveys to gauge their overall satisfaction, experience, and the impact of the program on their personal and skill development. These surveys allow us to understand the effectiveness of the program from the perspective of the teens themselves.
2. Engagement Metrics for Content: We track engagement metrics for the content produced by teens. This includes metrics such as views, shares, and interactions with their published works, providing insights into the reach and impact of their creative output.
3. Success of Alumni: Tracking the educational and career achievements of alumni, particularly related to journalism and media production, is crucial. This assessment allows us to understand the long-term impact of the program on participants' career trajectories.
4. VOX Teen Survey: In 2015, VOX created our own VOX Teen Survey to fill an information gap. The survey answers these important questions from teens' perspectives: What do teens need? Where are teens spending time after school? How do teens want to communicate? Where do teens feel valued? What are teens saying about the topic of mental health? The information from this survey allows us to maximize how we are reaching and interacting with our audience. We anticipate updating the VOX Teen Survey in 2025.
5. Formative Evaluation: VOX uses on-going formative evaluation through qualitative methods to check in with our teens at various points throughout the year. This may include sending out a survey to see what days of the week and times work best for programming, conducting a SWOT analysis for a new program offering, or brainstorming new activities at a teen staff meeting. We regularly go back to our teens to ensure that our programming is meeting their needs. Whenever we notice challenges around program engagement, we do what VOX does best – engage teens as leaders to facilitate conversations around the direction of the program.

In addition to measuring progress related to performance measures, we are also measuring success against these overall expected outcomes:

- Safe Spaces for Teens: We assess whether the program provides a safe and supportive environment, both virtually and in-person, for teens to gather outside of school and home.
- Development of Leadership, Technical, and Soft Skills: Our evaluation focuses on whether participants have developed leadership qualities, technical expertise, and soft skills, which are essential for their personal and professional growth.
- Access to Professional Development Opportunities: We track the extent to which teens have access to professional development opportunities, helping them build a strong foundation for their future careers.
- Access to Relevant and Reliable Resources: We gauge whether teens can access and share resources related to self-help, civic engagement, and academic success, fostering knowledge dissemination within their peer group.
- Support for Positive Mental Health Strategies: We assess whether teens receive adequate support in developing healthy strategies for maintaining positive mental health and access to youth-friendly mental health resources.

Agency Defined Performance Measure(s):

Agency defined performance measures that VOX will track:

- Number/percentage of teen participants who report that VOX has contributed to their knowledge about self-care and/or report feeling supported by the adult staff and their peers
- Percentage of teen participants who are provided access to nutritious food during non-school hours
- Number/percentage of school-year and VOX Media Café participants who report new skills learned
- Number of internal skill-building opportunities offered to teens at VOX
- Number of mental health-based activities offered to teens at VOX or community partners
- Number of activities focused on college and career readiness offered to teens at VOX or community partners
- Number of digital media pieces that are created by teens and published on VOXATL.org and/or our social media channels
- Number/percentage of teens who graduate high school on time
- Number of Fulton County teens who are served through workshops and free events in the community
- Percentage of community workshop participants who self-report they feel one or more of the following: prepared to take some leadership or have voice in my community; I was able to express myself through writing and/or verbally; I can share my thoughts and feelings about what matters to me; connected to my peers and/or community; connected to VOX as a resource for information or outlet for my voice
- Number of partnerships with Fulton County schools and/or youth-serving organizations

ADDITIONAL REQUIREMENTS

Failure to adhere to the terms of this Agreement, in addition to the requirements listed below, may result in one or all of the following; delayed disbursement or total loss of awarded funds, and / or ineligibility to receive an RFP award during the next funding cycle.

1. Contractor agrees to develop, in conjunction with Fulton County, a process of accepting and serving Fulton County residents referred by the Youth and Community Services Division of Fulton County Government.
2. As consideration for the County providing funding and the non-profit entity accepting same, the non-profit entity shall, upon the County's request, participate in County-sponsored events and activities on County property, when feasible. The non-profit agency shall use its best efforts to comply with the County's request provided that it is given at least one week's notice to do so. Failure to participate will be taken into consideration for future funding requested by the non-profit entity.
3. Contractor agrees to allow staff from the Fulton County Department of Community Development to conduct contract compliance site visits as necessary (announced or unannounced).
4. During the site visit, Contractor will be required to allow staff to monitor programming, as well as review client rosters / sign-in sheets and/ or Registration information that should include complete addresses of Fulton County residents served by this funding.
5. Contractor agrees to comply with the Operational Specifications outlined in **2025 Community Services Program 25RFP020325C-MH**.
6. Contractor agrees that advertising, promotions and other publicity in connection with the supported program(s) shall include the following acknowledgment: **"Funding provided in part by the Fulton County Board of Commissioners under the guidance of the Department of Community Development."**

Note: If your agency uses logos versus text, you may substitute the language above with the Fulton County Logo.

Reporting

It is the Contractor's responsibility to ensure accurate reporting of all information contained in the performance reports. Reports and supportive documentation that consistently include erroneous/

inaccurate data may result in a required reimbursement of funding and/or may negatively impact future funding.

