



**PROFESSIONAL SERVICES AGREEMENT
BETWEEN THE CITY OF RIALTO AND
CARBON HEALTH MEDICAL GROUP OF CALIFORNIA, PC**

THIS SERVICES AGREEMENT (herein “Agreement”) is made and entered into this 1st day of July 2025, by and between the City of Rialto, a municipal corporation and California general law city (“City”), and Carbon Health Medical Group of California, PC, a California professional corporation, (“Consultant”). City and Consultant are sometimes individually referred to as “Party” or collectively as “Parties”.

RECITALS

A. City has sought, by Request for Proposals No. 25-038, the performance of professional services related to as-needed occupational health and medical evaluation services, including pre-employment medical examinations and other employment-oriented medical services, as defined and described particularly in Article 1 of this Agreement.

B. Following the submission of a proposal for the performance of the services defined and described particularly in Article 1 of this Agreement, Consultant was selected by the City to perform those services.

C. Pursuant to Chapter 2.48 of the Rialto Municipal Code, City has authority to enter into and execute this Agreement.

D. The Parties desire to formalize the selection of Consultant for the performance of those services defined and described particularly in Article 1 of this Agreement and desire that the terms of that performance be as particularly defined and described herein.

OPERATIVE PROVISIONS

NOW, THEREFORE, in consideration of the mutual promises and covenants made by the Parties and contained herein and other consideration, the value and adequacy of which are hereby acknowledged, the parties agree as follows:

ARTICLE 1. SERVICES OF CONSULTANT

1.1 Scope of Services.

In compliance with all terms and conditions of this Agreement, Consultant shall provide those professional services associated with as-needed occupational health and medical evaluation

services, including pre-employment medical examinations and other employment-oriented medical services, and as specified in the “Scope of Services” attached hereto as **Exhibit “A”** and incorporated herein by this reference, which services may be referred to herein as the “services” or “work” hereunder. As a material inducement for City to enter into this Agreement, Consultant represents and warrants that it has the qualifications, experience, and facilities necessary to properly perform the services required under this Agreement in a thorough, competent, and professional manner, it meets all local, state, and federal requirements in performing the services, and it is experienced in performing the work and services contemplated herein. Consultant shall at all times faithfully, competently, and to the best of its ability, experience, and talent, perform all services described herein. Consultant covenants that it shall follow the highest professional standards in performing the work and services required hereunder and that all materials will be of good quality, fit for the purpose intended. For purposes of this Agreement, the phrase “highest professional standards” shall mean those standards of practice recognized by one or more professional firms performing similar work under similar circumstances.

1.2 Consultant’s Proposal.

The Agreement between the Parties shall consist of the following: (1) this Agreement; (2) the Scope of Services; (3) the City’s Request for Proposals No. 25-038; and (4) the Consultant’s signed, original proposal submitted to the City (“Consultant’s Proposal”), (collectively referred to as the “Contract Documents”). The Contract Documents and Accepted Proposal shall be incorporated herein by this reference as though fully set forth herein. In the event of any inconsistency between the Scope of Services, Consultant’s Proposal, and/or this Agreement, the terms of this Agreement shall govern.

1.3 Compliance with Law.

Consultant shall keep itself informed concerning, and shall render all services hereunder in accordance with, all ordinances, resolutions, statutes, rules, and regulations of the City and any federal, state, or local governmental entity having jurisdiction in effect at the time service is rendered.

1.4 Licenses, Permits, Fees, and Assessments.

Consultant shall obtain, at its sole cost and expense, such licenses, permits, and approvals as may be required by law for the performance of the services required by this Agreement. Consultant shall have the sole obligation to pay for any fees, assessments, and taxes, plus applicable penalties and interest, which may be imposed by law and arise from or are necessary for the Consultant’s performance of the services required by this Agreement, and shall indemnify, defend, and hold harmless City, its officers, employees or agents of City, against any such fees, assessments, taxes penalties, or interest levied, assessed, or imposed against City hereunder.

1.5 Familiarity with Work.

By executing this Agreement, Consultant warrants that Consultant (i) has thoroughly investigated and considered the scope of services to be performed, (ii) has carefully considered how the services should be performed, and (iii) fully understands the facilities, difficulties, and restrictions attending performance of the services under this Agreement. If the services involve work upon any site, Consultant warrants that Consultant has or will investigate the site and is or will be fully acquainted with the conditions there existing, prior to commencement of services

hereunder. If Consultant discovers any latent or unknown conditions that will materially affect the performance of the services hereunder, then Consultant shall immediately inform the City of such fact and shall not proceed except at City's risk until written instructions are received from the Contract Officer.

