



**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 **21st Century Leaders, Inc.** (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: Economic Stability/Poverty

CSP Funding Priority(ies):

Children and Youth: Not Applicable

Disabilities: Not Applicable

Economic Stability: 2. Training Job Development Employment which leads to self sufficiency Ex offender support services...

Health and Wellness: Not Applicable

Homelessness: Not Applicable

Senior Services: Not Applicable

21st Century Leaders, Inc., Leadership Connect: 21CLub Immersive Experience 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
Midtown High School	929 Charles Allen Dr NE	Atlanta	GA	30309	4	
Centennial High School	9310 Scott Rd	Roswell	GA	30076	1	
Northview High School	10625 Parsons Rd	Duluth	GA	30097	1	
Westlake High School	2400 Union Road SW	Atlanta	GA	30331	5	
Atlanta College and Career Academy	1090 Windsor St SW	Atlanta	GA	30310		
Frederick Douglass High School	225 Hamilton E Holmes Dr NW	Atlanta	GA	30318	6	
Fulton County	125 Milton Ave	Alpharetta	GA	30009	2	

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
Innovation Academy						

Approach and Design:

21st Century Leaders, Inc., Leadership Connect: 21CLub Immersive Experience will provide services to **150** clients that reside in Fulton County, with CSP funding.

21st Century Leaders, Inc., Leadership Connect: 21CLub Immersive Experience will provide the following activities and services in Fulton County with CSP funding:

To meet the needs of our students and the community, 21st Century Leaders will deliver its Leadership Connect online learning curriculum to 150 Fulton County high school students at no cost to students and provide needs-based scholarships to ten Fulton County participants who want to attend one of our Summer Leadership Institutes. Leadership Connect ensures all students are prepared for college and careers and our Summer Leadership Institutes are an opportunity for intensive learning about businesses and industries, as well as to network for future internships and careers.

By offering all of our programs at little to no cost to all students and never turning away a student for financial reasons, 21CL removes the barriers to high-quality leadership programming that many low-income students face. In 2024, 96% of all our students enrolled in Leadership Connect for free, ensuring all students have access to high-level leadership training. For Fulton County students, the programming proposed in this grant will be provided at no cost.

Leadership Connect is a multi-year/level online, school-based talent development and career exploration program that integrates gamified (uses game mechanics and game design techniques to engage and motivate students to achieve their goals), engaging technology that tracks student performance in key academic and skills development areas and delivers innovative curriculum; live real-world experiential business and professional learning opportunities, including summer internships for rising and graduating seniors; and summer career-themed programs that involve hundreds of business professionals who provide workshops, panel discussions and tours for students.

Overview of Leadership Connect Curriculum, Awards, and Incentives:

- Level 1: The Journey
 - 47 modules that focus on career exploration and on developing 21CL's seven core competencies:

Communicating Effectively, Problem-Solving, Action–Oriented, Self-Development, Building Effective Teams, Integrity/Trust, and Career Ambition.

- Students who complete Level 1 receive a 21CL Honor Cord for their graduation year, eligibility to for 21CL’s Georgia Youth Leadership Awards nomination, and a Level 1 Digital Badge.
- Level 2: Social and Emotional Intelligence
 - 46 modules that guide students through diversity and inclusion training while building their social and emotional intelligence skills.
 - Students who complete Level 2 receive all Level 1 rewards and incentives, an opportunity for special experiences with board members, executives, and 21CL alumni, eligibility to apply for 21CL’s Youth Ambassador Program, Summer Leadership Institute attendance, and Level 2 Digital Badges and SEI Digital Badges.
- Level 3: Life Ready
 - 30 modules focused on training students around financial literacy, health and wellness, the importance of civic engagement, and professionalism.
 - Students who complete Level 3 are eligible for all Level 1 and 2 rewards and incentives, eligibility to apply for an internship and post-secondary scholarship, and a Level 3 Digital Badge.
- Level 4: Social Enterprise Capstone
 - 21CL’s newest level of curriculum was designed in partnership with Emory University’s Goizueta Business School. Through 48 modules focused around Social Enterprise, students are introduced to entrepreneurship, marketing segmentation, environmental assessments, financial projections, and other critical steps leading up to a professional Business Pitch. Students who complete Level 3 are eligible for Levels 1, 2, and 3 rewards and incentives, earn a Leadership Certificate signed from Emory University’s Goizueta Business School, plus a Level 4 Digital Badge, can join a leadership cohort, and receive coaching from a business mentor.