7. Contractor will be required to submit completed performance reports (with deadlines of **(July 18, 2025, and January 16, 2026)**) to adhere to the requirements outlined in the Performance Report Instructions, as well as the format provided by the Fulton County Department of Community Development. Future funding will be affected if performance reports are not submitted by stipulated due dates.
8. Contractor will be required to provide demographic information concerning the Fulton County residents served, including, but not limited to age, race/ethnicity and gender.
9. Contractor will be required to report the number of UNDUPLICATED/NEW participants directly served through the Community Services Program funding. **Please note:** Failure to serve the total number of participants contracted to be served with CSP funding may result in reimbursement of CSP funding to Fulton County. Failure to reimburse the funding requested will result in the ineligibility to receive future funding.
10. Contractor will be required to submit unduplicated client rosters in a spreadsheet format that includes the complete residential addresses of the Fulton County residents served with CSP funding, and LEDGERS demonstrating how Community Services Program funds were expended for the specified reporting period.

Expenditure of Funds

11. Contractor is prohibited from utilizing CSP funds for capital expenditures. (A “capital expenditure” is defined as: any resource not completely consumed during the contract year, i.e. computers, printers, construction, vehicles, cell phones, etc.) Program materials that may be pertinent to the scope of services of a funded program and that aid in contractor meeting contracted program outcomes are excluded from the definition of “capital expenditure” (e.g., children's story books, educational materials, games, puzzles, and flash cards).
12. Community Services Program funds must be expended by December 31st of the contract year. All funds that are not spent by this date must be reimbursed to Fulton County Government within 30 days of written request. A Contractor’s failure to adhere to this requirement will result in one or more of the following: inability to receive future funding from Fulton County, and/or legal action against the agency to recoup funding that are not reimbursed by the deadline.

ARTICLE III - COMPENSATION FOR SERVICES

- (a) Fulton County agrees to pay Contractor a maximum sum of **\$40,000.00.**

(b) Upon receipt and approval of Contractor's invoice delineating projected expenditures for the first six months of the contracting period. Upon receipt and approval of said invoice, County shall pay Contractor the first six months of compensation provided for by this Agreement. The Contractor shall provide Fulton County with a second invoice delineating projected expenditures for the remaining six months of the Agreement Term. Upon receipt and approval of said invoice, Fulton County shall pay Contractor the second six months of compensation provided by this Agreement. **A failure by Contractor to submit the invoice for the first and/ or second six months of the contracting period will constitute a breach of this Agreement.**

(c) If through any cause, Contractor shall fail to fulfill its obligation under this Agreement in a timely and proper fashion or in the event that any of the provision or stipulations of this Agreement are violated by Contractor, Fulton County shall thereupon have the right to immediately suspend or terminate this Agreement by serving written notice as defined herein upon Contractor of Fulton County's intent to suspend or terminate this Agreement. If the Agreement is terminated pursuant to this paragraph, Contractor shall be exclusively limited to receiving only the compensation for work performed in a manner satisfactory to Fulton County up to and including the date of the written termination notice.

(d) The Contractor agrees and understands that all expenditures must be consistent with the scope and purpose of this Agreement, and expenditures must be consistent with the guidelines and definitions established in **2025 Community Services Program 25RFP020325C-MH**, which is hereby incorporated by reference herein and made a part of this agreement. The County reserves the right to approve and reject payment for expenditures which are not consistent with the scope and purpose of this Agreement, and which the County determines are not consistent with the guidelines and definitions established in the Community Services Program RFP.

(e) The Contractor agrees and understands that Fulton County has the right to recover funds from Contractor for compensation received, pursuant to subsection (b) above if Contractor fails to perform the services outlined in Article II or does not perform such services to the satisfaction of Fulton County.

ARTICLE IV - RECORD KEEPING

(a) Contractor shall maintain accurate records of the expenditure and disposition of funds, and such records must be in accordance with good accounting practices, and made available for inspection and audit by Fulton County at a time mutually agreeable to parties and upon thirty (30) days' notice to contractor.

(b) All reports and communications, with supportive documentation consistent with contract provisions outlined in Article II, must be provided to Fulton County, in accordance with Article IV.

(c) A performance report, with supportive documentation consistent with provisions of the Agreement outlined in Article II, must be provided to Fulton County no later than **July 18, 2025 for the period January 1, 2025-June 30, 2025; and January 16, 2026 for the period July 1, 2025-December 31, 2025.**

(d) Contractor shall be responsible for sending staff representation to mandatory meetings that will be sponsored by the Fulton County Department of Community Development. Contractor will be notified in advance of said meetings.

(e) All notices, program reports and other communications required to be given under this Contract shall be sufficient if in writing and either delivered via e-mail, personally or sent by postage, prepaid, certified or registered United States mail, return receipt requested, or e-mail addressed as follows:

To Fulton County:

Department of Community Development
c/o: Youth and Community Services Division
hsd.grants@fultoncountyga.gov
137 Peachtree Street, SW
Atlanta, Georgia 30303

To Contractor:

VOX Teen Communications
229 Peachtree St., NE Ste. 725
Atlanta, Georgia 30303

The Parties may only modify or update the above-referenced addresses during the term of this Agreement by providing formal notice to the other party of such a change pursuant to the terms of this provision.