1.6 Care of Work.

Consultant shall adopt reasonable methods during the life of the Agreement to furnish continuous protection to the work, and the equipment, materials, papers, documents, plans, studies, and/or other components thereof, to prevent losses or damages, and shall be responsible for all such damages to persons or property, until acceptance of the work by City, except such losses or damages as may be caused by City's own negligence, willful misconduct, breach of this Agreement, or failure to follow any applicable laws.

1.7 Prevailing Wages.

Consultant is aware of the requirements of California Labor Code Section 1720, *et seq.* and 1770, *et seq.*, as well as California Code of Regulations, Title 8, Section 1600, *et seq.*, ("Prevailing Wage Laws"), which require the payment of prevailing wage rates and the performance of other requirements on "Public Works" and "Maintenance" projects. It is the understanding of City and Consultant that the Prevailing Wage Laws may not apply to this Agreement because the Agreement does not involve any services subject to prevailing wage rates pursuant to the California Labor Code or regulations promulgated thereunder. However, Consultant shall defend, indemnify, and hold City, its elected officials, officers, employees and agents free and harmless from any claim or liability arising out of any failure or alleged failure to comply with the Prevailing Wage Laws.

1.8 Further Responsibilities of Parties.

Both Parties agree to use reasonable care and diligence to perform their respective obligations under this Agreement. Both Parties agree to act in good faith to execute all instruments, prepare all documents, and take all actions as may be reasonably necessary to carry out the purposes of this Agreement. Unless specified in this Agreement, neither Party shall be responsible for the service of the other.

1.9 Additional Services.

City shall have the right at any time during the performance of the services, without invalidating this Agreement, to order extra work beyond that specified in the Scope of Services or make changes by altering, adding to, or deducting from said work. No such extra work or change may be undertaken unless a written order is first given by the Contract Officer to the Consultant, describing in detail the extra work or change and the reason(s) therefor and incorporating therein any adjustment in (i) the Contract Sum for the actual cost of the extra work or change, and/or (ii) the time to perform this Agreement, which said adjustments shall be reflected in an amendment to the Agreement subject to acceptance by Consultant and the written approval of the Parties. Any amendment to this Agreement shall be reviewed and approved by the City Manager. In accordance with Rialto Municipal Code section 2.48.180, increases in compensation of this Agreement may be approved by the City Manager provided: (a) the initial Contract Sum was less than One Hundred Thousand Dollars (\$100,000) and the amended Contract Sum when considering any or all amendments will not exceed One Hundred Thousand Dollars (\$100,000); or (b) the agreement was

approved by the City Council and the increases in compensation taken either separately or cumulatively do not exceed One Hundred Thousand Dollars (\$100,000). Any greater increases, taken either separately or cumulatively, must be approved by the City Council. Payment for additional services rendered by Consultant under this Agreement requires the submission of the actual costs of Consultant's performance of the extra work with the invoice(s) for the extra work claim(s), as provided in Section 2.4. It is expressly understood by Consultant that the provisions of this Section shall not apply to services specifically set forth in the Scope of Services. Consultant hereby acknowledges that it accepts the risk that the services to be provided pursuant to the Scope of Services may be more costly or time-consuming than Consultant anticipates and that Consultant shall not be entitled to additional compensation therefor. City may in its sole and absolute discretion, have similar work done by other contractors.

No claim for an adjustment in the contract amount or time for performance shall be valid unless the procedures established in this Section are followed.

ARTICLE 2. COMPENSATION AND METHOD OF PAYMENT

2.1 Contract Sum.

Subject to any limitations set forth in this Agreement, City agrees to pay Consultant the amounts specified in the "Schedule of Compensation" attached hereto as **Exhibit "B"** and incorporated herein by this reference. Upon commencement of this Agreement the total compensation, including reimbursement for actual expenses, shall not exceed **Two Hundred Forty Thousand Dollars and Zero Cents (\$240,000.00)** (the "Contract Sum"). The Contract Sum may also be increased for additional services pursuant to Section 1.9.

2.2 Method of Compensation.

The method of compensation may include: (i) a lump sum payment upon completion; (ii) payment in accordance with specified tasks or the percentage of completion of the services; (iii) payment for time and materials based upon the Consultant's rates as specified in the Schedule of Compensation, provided that time estimates are provided for the performance of sub tasks, but not exceeding the Contract Sum; or (iv) such other methods as may be specified in the Schedule of Compensation.