Funding from Fulton County will help support the following programs:

Identifying, Enrolling, and Maintaining 21CLub Teams at 6 Fulton County High Schools

21st Century Leaders will provide technical assistance to the advising 21CLub teachers and monitor the process of selecting up to 20 to 25 students per club who will plan, promote, and implement 21CLub activities. These students will demonstrate an interest in community service and leadership opportunities; however, it is not necessary for the students to be currently engaged in these activities. There is also no GPA requirement to join a 21CLub. Emphasis will be on students not currently engaged in existing school organizations or leadership positions. 21CL will work with staff from other community-based organizations to support their students, not in schools with 21CLubs.

Services offered to 21CLubs include:

- **Training students and advisors**

21st Century Leaders will provide the training necessary for the students and advisors to operate a successful 21CLub at their high schools. For the students, this training will include business management, leadership,

volunteerism, public speaking, and diversity. For the advisors, the training will include annual orientation, and monthly communication focused on service learning, leadership development, curriculum development, budget management, project plans, data collection, and program outcomes. In order to be successful, 21CLubs must have an advisor who is well-trained to lead the program. Funding is critical to ensuring we have the right leadership in place to guide 21CLub students throughout the year.

- **1-2 Monthly School-Based Meetings**

Supported through the efforts of an advising teacher, students plan, make decisions, and prepare to lead within their school in service projects and in coordinating Leadership Forums. Students practice leadership skills and mentor other students, modeling positive leadership behaviors for their peers. 21CLub meetings promote healthy behaviors and activities for students while aiding their emotional and cognitive development. Furthermore, students will identify and learn how to utilize our seven core leadership competencies (Communicating Effectively, Problem-Solving, Action-Oriented, Self-Development, Building Effective Teams, Integrity/Trust, and Career Ambition) through a guided monthly curriculum. Planning meetings occur before or after school. 21st Century Leaders' Program staff provides site visits through the year, which traditionally occur before or after school hours.

- **Online Leadership and Career Exploration Training**

Youth are trained via a research-based, engaging, multi-level progressive and gamified online leadership and career exploration program, Leadership Connect, which provides opportunities to connect with fellow passionate peers from around the state, learn and develop leadership skills, and explore career interests. Incentives and rewards help motivate students to reach milestones. Incentives include gift cards, invitations to special events, social media and newsletter announcements, and digital badging.

- **Leadership Forums (1-2 forums per year, per school)**

Leadership Forums are planned by the 21CLub participating schools. 21st Century Leaders recruits professionals as speakers at these events, providing students with resources and knowledge to graduate high school and prepare for college and post-secondary training. These forums often occur during the school day and are often open to the entire student body.

- **Service learning projects (2-4 service projects per year, per school)**

21CLubs at participating schools organize up to four service learning projects per year that benefit their school, local underserved groups and communities, and/or social justice initiatives. This provides youth an opportunity to help others, become more socially responsible, connect with their peers, and engage in healthy activities while learning and practicing leadership skills. These projects may occur during the school day or outside of the school day and are often promoted to the entire student body or the larger 21st Century Leaders student body.

- **School Year Live Trainings**

21st Century Leaders offers a full range of live training opportunities throughout the school year, from a leadership role, career and leadership summits, Summer Orientation, as well as social and service meet-ups. The school-based centers function as a "school-wide" resource and involve students who may not otherwise be engaged in school clubs or organizations. Moreover, 21Club students are engaged outside of school with access to specialized leadership training that 21CL provides year-round, thus expanding the available number of leadership opportunities at each school by 15-25%.

Summer Leadership Institutes

21st Century Leaders provides four separate one-week residential leadership development programs hosted on Georgia college

campuses during June and July. Each leadership institute engages students through interactive workshops, corporate tours, round-tables with business leaders, and team-building exercises. Students have the opportunity to experience living on a college campus while expanding their skills and meeting a diverse group of students from across the state. Accepted students choose one of these intensive and challenging summer leadership institutes:

- SYLI@Goizueta - Summer Youth Leadership Institute at the Goizueta Business School at Emory University, with a focus on business and entrepreneurship, sponsored by a multitude of donors, including The Coca-Cola Company and Cox Enterprises.
- EarthCare: The Leadership Challenge of the 21st Century at Georgia College & State University, supported by Georgia Power Foundation, an environment-focused leadership development program.
- Healthcare & IT Institute at Kennesaw State University, which focuses on careers in the healthcare & healthcare IT industries, sponsored by a multitude of donors, including WellStar, Mercer, Piedmont Healthcare, and Locumtenens.com
- Film & Entertainment Institute at Georgia Tech, sponsored by Warner Bros. Discovery, along with additional grants, is focused on developing leaders within the film and entertainment industry.