(f) Contractor understands and agrees that, upon Fulton County's determination that Contractor is not or has not been in substantial compliance with any term of this Agreement with respect to the performance and provision of services at any single delivery site, Fulton County shall thereupon have the right to immediately suspend or terminate this Agreement upon written notice to Contractor. Contractor further understands and agrees that if Fulton County determines that Contractor is not or has not been in substantial compliance with any term of this Agreement with respect to the performance and provision of services at any single delivery site, Fulton County may request, and the Contractor shall provide, any and all additional reports, records or documentation Fulton County deems necessary to evaluate, assess and/or measure Contractor's overall level of performance under this Agreement, including Contractor's performance at other delivery sites.

ARTICLE V - INDEMNIFICATION

Contractor hereby covenants and agrees to indemnify and hold harmless Fulton County, its Commissioners, officers, and employees from all claims, losses, liabilities, damages, deficiencies, demands, judgments, or costs (including without limitation reasonable attorney's fees and legal expenses) suffered or occurred by such party, whether arising in tort, contract, strict liability or otherwise, including without limitation, personal injury, wrongful death or property damage arising in any way from the actions or omissions of Contractor, its directors, officers, employees, agents, successors and assigns in connection with its acceptance, or the performance, or nonperformance of its obligations under this Agreement; provided, however, that nothing herein shall be construed to preclude the Contractor from bringing suit against the County for breach of the terms of this Agreement.

ARTICLE VI – TERMINATION OF AGREEMENT FOR COUNTY'S CONVENIENCE AND FOR CAUSE

(a) This Agreement is effective on **01/01/2025**, and shall terminate on **12/31/2025**, unless earlier terminated in accordance with the provisions of this Agreement. Notwithstanding termination of the Agreement, Contractor is obligated to fulfill all of its obligations, including its reporting requirements.

(b) Notwithstanding the above provisions, Fulton County may terminate this Agreement for convenience, or Fulton County or the Contractor may terminate this Agreement at any time for any reason by giving written notice of the intent to terminate the Agreement thirty (30) days in advance, by certified mail, return receipt requested, with proper postage prepaid, or by hand delivery, to the other party at the physical address provided herein for notice. The termination shall become effective on the thirtieth (30th) day after the date of such written notice unless the parties otherwise agree in writing. If this Agreement is terminated pursuant to this paragraph, Contractor shall be exclusively limited to receiving compensation for the work satisfactorily performed up to and including the effective date of termination.

(c) Fulton County shall have the right to suspend immediately Contractor's performance hereunder on an emergency basis whenever necessary, in the opinion of Fulton County, to avert a life threatening situation or other sufficiently serious risk.

(d) In the event that this agreement is terminated by Fulton County or Contractor, following the Fulton County's determination that Contractor is not or has not been in substantial compliance with any provision of this agreement, Contractor agrees that Fulton County shall have the right to request repayment in full of all compensation paid to Contractor pursuant to Article III of this agreement. If

Fulton County exercises its right under this subsection, Contractor agrees to and shall repay Fulton County all compensation paid to Contractor pursuant to Article III of this Agreement.

(e) In the event that this agreement is terminated by Fulton County or Contractor, following the Fulton County's determination that Contractor is not or has not been in substantial compliance with any provision of this agreement, Contractor agrees that Fulton County shall have the right to terminate this Agreement between Fulton County and Contractor without penalty. Contractor acknowledges and agrees that Fulton County's right to terminate includes, but is not limited to, the right to withhold any and all future compensation due to Contractor pursuant to the terms of any and all other agreements between Fulton County and Contractor.

(f) In the event that this Agreement is terminated by Fulton County or Contractor, following Fulton County's determination that Contractor is not or has not been in substantial compliance with any provision of this Agreement, Contractor agrees that it shall not be eligible to either enter or to apply to enter into future contracts with Fulton County until it has addressed any and all areas of deficiency or non-compliance to Fulton County's satisfaction.

ARTICLE VII - INDEPENDENT CONTRACTOR STATUS

(a) Nothing contained herein shall be deemed to create any relationship other than that of an independent contractor between Fulton County and Contractor. Under no circumstances shall Contractor, its directors, officers, employees, agents, successors or assigns be deemed employees, agents, partners, successors, assigns or legal representatives of Fulton County.

Contractor acknowledges that **VOX Teen Communications**, its directors, officers, employees, agents and assigns shall have no right of redress pursuant to the Personnel Rules and Regulations of Fulton County.

(b) The Contractor shall pay all sales, retail, occupational, service, excise, old age benefit and unemployment compensation taxes, consumer, use and other similar taxes, as well as any other taxes or duties on the materials, equipment, and labor for the work provided by the Contractor which are legally enacted by any municipal, county, state or federal authority, department or agency at the time bids are received, whether or not yet effective. The Contractor shall maintain records pertaining to such taxes as well as payment thereof and shall make the same available to Fulton County at all reasonable times for inspection and copying. The Contractor shall apply for any and all tax exemptions which may be applicable and shall timely request from Fulton County such documents and information as may be necessary to obtain such tax exemptions. Fulton County shall have no liability to the Contractor for payment of any tax from which it is exempt.