2.3 Reimbursable Expenses.

Compensation may include reimbursement for actual and necessary expenditures for reproduction costs, telephone expenses, and travel expenses approved by the Contract Officer in advance, or actual subcontractor expenses of an approved subcontractor pursuant to Section 4.5, and only if specified in the Schedule of Compensation. The Contract Sum shall include the attendance of Consultant at all project meetings reasonably deemed necessary by the City. Coordination of the performance of the work with City is a critical component of the services. If Consultant is required to attend additional meetings to facilitate such coordination, Consultant shall not be entitled to any additional compensation for attending said meetings.

2.4 Invoices.

Each month Consultant shall furnish to City an original invoice for all work performed and expenses incurred during the preceding month in a form approved by City's Director of Finance.

By submitting an invoice for payment under this Agreement, Consultant is certifying compliance with all provisions of the Agreement. The invoice shall detail charges for all necessary and actual expenses by the following categories: labor (by sub-category), travel, materials, equipment, supplies, and sub-contractor contracts. Sub-contractor charges shall also be detailed by such categories. Consultant shall not invoice City for any duplicate services performed by more than one person.

City may independently review each invoice submitted by the Consultant to determine whether the work performed and expenses incurred are in compliance with the provisions of this Agreement. Except as to any charges for work performed or expenses incurred by Consultant which are disputed by City, or as provided in Section 7.3, City will use its best efforts to cause Consultant to be paid within thirty (30) days of receipt of Consultant's correct and undisputed invoice; however, Consultant acknowledges and agrees that due to City warrant run procedures, the City cannot guarantee that payment will occur within this time period. In the event any charges or expenses are disputed by City, the original invoice shall be returned by City to Consultant for correction and resubmission.

2.5 No Waiver.

Review and payment by City to Consultant of any invoice for work performed by Consultant pursuant to this Agreement shall not be deemed a waiver of any defects in work performed by Consultant or of any rights or remedies provided herein or any applicable law.

ARTICLE 3. PERFORMANCE SCHEDULE

3.1 Time of Essence.

Time is of the essence in the performance of this Agreement.

3.2 Schedule of Performance.

Consultant shall commence the services pursuant to this Agreement upon receipt of a written notice to proceed and shall perform all services within the time period(s) established in the "Schedule of Performance" attached hereto as **Exhibit "C"** and incorporated herein by this reference. When requested by the Consultant, extensions to the time period(s) specified in the Schedule of Performance may be approved in writing by the Contract Officer.

3.3 Force Majeure.

The time period(s) specified in the Schedule of Performance for performance of the services rendered pursuant to this Agreement shall be extended because of any delays due to unforeseeable causes beyond the control and without the fault or negligence of the Consultant, including, but not restricted to, acts of God or of the public enemy, unusually severe weather, fires, earthquakes, floods, epidemics, quarantine restrictions, riots, strikes, freight embargoes, wars, litigation, and/or acts of any governmental agency, including the City, if the Consultant shall, within ten (10) days of the commencement of such delay, notify the Contract Officer in writing of the causes of the delay. The Contract Officer shall ascertain the facts and the extent of delay and extend the time for performing the services for the period of the enforced delay when and if in the reasonable judgment of the Contract Officer such delay is justified. The Contract Officer shall extend the time for performance in accordance with the procedures set forth in Section 1.9. The

Contract Officer's determination shall be final and conclusive upon the Parties to this Agreement. In no event shall Consultant be entitled to recover damages against the City for any delay in the performance of this Agreement, however caused, Consultant's sole remedy being extension of the Agreement pursuant to this Section.

3.4 Term.

Unless earlier terminated in accordance with Article 7 of this Agreement, this Agreement shall continue in full force and effect for three (3) years plus two optional one-year extensions based on satisfactory performance through completion of the services related to Request for Proposals No. 25-038, (the "Project"), and as identified in the Schedule of Performance, **Exhibit "C"**.