ACCA Partnership

21st Century Leaders is in its third school-year partnership with Atlanta Public School's Atlanta College & Career Academy (ACCA), in which our online Leadership Connect curriculum is being offered to all of their high school students during the school year. 21CL's work aligns closely with ACCA's mission to prepare the next generation workforce to graduate with a credential that has labor market value. This partnership serves more than 400 students in grades 10-12 throughout the APS system, with an expected increase year over year. Students are transported to ACCA five days per week in the mornings or afternoons and will dedicate time to completing the Leadership Connect curriculum. With CSP funding, we will serve more Fulton County students this year through our partnership with APS.

21st Century Leaders addresses Health & Human Services Key Performance Indicator 3 by increasing the percentage of high school students who graduate on time and the percentage of students over-achieving each year. Ninety-eight to one-hundred percent of students in our programs graduate high school and go on to college, and 98% of participating students take on additional leadership roles in their schools or communities after attending our programs.

21st Century Leaders programs address the Children and Youth Services three funding priority areas in the following ways:

Training/job development/employment, which leads to self-sufficiency:

Our program provides students with the tools to pursue a career of their choosing through Leadership Connect, live and virtual workshops, and internship opportunities. The Search Institute has demonstrated that youth who benefit from a combination of 40 developmental "assets" have high levels of resiliency against risky behaviors and higher levels of achievement. 21st Century Leaders builds programming around the concept that the more of these assets (both external and internal) a youth has, the better equipped s/he is for a productive and successful adulthood. Our programs provide opportunities to build these assets, enabling young people to feel satisfaction, contribute to society, and lead responsible lives. 21CLubs provide programming designed to empower students to motivate and manage others while positively impacting their community. They keep youth engaged during the times (after school and on weekends) when they are more susceptible to risky behavior. Summer Leadership Institutes provide opportunities for students to become immersed in college life and post-secondary education, while exploring careers they may not have been exposed to before. School-year summits provide students with access to diverse role models like the peers they interact with and business professionals who lead workshops. These experiences help students create an achievable vision for life beyond

high school.

Career exploration and re-engagement with educational systems by opportunity youth. Access to and support for educational resources (GED testing, college / vocational school scholarships, and partnerships).

Emphasis on career exploration has been a chief concern among Georgia educators and 21st Century Leaders for many years. Our online learning platform, Leadership Connect, was created in response to the 2012 State of Georgia Career Cluster Pathway Initiative (GA House Bill 186), requiring all ninth-grade students to declare a career path. Leadership Connect supports the Georgia Department of Education's efforts to create a highly skilled workforce by addressing two gaps in the career pathways programs within the Georgia Career Cluster Pathway Initiative. The Leadership Connect, 21CLub, and Summer Leadership Institute journey also provide opportunities for hands-on experiences, leadership, and career training, a community of like-minded and motivated peers, and our network of 500+ leading Georgia business and professional leaders. Our vision is to ensure high school students, regardless of their socioeconomic background or geographic location, have access to innovative and engaging real-world opportunities to develop leadership skills and talents to be prepared for college and the workforce. By offering leadership training through our online and mobile-friendly platform, we are putting leadership in the hands of students.

Improved access to economic opportunities, programs, and resources focused on foundational education, career exploration, and coaching to re-engage youth and provide job-readiness skills for employment.

All of the 21st Century Leaders programs focus on providing meaningful career exploration experiences that lead to job-readiness skills for employment in the high-need areas for Georgia, including careers in technology, healthcare, and entertainment. Leadership Connect removes the guesswork from declaring a career path by providing students with a more robust and engaging learning platform than what is currently offered in most Georgia high schools. This enables students to develop critical transferable leadership knowledge, skills, and abilities, explore future career interests, and make informed decisions about the necessary educational and training pathways to achieve desired future careers. Most importantly, Leadership Connect facilitates a seamless transition from high school to traditional college, technical college, or employment.

The students who solely participate in 21st Century Leaders' proprietary online curriculum will also reap many benefits. This curriculum is predicated on federally approved leadership curriculum frameworks as developed by the National Alliance for Secondary School Transition, as well as federal career competency guidelines (SCANS), State of Georgia World-Class Leadership Workforce, and Georgia Department of Education career pathways. The online curriculum has been developed in partnership with several corporations, industry leaders, and higher education institutes, and will be regularly updated using a framework of standards/competencies adopted for the age-appropriate engagement of youth in developing core and career-interest areas.