ARTICLE VIII - INSURANCE

Contractor agrees to obtain, maintain and furnish to Fulton County, a Certificate of Insurance (COI) showing the required coverage during the entire term of this Agreement. All insurance limits are listed in the “Insurance and Risk Management Provisions” document, Attachment “A”, with Fulton County, Georgia added as an “Additional Insured”. The cancelation of any policy of insurance required by this Agreement shall meet the requirements of notice under the laws of the State of Georgia as presently set forth in the Georgia Code.

ARTICLE IX – AMENDMENTS AND MODIFICATIONS TO CONTRACT

(a) This Agreement constitutes the entire agreement between Fulton County and Contractor, and there are no further written or oral agreements with respect thereto, no variations, amendments or modifications of this Agreement, and no waiver of its provisions, shall be valid unless in writing and signed by Fulton County’s and Contractor’s duly authorized representatives.

(b) Modifications or amendments which require a change in compensation level must be approved by the Fulton County Board of Commissioners and Contractor; other modifications, amendments or variations may be agreed to in writing, between the Contractor and the Contract Administrator when the amount of this Agreement and its Term remain unchanged.

ARTICLE X - SUBCONTRACTING

Contractor shall not subcontract any part of the work covered by this Agreement or permit subcontracted work to be further subcontracted without prior written approval of Fulton County.

ARTICLE XI - ASSIGNABILITY

Contractor shall not assign or subcontract this Agreement or any portion thereof without the prior expressed written consent of Fulton County. Any attempted assignment or subcontracting by Contractor without the prior expressed written consent of Fulton County shall at the County’s sole option terminate this Agreement without any notice to Contractor of such termination. Contractor binds itself, its successors, assigns, and legal representatives of such other party in respect to all covenants, agreements and obligations contained herein.

ARTICLE XII - SEVERABILITY OF TERMS

If any part or provision of this Agreement is held invalid the remainder of this Agreement shall not be affected thereby and shall continue in full and effect.

ARTICLE XIII – PRECEDENCE OF AGREEMENT

In the event that any language in the Department of Community Development's Community Services Program RFP is in conflict with the language in this Agreement, this Agreement shall take precedence.

ARTICLE XIV - EQUAL EMPLOYMENT OPPORTUNITY

In accordance with Fulton County Code Sections 102-391 (Equal Opportunity Clause) and 154-3 (Policy of Equal Opportunity): (a): During the performance of this Agreement, the Contractor agrees as follows:

(1) The Contractor shall not discriminate against any employee or applicant for employment because of race, religion, color, sex, sexual orientation, national origin, or disability. As used herein, the words "shall not discriminate" shall mean and include without limitations the following:

Recruited, whether by advertising or other means; compensated, whether in the form of rates of pay, or other forms of compensation; selected for training, including apprenticeship; promoted; upgraded; demoted, downgraded; transferred; laid off; and terminated.

The Contractor agrees to and shall post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of the nondiscrimination clause.

(2) The Contractor shall in solicitation or advertisement for employees, placed by or on behalf of the Contractor; state that all qualified applicants will receive consideration for employment without regard to race, religion, color, sex, sexual orientation, national origin, or disability.

(3) The Contractor shall send to each labor union or representative of workers with which the Contractor has a collective bargaining agreement or other contract or understanding, a notice advising the labor union or workers' representative of the Contractor's commitments under the Equal Opportunity Program of Fulton County and under this Article, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

(4) The Contractor and its subcontractors, if any, shall file Compliance Reports at reasonable times and intervals with Fulton County in the form and to the extent prescribed by the director. Compliance Reports filed at such times as directed shall contain information as to the employment practices, policies,

programs and statistics of the Contractor and its subcontractors.

(5) The Contractor shall include the provisions of paragraphs (1) through of this equal employment opportunity clause and every subcontractor purchase order so that such provision shall be binding upon each subcontractor.

ARTICLE XV - CAPTIONS

The captions are inserted herein only as a matter of convenience and for reference and in no way define, limit, or describe the scope of this Agreement or the intent of the provisions thereof.

ARTICLE XVI - GOVERNING LAW

This Agreement shall be governed in all respects, as to validity, construction, capacity, and performance or otherwise, by the laws of the State of Georgia.

ARTICLE XVII - JURISDICTION

This Agreement will be executed and implemented in Fulton County. Further, this Agreement shall be administered and interpreted under the laws of the State of Georgia. Jurisdiction of litigation arising from this Agreement shall be in the Fulton County Superior Courts. If any part of this Agreement is found to be in conflict with applicable laws, such part shall be inoperative, null and void insofar as it is in conflict with said laws, but the remainder of this Agreement shall be in full force and effect.

Whenever reference is made in the Agreement to standards or codes in accordance with which work is to be performed, the edition or revision of the standards or codes current on the effective date of this Agreement shall apply, unless otherwise expressly stated.



F. GEORGIA SECURITY AND IMMIGRATION COMPLIANCE ACT AFFIDAVIT

Contractor's Name:	VOX Teen Communications
Project No. and Project Title:	#25RFP020325C-MH 2025 Community Services Program

CONTRACTOR AFFIDAVIT

By executing this affidavit, the undersigned contractor verifies its compliance with O.C.G.A. § 13-10-91, stating affirmatively that the individual, entity or corporation which is engaged in the physical performance of services on behalf of Fulton County Government has registered with, is authorized to use and uses the federal work authorization program commonly known as E-Verify, or any subsequent replacement program, in accordance with the applicable provisions and deadlines established in O.C.G.A. § 13-10-91.