ARTICLE 4. COORDINATION OF WORK

4.1 Representatives and Personnel of Consultant.

The following principals of Consultant ("Principals") are hereby designated as being the principals and representatives of Consultant authorized to act in its behalf with respect to the work specified herein and make all decisions in connection therewith:

<u>Salvatore Mule</u> (Name)	<u>VP of Growth</u> (Title)
<u>Mason Snyder</u> (Name)	<u>Client Acquisition Manager</u> (Title)

It is expressly understood that the experience, knowledge, capability, and reputation of the foregoing Principals were a substantial inducement for City to enter into this Agreement. Therefore, the Principals shall be responsible during the term of this Agreement for directing all activities of Consultant and devoting sufficient time to personally supervise the services hereunder. All personnel of Consultant, and any authorized agents, shall at all times be under the exclusive direction and control of the Principals. Consultant shall utilize only competent personnel to perform services pursuant to this Agreement. Consultant shall make every reasonable effort to maintain the stability and continuity of Consultant's staff and subcontractors, if any, assigned to perform the services required under this Agreement.

4.2 Status of Consultant.

Consultant shall have no authority to bind City in any manner, or to incur any obligation, debt or liability of any kind on behalf of or against City, whether by contract or otherwise, unless such authority is expressly conferred under this Agreement or is otherwise expressly conferred in writing by City. Consultant shall not at any time or in any manner represent that Consultant or any of Consultant's officers, employees, or agents are in any manner officials, officers, employees or agents of City. Neither Consultant, nor any of Consultant's officers, employees or agents, shall obtain any rights to retirement, health care, or any other benefits which may otherwise accrue to City's employees. Consultant expressly waives any claim Consultant may have to any such rights.

4.3 Contract Officer.

The Contract Officer shall be the City Manager, or other such person designated by the City Manager. It shall be the Consultant's responsibility to assure that the Contract Officer is kept informed of the progress of the performance of the services and the Consultant shall refer any decisions which must be made by City to the Contract Officer. Unless otherwise specified herein, any approval of City required hereunder shall mean the approval of the Contract Officer. The Contract Officer shall have authority, if specified in writing by the City Manager, to sign all documents on behalf of the City required hereunder to carry out the terms of this Agreement.

4.4 Independent Contractor.

Neither the City nor any of its employees shall have any control over the manner, mode, or means by which Consultant, its agents or employees, perform the services required herein, except as otherwise set forth herein. City shall have no voice in the selection, discharge, supervision or control of Consultant's employees, servants, representatives, or agents, or in fixing their number, compensation, or hours of service. Consultant shall perform all services required herein as an independent contractor of City and shall remain at all times as to City a wholly independent contractor with only such obligations as are consistent with that role. Consultant shall not at any time or in any manner represent that it or any of its agents or employees are agents or employees of City. City shall not in any way or for any purpose become or be deemed to be a partner of Consultant in its business or otherwise or a joint venturer or a member of any joint enterprise with Consultant.

4.5 Prohibition Against Subcontracting or Assignment.

The experience, knowledge, capability, and reputation of Consultant, its principals and employees were a substantial inducement for the City to enter into this Agreement. Therefore, Consultant shall not contract with any other entity to perform in whole or in part the services required hereunder without the express written approval of the City. Notwithstanding the foregoing sentence, Consultant may use healthcare professionals who are independent contractors and part of its day-to-day workforce to perform the services without City's express written approval. In addition, neither this Agreement nor any interest herein may be transferred, assigned, conveyed, hypothecated, or encumbered voluntarily or by operation of law, whether for the benefit of creditors or otherwise, without the prior written approval of City. Transfers restricted hereunder shall include the transfer to any person or group of persons acting in concert of more than twenty-five percent (25%) of the present ownership and/or control of Consultant, taking all transfers into account on a cumulative basis. In the event of any such unapproved transfer, including any bankruptcy proceeding, this Agreement shall be void. No approved transfer shall release the Consultant or any surety of Consultant of any liability hereunder without the express consent of City.

ARTICLE 5. INSURANCE, INDEMNIFICATION AND BONDS

5.1 Insurance Coverages.

The Consultant shall procure and maintain, at its sole cost and expense, in a form and content satisfactory to City, during the entire term of this Agreement including any extension thereof, the following policies of insurance which shall cover all elected and appointed officers, employees, and agents of City:

(a) Comprehensive General Liability Insurance (Occurrence Form CG0001 or equivalent). A policy of comprehensive general liability insurance written on a per occurrence basis for bodily injury, personal injury, and property damage. The policy of insurance shall be in an amount not less than \$1,000,000.00 per occurrence or if a general aggregate limit is used, then the general aggregate limit shall be twice the occurrence limit.