Current Services

21st Century Leaders is currently providing direct partnering services at six high schools in Fulton County but serves students in a multitude of high schools throughout the county. This request will support continuing services at existing schools and expand the program to include additional students enrolled in the online curriculum. The program will also be open to a limited number of students in Fulton County who are not attending any of the school sites.

Marketing our Services

One of the ways that students participating in the 21CLubs practice leadership skills is by engaging their peers – whether by promoting the Leadership Connect online program, through service projects, leadership forums, and/or joining the 21st Century Leader Club at a participating high school or partnership. With 21st Century Leaders staff guidance, the advising teacher is also responsible for identifying and enrolling new students into the program. 21CL also recently completed a website and branding refresh. The new website features engaging impact reports, ways for students, alumni, and business partners to partner with our organization, and in-depth program descriptions. We have been excited to see increased engagement on the website since it

launched last year.

Engagement of Fulton County students outside of the school sites happens in many ways –through word-of-mouth, referrals from our network of hundreds of students, teachers, and principals, online search, social media, and community and non-profit youth-serve organizations that we partner and/or collaborate with. Through these strategies, we already receive more applicants to our Summer Institutes than we can accommodate. Those students, many from Fulton County, are all offered the opportunity to enroll in Leadership Connect’s online curriculum. In addition, other non-profit partner agencies like Atlanta Public School, Science ATL, REACH GA - under the Georgia Student Finance Commission, MARC, and Georgia Film Academy, assist us in marketing to additional Fulton County students.

We leverage the following community partnerships, as well as more than 50 corporate partners, to achieve outcomes related to our achieve our program outcomes: Warner Bros. Discovery, Georgia Power, Cox Communications, MarketSource, Coca-Cola Company, WellStar Health System, Piedmont Healthcare, LocumTenens.com, Nordson Foundation, Emory University's Goizueta Business School, Science A

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.)	\$2,500.00
Operational (25% Operational max of total funds awarded.)	\$500.00
Direct Services	\$37,000.00
<i>Total</i>	\$40,000.00

Explanation of Funding Details:

21st Century Leaders' current annual total operating budget for Fiscal Year 2025 is \$1,530,000. Revenue for our budget is found in the following funding areas:

\$ 55,000.00 Board of Directors

\$315,000.00 Corporate

\$310,000.00 Events

\$130,000.00 Foundations

\$495,000.00 Grants

\$32,700.00 Individuals

\$55,300.00 Registration Fees

Our total expense budget is \$1,530,000, with our direct program budget totaling \$1,228,000, including the following line items:

\$535,000 program salaries and benefits

\$105,000 Leadership Connect

\$350,500 Overall Programming, including Summer and School-year

\$80,00 Internships + College Scholarships

\$68,000 21CLub

\$7,000 Travel

\$15,000 Insurance

\$28,500 Other Operating

\$33,000 Rent

\$6,000 Telephone

We request \$40,000 to support Fulton County Students through 21st Century Leaders programming in 2025. Our program budget serving Fulton County students specifically is as follows:

Admin (no more than 5%) - \$2,500

Executive Director Salary - \$2,500 (less than 5% for administrative costs including a portion of Executive Director Salary)

Operational - \$500.00

Audit, insurance, website support

Direct Services - \$37,000

Teacher/Advisor Stipends for each of the school-based 21Clubs - \$6,000

21Club School Resources - \$6,000

Program staff - \$8,500

Summer Institute Scholarships (3)- \$7,500

Leadership Connect Enrollment for 150 students - \$9,000

We anticipate funding to be spent evenly throughout the annual calendar.

Direct Services Breakdown	Cost	Total	CSP COVERING	Coverage #s
Teacher/Advisor Stipends (for 6 schools)	\$1,000.00	6000	\$6,000.00	6 schools
21Club School Resources/Budgets (Both semesters, 6 schools)	\$1,000.00	6000	\$6,000.00	6 schools
Program Staff/Salary		\$20,000.00	8,500.00	
Summer Institute Scholarships (up to 5 students)	\$1,500.00	\$15,000	\$7500	3 students
Leadership Connect Enrollment (150 students)	\$60/student	\$16,500	\$9,000	students

Program Performance Measures:

21st Century Leaders, Inc. agrees to track and report program performance to the Fulton County Department of Community Development.