Furthermore, the undersigned contractor will continue to use the federal work authorization program throughout the contract period and the undersigned contractor will contract for the physical performance of services in satisfaction of such contract only with subcontractors who present an affidavit to the contractor with the information required by O.C.G.A. § 13-10-91(b). Contractor hereby attests that its federal work authorization user identification number and date of authorization are as follows:

56287

Federal Work Authorization User Identification Number (EEV/E-Verify Company Identification Number)

10/1/2007

Date of Authorization

VOX Teen Communications

Authorized Officer or Agent
(Name of Contractor)

I hereby declare under penalty of perjury that the foregoing is true and correct

Charaun Cash

Printed Name (of Authorized Officer or Agent of Contractor)

Charaun Cash

Signature (of Authorized Officer or Agent)

Executive Director

Title (of Authorized Officer or Agent of Contractor)

02/07/2025

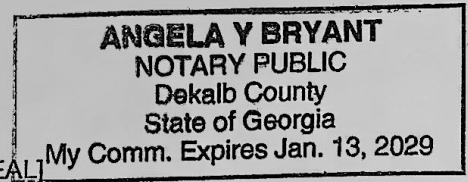
Date Signed

SUBSCRIBED AND SWORN BEFORE ME ON THIS THE

27 DAY OF **Feb**, 20**27**

Angela Y Bryant
Notary Public

My Commission Expires: **Jan 13, 2029**



[NOTARY SEAL]

* As of the effective date of O.C.G.A. 13-10-91, the applicable federal work authorization program is the "EEV/Basic Pilot Program" operated by the U.S. Citizenship and Immigration Services Bureau of the U.S. Department of Homeland Security, in conjunction with the Social Security Administration (SSA).

NOT APPLICABLE**GEORGIA SECURITY AND IMMIGRATION COMPLIANCE ACT AFFIDAVIT**

Contractor's Name:	
Project No. and Project Title:	

FORM G: SUBCONTRACTOR AFFIDAVIT

By executing this affidavit, the undersigned subcontractor verifies its compliance with O.C.G.A. 13-10-91, stating affirmatively that the individual, firm or corporation which is engaged in the physical performance of services under a contract with (name of contractor) on behalf of (name of public employer) has registered with and is participating in a federal work authorization program* [any of the electronic verification of work authorization programs operated by the United States Department of Homeland Security or any equivalent federal work authorization program operated by the United States Department of Homeland Security to verify information of newly hired employees, pursuant to the Immigration Reform and Control Act of 1986 (IRCA), P.L. 99-603], in accordance with the applicability provisions and deadlines established in O.C.G.A. 13-10-91.

Federal Work Authorization User Identification
Number (EEV/E-Verify Company Identification
Number)

Date of Authorization

Authorized Officer of Agent
(Name of Subcontractor)

**I hereby declare under penalty of
perjury that the foregoing is true and
correct**

Printed Name (of Authorized Officer or Agent of Contractor)

Title (of Authorized Officer or Agent of Contractor)

Signature (of Authorized Officer or Agent)

Date Signed

SUBSCRIBED AND SWORN BEFORE ME ON THIS THE

____ DAY OF _____, 20 ____

Notary Public

[NOTARY SEAL]

My Commission Expires: _____

* As of the effective date of O.C.G.A. 13-10-91, the applicable federal work authorization program is the "EEV/Basic Pilot Program" operated by the U.S. Citizenship and Immigration Services Bureau of the U.S. Department of Homeland Security, in conjunction with the Social Security Administration (SSA).



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

05/28/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an **ADDITIONAL INSURED**, the policy(ies) must have **ADDITIONAL INSURED** provisions or be endorsed. If **SUBROGATION IS WAIVED**, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER The Liberty Company Insurance Brokers Lic #0D79653 5955 De Soto Ave, Ste 250 Woodland Hills CA 91367		CONTACT NAME: Teresa Hayward-RM PHONE (A/C, No, Ext): (888) 918-3960 E-MAIL ADDRESS: thayward@libertycompany.com FAX (A/C, No):	
INSURED Vox Teen Communications, Inc. 229 Peachtree Street, Suite 725 Atlanta GA 30303		INSURER(S) AFFORDING COVERAGE INSURER A: Alliance of Nonprofits for Insurance INSURER B: Jencap Specialty Insurance Services Inc INSURER C: INSURER D: INSURER E: INSURER F:	
		NAIC # 10023	

COVERAGES**CERTIFICATE NUMBER:** CL2472324749**REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> Soc Serv-Prof Liab-Included GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:	Y		2024-21583	08/27/2024	08/27/2025	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 500,000 MED EXP (Any one person) \$ 20,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ 2,000,000 Improper/Abuse Cond \$ Included
A	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY			2024-21583	08/27/2024	08/27/2025	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
A	<input checked="" type="checkbox"/> UMBRELLA LIAB <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> DED <input checked="" type="checkbox"/> RETENTION \$ 0			2024-21583-UMB	08/27/2024	08/27/2025	EACH OCCURRENCE \$ 1,000,000 AGGREGATE \$ 1,000,000 \$
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y / N	N / A	KWS1362411	08/27/2024	08/27/2025	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ 500,000 E.L. DISEASE - EA EMPLOYEE \$ 500,000 E.L. DISEASE - POLICY LIMIT \$ 500,000
A	Liquor Liability			2024-21583	08/27/2024	08/27/2025	Liquor Liability Coverage \$1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Fulton County Government is included as an Additional Insured under the Commercial General Liability when required by written contract.

