

**AMENDMENT NO. 3  
INCORPORATED COUNTY OF LOS ALAMOS  
SERVICES AGREEMENT NO. 20-06**

This **AMENDMENT NO. 3** is entered into by and between the **Incorporated County of Los Alamos**, an incorporated county of the State of New Mexico ("County"), and **Unum Life Insurance Company of America**, a Portland, Maine corporation ("Contractor"), collectively (the "Parties"), to be effective for all purposes January 1, 2025.

**WHEREAS**, County and Contractor entered into Agreement No. AGR20-06, dated January 1, 2020, Amendment No. 1, dated January 1, 2022, and Amendment No. 2, dated October 18, 2023, for Long Term Disability (LTD) Benefits; and

**WHEREAS**, the Services are on going and the Parties wish to amend the compensation and extend the Term of the Agreement for two (2) years, unless sooner terminated, as provided therein, as allowed under the original terms of the Agreement; and

**WHEREAS**, County Council approved this Amendment at a public meeting held on October 29, 2024; and

**NOW, THEREFORE**, for good and valuable consideration, County and Contractor agree as follows:

I. To delete **SECTION B. TERM** in its entirety and replace it with the following:

**SECTION B. TERM:** The term of this Agreement shall commence January 1, 2020, and shall continue through December 31, 2026, unless sooner terminated, as provided herein.

To delete **SECTION C. COMPENSATION** in its entirety and replace it with the following:

1. **Amount of Compensation.** County shall pay compensation for performance of the Services in Years 1, 2, 3, 4, and 5 in accordance with the rate schedule set out in Exhibits A and A-1, and for Services in Years 6 and 7 in accordance with the rate schedule set out in Exhibit A-2, attached hereto and made a part hereof for all purposes, in an amount not to exceed ONE MILLION ONE HUNDRED FOUR THOUSAND FOUR HUNDRED AND NO/100 DOLLARS (\$1,104,400.00), which amount does not include applicable New Mexico gross receipts taxes ("NMGRT").
2. **Monthly Invoices.** Contractor shall submit itemized monthly invoices to County's Benefits Staff showing amount of compensation due, amount of any NMGRT, and total amount payable. Payment of undisputed amounts shall be due and payable thirty (30) days after County's receipt of the invoice.

Except as expressly modified by this Amendment, the terms and conditions of the Agreement remain unchanged and in effect.

**IN WITNESS WHEREOF**, the Parties have executed this Amendment No. 3 on the date(s) set forth opposite the signatures of their authorized representatives to be effective for all purposes on the date first written above.

**ATTEST**

**INCORPORATED COUNTY OF LOS ALAMOS**

\_\_\_\_\_  
**NAOMI D. MAESTAS**  
**COUNTY CLERK**

By: \_\_\_\_\_  
**ANNE W. LAURENT** **DATE**  
**COUNTY MANAGER**

**Approved as to form:**

\_\_\_\_\_  
**J. ALVIN LEAPHART**  
**COUNTY ATTORNEY**

**UNUM LIFE INSURANCE COMPANY, A PORTLAND,**  
**MAINE CORPORATION**

By: \_\_\_\_\_  
**BENJAMIN FRELKA** **DATE**  
**SENIOR ACCOUNT EXECUTIVE**

Exhibit A-2  
Compensation Rate Schedule  
AGR20-06-A3

**Monthly Rates and Cost Information for Years 6 and 7 of the Agreement:**

	<b>Renewal Rate as a percentage of Covered Payroll</b>	<b>New premium</b>	Effective date	<b>Guaranteed through</b>
<b>Long Term Disability Insurance</b>	0.33%	\$16,554	1/1/2025	12/31/2026