County Defined Performance Measure(s):

Children and Youth: Not Applicable

Disabilities: Not Applicable

Economic Stability: 3. Number of individuals placed in Living Wage Employment; receiving training/job development/employment support...,4. Number of individuals receiving access/support for educational resources...

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:

1. Number of individuals placed in Living Wage Employment; receiving training/job development/employment support services which leads to self-sufficiency.
2. Number of individuals receiving access to and support for educational resources (GED testing, college / vocational school scholarships and partnerships).
3. Number of individuals with improved access to economic opportunities, programs and resources focused on foundational education, career exploration, and coaching to re-engage youth and provide job-readiness skills for employment.

21st Century Leaders’ primary goal with this funding is to ensure 275 students attending Fulton County High Schools have the skills necessary to be prepared for post-secondary education and employment.

We measure our program success using the following tools and methods for data collection and analysis:

- Post-assessments for students for each program component
- Pre/post-assessments for students at each level of Leadership Connect
- John Holland’s Model and World of Work Career Cluster Interest Survey, which is completed within the Leadership Connect online portal
- Monthly check-ins and Semester and End-of-Year impact reports from 21CLub teachers

Outcomes for participants in the program are:

- Students will improve career awareness/certainty, readiness, financial literacy and employability, increasing access to high-demand post-secondary education and careers in fields of interest.
- Students will improve leadership preparedness/talent by developing constructive assertiveness and motivation skills and abilities through experiences that develop self-efficacy, identity, and confidence.
- Students will increase leadership readiness, responsibility, and roles through business, community, and school connections and recognize personal developmental assets to reduce barriers related to post-secondary success and will graduate and go on to post-secondary education.
- Students will recognize the program's connection with the local business community as a “Life Changing” experience that creates relevance between school and post-secondary opportunities, motivating a greater commitment to high school success.

Agency Defined Performance Measure(s):

Agency-Defined Performance Measures

Key outcomes of our programming are measured throughout the program year. In our most recently completed program year, organization-wide, students reported the following to 21st Century Leaders:

- 100% of graduating seniors said they now see themselves as a leader and 91% of graduating seniors reported that they took on one or more leadership roles after joining 21st Century Leaders.
- 91% of students say their confidence as a leader increased through 21st Century Leaders.
- 94% of students reported they are more likely to seek out or continue seeking out leadership roles
- 84% of students said they are clearer on knowing their career path after high school as a result of 21st Century Leaders, while 55% of students said they discovered a new career field they're now interested in pursuing.
- 100% of students said they grew and developed in our core leadership competencies.
- 96% of students agree they've gained skills to use both now and in the future.

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:

21st Century Leaders, Inc.
P.O. Box 1125
Decatur, Georgia 30031

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 **21st Century Leaders, Inc.**, 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.



GEORGIA SECURITY AND IMMIGRATION COMPLIANCE ACT AFFIDAVIT

Contractor's Name:	21st Century Leaders, Inc.
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.

186055
Federal Work Authorization User Identification
Number (EEV/E-Verify Company Identification
Number)

2/24/2025
Date of Authorization

N/A
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).



F. GEORGIA SECURITY AND IMMIGRATION COMPLIANCE ACT AFFIDAVIT

Contractor's Name:	21st Century Leaders, Inc.
Project No. and Project Title:	

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:

186055
Federal Work Authorization User Identification
Number (EEV/E-Verify Company Identification
Number)

2/24/2025
Date of Authorization

Kate Hewitt
Authorized Officer or Agent
(Name of Contractor)

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

Kate Hewitt
Printed Name (of Authorized Officer or Agent of Contractor)

Executive Director
Title (of Authorized Officer or Agent of Contractor)

[Signature]
Signature (of Authorized Officer or Agent)

2/26/2025
Date Signed

SUBSCRIBED AND SWORN BEFORE ME ON THIS THE

26th DAY OF February, 2025
[Signature]
Notary Public

My Commission Expires: 07/07/2026



* 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)

03/19/2025

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 Hamby & Aloisio Inc. 53 Perimeter Center East #400 Atlanta GA 30346	CONTACT NAME: Judith Davis PHONE (A/C, No, Ext): (770) 551-3270 FAX (A/C, No): (770) 551-3289 E-MAIL ADDRESS: judith@hains.com INSURER(S) AFFORDING COVERAGE INSURER A: Alliance of Nonprofits for Ins. NAIC # 10023 INSURER B: INSURER C: INSURER D: INSURER E: INSURER F:
INSURED 21st Century Leaders, Inc. P.O. Box 1125 Decatur GA 30030	