CERTIFICATE HOLDER**CANCELLATION**

Fulton County Government 141 Pryor St., SW Atlanta GA 30303-3408	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE <i>Teresa Hayward</i>
--	--

© 1988-2015 ACORD CORPORATION. All rights reserved.

POLICY NUMBER: 2024-21583
Named Insured: Vox Teen Communications, Inc.

COMMERCIAL GENERAL LIABILITY
CG 20 26 12 19

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

**ADDITIONAL INSURED – DESIGNATED
PERSON OR ORGANIZATION**

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART

SCHEDULE

<p>Name Of Additional Insured Person(s) Or Organization(s):</p> <p>Any person or organization that you are required to add as an additional insured on this policy, under a written contract or agreement currently in effect, or becoming effective during the term of this policy. The additional insured status will not be afforded with respect to liability arising out of or related to your activities as a real estate manager for that person or organization.</p>
<p>Information required to complete this Schedule, if not shown above, will be shown in the Declarations.</p>

A. Section II – Who Is An Insured is amended to include as an additional insured the person(s) or organization(s) shown in the Schedule, but only with respect to liability for "bodily injury", "property damage" or "personal and advertising injury" caused, in whole or in part, by your acts or omissions or the acts or omissions of those acting on your behalf:

1. In the performance of your ongoing operations; or
2. In connection with your premises owned by or rented to you.

However:

1. The insurance afforded to such additional insured only applies to the extent permitted by law; and
2. If coverage provided to the additional insured is required by a contract or agreement, the insurance afforded to such additional insured will not be broader than that which you are required by the contract or agreement to provide for such additional insured.

B. With respect to the insurance afforded to these additional insureds, the following is added to Section III – Limits Of Insurance:

If coverage provided to the additional insured is required by a contract or agreement, the most we will pay on behalf of the additional insured is the amount of insurance:

1. Required by the contract or agreement; or
2. Available under the applicable Limits of Insurance shown in the Declarations; whichever is less.

This endorsement shall not increase the applicable Limits of Insurance shown in the Declarations.

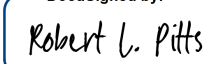
IN WITNESS THEREOF, the Parties hereto have caused this Contract to be executed by their duly authorized representatives as attested and witnessed and, as applicable, their corporate seals to be hereunto affixed as of the day and year date first above written.

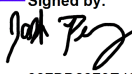
OWNER:

CONTRACTOR:

FULTON COUNTY, GEORGIA

VENDOR NAME VOX Teen Communications

DocuSigned by:

BA715B1A26544E7
Robert L. Pitts, Chairman
Fulton County Board of Commissioners

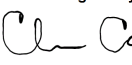
Signed by: Name of Signatory: Joshua Penny

Title of Signatory: Chair, Board of Directors
997BD2370E424E9...
Authorized Signature

ATTEST:

ATTEST:

Signed by:

EEC476C4837648D...
Tonya R. Grier
Clerk to the Commission

DocuSigned by: Name of 2nd Signatory: **Charaun Cash**

Title of 2nd Signatory: **Executive Director**
0882673BD237476...
Second Authorized Signature

(Affix County Seal)



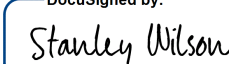
(Affix Corporate Seal, if applicable)

APPROVED AS TO FORM:

Signed by:

0EC92EDADEFB4B8...
Office of the County Attorney

APPROVED AS TO CONTENT:

DocuSigned by:

5E4D76DFB4A0450...
Stanley Wilson, Director
Fulton County Department of
Community Development

Please select RM or 2ND RM from the checkbox

☐ RM

☒ 2ND RM

ITEM#: _____ RM: _____	ITEM#: 25-0398 2ND RM: 05/21/2025
REGULAR MEETING	SECOND REGULAR MEETING

Certificate Of Completion

Envelope Id: 6C4C04BA-BA08-4726-8A36-98765FB7661D

Status: Completed

Subject: Please DocuSign: 2025 CSP Contract-VOX Teen Communications -BOC Agenda#25-0398

Parcel ID:

Employee Name:

Source Envelope:

Document Pages: 35

Signatures: 6

Envelope Originator:

Certificate Pages: 7

Initials: 0

Cherie Williams

AutoNav: Enabled

Stamps: 1

141 Pryor Street

Envelopeld Stamping: Enabled

Purchasing & Contract Compliance, Suite 1168

Time Zone: (UTC-05:00) Eastern Time (US &

Atlanta, GA 30303

Canada)

Cherie.Williams@fultoncountyga.gov

IP Address: 100.16.226.226

Record Tracking

Status: Original

Holder: Cherie Williams

Location: DocuSign

6/15/2025 7:53:16 PM

Cherie.Williams@fultoncountyga.gov

Security Appliance Status: Connected

Pool: StateLocal

Storage Appliance Status: Connected

Pool: Fulton County Government

Location: Docusign

Signer Events

Signature

Timestamp

Joshua Penny

joshua.r.penny@gmail.com

Chair, Board of Directors

Security Level: Email, Account Authentication
(None)

Signed by:

997BD2370E424E9...

Signature Adoption: Drawn on Device

Using IP Address: 108.245.16.159

Signed using mobile

Sent: 6/15/2025 7:57:36 PM

Resent: 6/20/2025 2:40:20 PM

Resent: 6/23/2025 9:04:53 AM

Resent: 6/24/2025 9:40:37 AM

Resent: 6/24/2025 10:14:48 AM

Viewed: 6/24/2025 10:48:19 AM

Signed: 6/24/2025 10:49:42 AM

Electronic Record and Signature Disclosure:

Accepted: 6/24/2025 10:48:19 AM

ID: 2d3f6937-4c94-4ee7-a560-e1730899b7f8

Charaun Cash

charaun@voxatl.org

Executive Director

Security Level: Email, Account Authentication
(None)

DocuSigned by:

0882673BD237476...

Signature Adoption: Drawn on Device

Using IP Address: 24.125.136.41

Sent: 6/24/2025 10:49:44 AM

Resent: 6/25/2025 1:06:05 PM

Viewed: 6/27/2025 1:29:01 PM

Signed: 6/27/2025 1:33:16 PM

Electronic Record and Signature Disclosure:

Accepted: 6/24/2025 10:57:05 AM

ID: cb739e9d-745e-49a8-83bd-f48f2b2dec13

Mark Hawks2

mark.hawks@fultoncountyga.gov

Chief Assistant Purchasing Agent

Purchasing and Contract Compliance

Security Level: Email, Account Authentication
(None)

Completed

Using IP Address: 45.20.200.178

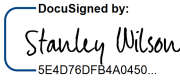
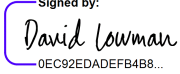


Sent: 6/27/2025 1:33:19 PM

Viewed: 6/28/2025 7:46:11 AM

Signed: 6/28/2025 7:46:24 AM

Electronic Record and Signature Disclosure:

Not Offered via Docusign

Signer Events	Signature	Timestamp
Stanley Wilson Stanley.Wilson@fultoncountyga.gov Director Stanley Wilson Security Level: Email, Account Authentication (None)	DocuSigned by:  5E4D76DFB4A0450... Signature Adoption: Pre-selected Style Using IP Address: 75.43.132.102	Sent: 6/28/2025 7:46:27 AM Viewed: 6/29/2025 12:04:08 PM Signed: 6/29/2025 12:04:19 PM
Electronic Record and Signature Disclosure: Not Offered via DocuSign		
Lauren Hansford lauren.hansford@fultoncountyga.gov Security Level: Email, Account Authentication (None)	Completed Using IP Address: 74.174.59.4	Sent: 6/29/2025 12:04:21 PM Viewed: 6/30/2025 9:06:25 AM Signed: 6/30/2025 9:08:18 AM
Electronic Record and Signature Disclosure: Accepted: 6/30/2025 9:06:25 AM ID: 351c2af3-c1f0-4058-b4d9-b6c74c53fe69		
David Lowman David.Lowman@fultoncountyga.gov Security Level: Email, Account Authentication (None)	Signed by:  0EC92EDADEFB4B8... Signature Adoption: Pre-selected Style Using IP Address: 74.174.59.4	Sent: 6/30/2025 9:08:21 AM Viewed: 6/30/2025 9:08:59 AM Signed: 6/30/2025 9:11:28 AM
Electronic Record and Signature Disclosure: Accepted: 6/30/2025 9:08:59 AM ID: 8ae1da04-d86d-49e8-a53c-16a628723235		
Nikki Peterson nikki.peterson@fultoncountyga.gov Chief Deputy Clerk to the Board of Commissioners Fulton County Government Security Level: Email, Account Authentication (None)	Completed Using IP Address: 166.137.19.31	Sent: 6/30/2025 9:11:31 AM Resent: 7/1/2025 12:10:18 PM Viewed: 7/2/2025 4:34:04 PM Signed: 7/2/2025 4:34:22 PM
Electronic Record and Signature Disclosure: Accepted: 11/27/2017 1:39:37 PM ID: b7ce88ee-0c66-4f3a-bfee-705e0af602d8		
Robert L. Pitts michael.oconnor@fultoncountyga.gov Fulton County Security Level: Email, Account Authentication (None)	DocuSigned by:  BA715B1A26544E7... Signature Adoption: Pre-selected Style Using IP Address: 68.208.197.4	Sent: 7/2/2025 4:34:25 PM Viewed: 7/2/2025 4:35:42 PM Signed: 7/2/2025 4:35:48 PM
Electronic Record and Signature Disclosure: Not Offered via DocuSign		
Tonya Grier tonya.grier@fultoncountyga.gov Clerk to the Commission Fulton County Security Level: Email, Account Authentication (None)	Signed by:  EEC476C4837648D...  Signature Adoption: Uploaded Signature Image Using IP Address: 99.96.24.191	Sent: 7/2/2025 4:35:50 PM Viewed: 7/2/2025 7:04:34 PM Signed: 7/2/2025 7:04:47 PM
Electronic Record and Signature Disclosure:		