COVERAGES**CERTIFICATE NUMBER:** 2025-2026**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	Y		02-CP-0062812-01-05	02/05/2025	02/05/2026	EACH OCCURRENCE \$ 1,000,000
	<input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR						DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000
							MED EXP (Any one person) \$ 20,000
							PERSONAL & ADV INJURY \$ 1,000,000
	GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC						GENERAL AGGREGATE \$ 3,000,000
	OTHER:						PRODUCTS - COMP/OP AGG \$ 3,000,000
							Liquor Liability \$ 1,000,000
A	AUTOMOBILE LIABILITY			02-CP-0062812-01-05	02/05/2025	02/05/2026	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000
	<input type="checkbox"/> ANY AUTO						BODILY INJURY (Per person) \$
	<input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS						BODILY INJURY (Per accident) \$
	<input checked="" type="checkbox"/> HIRED AUTOS ONLY <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY						PROPERTY DAMAGE (Per accident) \$
							\$
A	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR			02-UB-0062812-01-05	02/05/2025	02/05/2026	EACH OCCURRENCE \$ 2,000,000
	<input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE						AGGREGATE \$ 2,000,000
	<input type="checkbox"/> DED <input checked="" type="checkbox"/> RETENTION \$ 0						\$
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY	Y / N	N / A				PER STATUTE OTH-ER
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH)						E.L. EACH ACCIDENT \$
	If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - EA EMPLOYEE \$
							E.L. DISEASE - POLICY LIMIT \$
A	Professional Liability Abuse and Molestation			02-CP-0062812-01-05	02/05/2025	02/05/2026	Limit \$1MIL/\$1MIL
							Limit \$1MIL/\$2MIL

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

Certificate holder is an additional insured for General Liability.

CERTIFICATE HOLDER**CANCELLATION**

Fulton County Government 141 Pryor St SW Atlanta GA 30303-3408	<p>SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.</p> <p>AUTHORIZED REPRESENTATIVE</p> <p style="text-align: center;"><i>Vicki M. Hamby</i></p>
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CERTIFICATE OF LIABILITY INSURANCE

 DATE (MM/DD/YYYY)
 01/07/2025

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 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 BROWN & BROWN INS SRVCS INC/PHS 20262511 The Hartford Business Service Center 3600 Wiseman Blvd San Antonio, TX 78251	CONTACT NAME: <table style="width: 100%;"> <tr> <td style="width: 60%;">PHONE (866) 467-8730</td> <td style="width: 40%;">FAX (A/C, No):</td> </tr> </table> E-MAIL ADDRESS: <table style="width: 100%;"> <tr> <td style="width: 70%; text-align: center;">INSURER(S) AFFORDING COVERAGE</td> <td style="width: 30%; text-align: center;">NAIC#</td> </tr> </table>	PHONE (866) 467-8730	FAX (A/C, No):	INSURER(S) AFFORDING COVERAGE	NAIC#								
PHONE (866) 467-8730	FAX (A/C, No):												
INSURER(S) AFFORDING COVERAGE	NAIC#												
INSURED 21ST CENTURY LEADERS INC PO BOX 1125 DECATUR GA 30031-1125	<table style="width: 100%;"> <tr> <td style="width: 70%;">INSURER A : Hartford Casualty Insurance Company</td> <td style="width: 30%;">29424</td> </tr> <tr><td>INSURER B :</td><td></td></tr> <tr><td>INSURER C :</td><td></td></tr> <tr><td>INSURER D :</td><td></td></tr> <tr><td>INSURER E :</td><td></td></tr> <tr><td>INSURER F :</td><td></td></tr> </table>	INSURER A : Hartford Casualty Insurance Company	29424	INSURER B :		INSURER C :		INSURER D :		INSURER E :		INSURER F :	
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INSURER B :													
INSURER C :													
INSURER D :													
INSURER E :													
INSURER F :													

COVERAGES
CERTIFICATE NUMBER:
REVISION NUMBER:

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INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/Y YYY)	LIMITS																
	COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:						EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) MED EXP (Any one person) PERSONAL & ADV INJURY GENERAL AGGREGATE PRODUCTS - COMP/OP AGG																
	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input type="checkbox"/> HIRED AUTOS <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> NON-OWNED AUTOS						COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident)																
	UMBRELLA LIAB EXCESS LIAB <input type="checkbox"/> OCCUR <input type="checkbox"/> CLAIMS-MADE DED <input type="checkbox"/> RETENTION \$						EACH OCCURRENCE AGGREGATE																
A	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 <input type="checkbox"/>	N/A	20 WEC GA0673	02/05/2025	02/05/2026	<table style="width: 100%;"> <tr> <td style="width: 5%;">X</td> <td style="width: 15%;">PER STATUTE</td> <td style="width: 10%;">OTH-ER</td> <td style="width: 70%;"></td> </tr> <tr> <td></td> <td>E.L. EACH ACCIDENT</td> <td></td> <td style="text-align: right;">\$500,000</td> </tr> <tr> <td></td> <td>E.L. DISEASE - EA EMPLOYEE</td> <td></td> <td style="text-align: right;">\$500,000</td> </tr> <tr> <td></td> <td>E.L. DISEASE - POLICY LIMIT</td> <td></td> <td style="text-align: right;">\$500,000</td> </tr> </table>	X	PER STATUTE	OTH-ER			E.L. EACH ACCIDENT		\$500,000		E.L. DISEASE - EA EMPLOYEE		\$500,000		E.L. DISEASE - POLICY LIMIT		\$500,000
X	PER STATUTE	OTH-ER																					
	E.L. EACH ACCIDENT		\$500,000																				
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	E.L. DISEASE - POLICY LIMIT		\$500,000																				

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

Those usual to the Insured's Operations.

CERTIFICATE HOLDER

Fulton County Government
 141 PRYOR ST SW
 ATLANTA GA 30303

CANCELLATION

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

Susan L. Castaneda

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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 21st Century Leaders, Inc.

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

Signed by: Name of Signatory: Kate Hewitt
Title of Signatory: President and Executive Director
EF94949F47C3485...
Authorized Signature

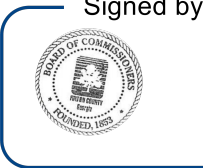
ATTEST:

ATTEST:

Signed by:
Tonya R. Grier
EEC476C4837648D...
Tonya R. Grier
Clerk to the Commission

Signed by: Name of 2nd Signatory: Timothy Parham
Title of 2nd Signatory: Director of Programs and Operations
6316C4A01D044AD...
Second Authorized Signature

(Affix County Seal)



(Affix Corporate Seal, if applicable)

APPROVED AS TO FORM:

Signed by:
David Lowman
0EC92EDADEFB4B8...
Office of the County Attorney

APPROVED AS TO CONTENT:

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

Please select RM or 2ND RM from the checkbox

RM

X 2ND RM

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

Certificate Of Completion

Envelope Id: CBF8E4B9-1CAD-4692-BD72-533A30597F17

Status: Completed

Subject: Please DocuSign: 2025 CSP Contract-21st Century Leaders-BOC Agenda#25-0398

Parcel ID:

Employee Name:

Source Envelope:

Document Pages: 29

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: 172.56.71.183

Record Tracking

Status: Original

Holder: Cherie Williams

Location: DocuSign

6/11/2025 9:47:24 AM

Cherie.Williams@fultoncountyga.gov

Security Appliance Status: Connected

Pool: StateLocal

Storage Appliance Status: Connected

Pool: Fulton County Government

Location: Docusign

Signer Events

Kate Hewitt

kate@21stcenturyleaders.org

Security Level: Email, Account Authentication
(None)

Signature

Signed by:

EF94949F47C3485...

Timestamp

Sent: 6/11/2025 10:11:59 AM

Viewed: 6/11/2025 2:08:10 PM

Signed: 6/11/2025 2:09:48 PM

Signature Adoption: Drawn on Device

Using IP Address: 174.201.172.220

Electronic Record and Signature Disclosure:

Accepted: 6/11/2025 2:08:10 PM

ID: 32ee601d-f64b-45e3-a21c-5696ccab701d

Tim Parham

tim@21stcenturyleaders.org

Director of Programs and Operations

21st Century Leaders

Security Level: Email, Account Authentication
(None)

Signed by:

6316C4A01D044AD...