Signer Events	Signature	Timestamp
Accepted: 3/16/2018 10:54:59 AM ID: f3f241e8-3027-4447-9476-6cf20ae25dd4 Mark Hawks3 mark.hawks@fultoncountyga.gov Chief Assistant Purchasing Agent Purchasing and Contract Compliance Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	Completed Using IP Address: 45.20.200.178	Sent: 7/2/2025 7:04:51 PM Resent: 7/3/2025 10:49:11 AM Viewed: 7/3/2025 1:39:28 PM Signed: 7/3/2025 1:39:33 PM
In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Atif Henderson Atif.Henderson@fultoncountyga.gov Fulton County Government Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	<div>COPIED</div>	Sent: 6/15/2025 7:57:35 PM Viewed: 7/3/2025 1:43:18 PM
Cherie Williams cherie.williams@fultoncountyga.gov Fulton County Government Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	<div>COPIED</div>	Sent: 6/15/2025 7:57:35 PM Resent: 7/3/2025 1:39:41 PM
Carlos Thomas carlos.thomas@fultoncountyga.gov Division Manager Fulton County Government Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	<div>COPIED</div>	Sent: 6/15/2025 7:57:36 PM Viewed: 7/3/2025 1:43:39 PM
Dian DeVaughn dian.devaughn@fultoncountyga.gov Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	<div>COPIED</div>	Sent: 7/3/2025 1:39:37 PM Viewed: 7/3/2025 1:43:41 PM
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp

Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	6/15/2025 7:57:35 PM
Envelope Updated	Security Checked	6/24/2025 10:14:47 AM
Certified Delivered	Security Checked	7/3/2025 1:39:28 PM
Signing Complete	Security Checked	7/3/2025 1:39:33 PM
Completed	Security Checked	7/3/2025 1:39:37 PM

Payment Events	Status	Timestamps
----------------	--------	------------

Electronic Record and Signature Disclosure
--

CONSUMER DISCLOSURE

From time to time, Carahsoft OBO Fulton County, Georgia (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign, Inc. (DocuSign) electronic signing system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to these terms and conditions, please confirm your agreement by clicking the 'I agree' button at the bottom of this document.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after signing session and, if you elect to create a DocuSign signer account, you may access them for a limited period of time (usually 30 days) after such documents are first sent to you. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. To indicate to us that you are changing your mind, you must withdraw your consent using the DocuSign 'Withdraw Consent' form on the signing page of a DocuSign envelope instead of signing it. This will indicate to us that you have withdrawn your consent to receive required notices and disclosures electronically from us and you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact Carahsoft OBO Fulton County, Georgia:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: glenn.king@fultoncountyga.gov

To advise Carahsoft OBO Fulton County, Georgia of your new e-mail address

To let us know of a change in your e-mail address where we should send notices and disclosures electronically to you, you must send an email message to us at glenn.king@fultoncountyga.gov and in the body of such request you must state: your previous e-mail address, your new e-mail address. We do not require any other information from you to change your email address..

In addition, you must notify DocuSign, Inc. to arrange for your new email address to be reflected in your DocuSign account by following the process for changing e-mail in the DocuSign system.

To request paper copies from Carahsoft OBO Fulton County, Georgia

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an e-mail to glenn.king@fultoncountyga.gov and in the body of such request you must state your e-mail address, full name, US Postal address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with Carahsoft OBO Fulton County, Georgia

To inform us that you no longer want to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your DocuSign session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an e-mail to glenn.king@fultoncountyga.gov and in the body of such request you must state your e-mail, full name, US Postal Address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

Operating Systems:	Windows® 2000, Windows® XP, Windows Vista®; Mac OS® X
Browsers:	Final release versions of Internet Explorer® 6.0 or above (Windows only); Mozilla Firefox 2.0 or above (Windows and Mac); Safari™ 3.0 or above (Mac only)
PDF Reader:	Acrobat® or similar software may be required to view and print PDF files
Screen Resolution:	800 x 600 minimum
Enabled Security Settings:	Allow per session cookies

** These minimum requirements are subject to change. If these requirements change, you will be asked to re-accept the disclosure. Pre-release (e.g. beta) versions of operating systems and browsers are not supported.

Acknowledging your access and consent to receive materials electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please verify that you were

able to read this electronic disclosure and that you also were able to print on paper or electronically save this page for your future reference and access or that you were able to e-mail this disclosure and consent to an address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format on the terms and conditions described above, please let us know by clicking the 'I agree' button below.

By checking the 'I agree' box, I confirm that:

- I can access and read this Electronic CONSENT TO ELECTRONIC RECEIPT OF ELECTRONIC CONSUMER DISCLOSURES document; and
- I can print on paper the disclosure or save or send the disclosure to a place where I can print it, for future reference and access; and
- Until or unless I notify Carahsoft OBO Fulton County, Georgia as described above, I consent to receive from exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to me by Carahsoft OBO Fulton County, Georgia during the course of my relationship with you.