Sent: 6/11/2025 2:09:52 PM

Resent: 6/20/2025 2:39:00 PM

Resent: 6/23/2025 9:03:59 AM

Viewed: 6/23/2025 10:46:03 AM

Signed: 6/23/2025 10:47:30 AM

Signature Adoption: Pre-selected Style

Using IP Address: 50.236.138.73

Electronic Record and Signature Disclosure:

Accepted: 6/23/2025 10:46:03 AM

ID: 588b020b-8eae-41d8-b01f-ad8c8426a980

Mark Hawks2

mark.hawks@fultoncountyga.gov

Chief Assistant Purchasing Agent

Purchasing and Contract Compliance

Security Level: Email, Account Authentication
(None)

Completed

Using IP Address: 74.174.59.4

Sent: 6/23/2025 10:47:33 AM

Viewed: 6/23/2025 11:45:57 AM

Signed: 6/23/2025 11:46:20 AM

Electronic Record and Signature Disclosure:

Not Offered via DocuSign

Stanley Wilson

Stanley.Wilson@fultoncountyga.gov

Director

Stanley Wilson

Security Level: Email, Account Authentication
(None)

DocuSigned by:

5E4D76DFB4A0450...

Sent: 6/23/2025 11:46:23 AM

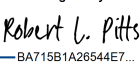

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Viewed: 6/24/2025 12:44:19 PM

Signed: 6/24/2025 12:44:25 PM

Signature Adoption: Pre-selected Style

Using IP Address: 75.43.132.102

Signer Events	Signature	Timestamp
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: 6/24/2025 12:44:28 PM Resent: 6/25/2025 1:09:26 PM Viewed: 6/25/2025 3:06:36 PM Signed: 6/25/2025 3:08:10 PM
Electronic Record and Signature Disclosure: Accepted: 6/25/2025 3:06:36 PM ID: 57af5901-c5ca-46a1-b8f0-897f9ab5bf59		
David Lowman David.Lowman@fultoncountyga.gov Security Level: Email, Account Authentication (None)	<div> <div>Signed by:</div> <div>  <div>0EC92EDADEFB4B8...</div> </div> </div> <div> Signature Adoption: Pre-selected Style Using IP Address: 74.174.59.4 </div>	Sent: 6/25/2025 3:08:12 PM Viewed: 6/25/2025 3:10:28 PM Signed: 6/25/2025 3:11:18 PM
Electronic Record and Signature Disclosure: Accepted: 6/25/2025 3:10:28 PM ID: 9148f710-56d8-4a4b-a95e-21bc61217a1d		
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: 66.56.23.82	Sent: 6/25/2025 3:11:20 PM Viewed: 6/27/2025 2:38:33 PM Signed: 6/27/2025 2:38:57 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)	<div> <div>DocuSigned by:</div> <div>  <div>BA715B1A26544E7...</div> </div> </div> <div> Signature Adoption: Pre-selected Style Using IP Address: 68.208.197.4 </div>	Sent: 6/27/2025 2:39:00 PM Resent: 6/30/2025 11:52:19 AM Viewed: 6/30/2025 11:59:12 AM Signed: 6/30/2025 11:59:18 AM
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)	<div> <div>Signed by:</div> <div>  <div>EEC476C4837648D...</div> </div> </div> <div>  <div> Signature Adoption: Uploaded Signature Image Using IP Address: 99.96.24.191 </div> </div>	Sent: 6/30/2025 11:59:21 AM Viewed: 7/1/2025 10:42:19 AM Signed: 7/1/2025 10:42:33 AM
Electronic Record and Signature Disclosure: Accepted: 3/16/2018 10:54:59 AM ID: f3f241e8-3027-4447-9476-6cf20ae25dd4		

Signer Events	Signature	Timestamp
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: 7/1/2025 10:42:37 AM Resent: 7/3/2025 10:44:07 AM Viewed: 7/9/2025 9:31:27 AM Signed: 7/9/2025 9:31:32 AM
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: 6/11/2025 10:11:58 AM Viewed: 7/9/2025 9:37:11 AM
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: 6/11/2025 10:11:58 AM Resent: 7/9/2025 9:31:39 AM
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: 6/11/2025 10:11:58 AM Viewed: 6/11/2025 10:31:59 AM
Dian DeV Vaughn dian.devaughn@fultoncountyga.gov Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	<div>COPIED</div>	Sent: 7/9/2025 9:31:35 AM Viewed: 7/9/2025 11:19:11 AM
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	6/11/2025 10:11:58 AM
Certified Delivered	Security Checked	7/9/2025 9:31:27 AM

Envelope Summary Events	Status	Timestamps
Signing Complete	Security Checked	7/9/2025 9:31:32 AM
Completed	Security Checked	7/9/2025 9:31:35 AM
Payment Events	Status	Timestamps
Electronic Record and Signature Disclosure		

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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

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