(b) Worker's Compensation Insurance. A policy of worker's compensation insurance in such amount as will fully comply with the laws of the State of California and which shall indemnify, insure, and provide legal defense for both the Consultant and the City against any loss, claim, or damage arising from any injuries or occupational diseases occurring to any worker employed by or any persons retained by the Consultant in the course of carrying out the work or services contemplated in this Agreement.

(c) Intentionally Left Blank.

(d) Professional Liability. Professional liability insurance appropriate to the Consultant's profession. This coverage may be written on a "claims made" basis and must include coverage for contractual liability. The professional liability insurance required by this Agreement must be endorsed to be applicable to claims based upon, arising out of, or related to services performed under this Agreement. The insurance must be maintained for at least 5 consecutive years following the completion of Consultant's services or the termination of this Agreement. During this additional 5-year period, Consultant shall annually and upon request of the City submit written evidence of this continuous coverage.

(e) Additional Insurance. Policies of such other insurance, as may be required in the Special Requirements.

(f) Subcontractors. Consultant shall include all subcontractors as insureds under its policies or shall furnish separate certificates and certified endorsements for each subcontractor. All coverages for subcontractors shall be subject to all of the requirements stated herein.

5.2 General Insurance Requirements.

All of the above policies of insurance shall be primary insurance and shall name the City, its elected and appointed officers, employees, and agents as additional insureds, and any insurance maintained by City or its officers, employees, or agents shall apply in excess of, and not contribute with, Consultant's insurance. The insurer is deemed hereof to waive all rights of subrogation and contribution it may have against the City, its officers, employees, and agents and their respective insurers. The insurance policy must specify that where the primary insured does not satisfy the self-insured retention, any additional insured may satisfy the self-insured retention. All of said policies of insurance shall provide that said insurance may not be amended or cancelled by the insurer or any Party hereto without providing thirty (30) days prior written notice by certified mail return receipt requested to the City. In the event any of said policies of insurance are cancelled, the Consultant shall, prior to the cancellation date, submit new evidence of insurance in conformance with Section 5.1 to the Contract Officer. No work or services under this Agreement shall commence until the Consultant has provided the City with Certificates of Insurance or appropriate insurance binders evidencing the above insurance coverages and said Certificates of Insurance or binders are approved by the City. City reserves the right to inspect complete, certified copies of all required insurance policies at any time. Any failure to comply with the reporting or

other provisions of the policies including breaches or warranties shall not affect coverage provided to City.

City, its respective elected and appointed officers, directors, officials, employees, agents and volunteers are to be covered as additional insureds as respects: liability arising out of activities Consultant performs; products and completed operations of Consultant; premises owned, occupied or used by Consultant; or automobiles owned, leased, hired or borrowed by Consultant. The coverage shall contain no special limitations on the scope of protection afforded to City, and their respective elected and appointed officers, officials, employees or volunteers. Consultant's insurance shall apply separately to each insured against whom claim is made or suit is brought, except with respect to the limits of the insurer's liability.

Any deductibles or self-insured retentions must be declared to and approved by City. At the option of City, either the insurer shall reduce or eliminate such deductibles or self-insured retentions as respects City or its respective elected or appointed officers, officials, employees and volunteers or the Consultant shall procure a bond guaranteeing payment of losses and related investigations, claim administration, defense expenses and claims. The Consultant agrees that the requirement to provide insurance shall not be construed as limiting in any way the extent to which the Consultant may be held responsible for the payment of damages to any persons or property resulting from the Consultant's activities or the activities of any person or persons for which the Consultant is otherwise responsible nor shall it limit the Consultant's indemnification liabilities as provided in Section 5.3.

In the event the Consultant subcontracts any portion of the work in compliance with Section 4.5 of this Agreement, the contract between the Consultant and such subcontractor shall require the subcontractor to maintain the same policies of insurance that the Consultant is required to maintain pursuant to Section 5.1, and such certificates and endorsements shall be provided to City.

5.3 Indemnification.

To the full extent permitted by law, Consultant agrees to indemnify, defend, and hold harmless the City, its officers, employees and agents ("Indemnified Parties") against any and all actions, either judicial, administrative, arbitration or regulatory claims, damages to persons or property, losses, costs, penalties, obligations, errors, omissions or liabilities whether actual or threatened (herein "claims or liabilities") that may be asserted or claimed by any person, firm or entity arising out of or in connection with the negligent performance of the work and services, operations, or activities provided herein by Consultant, its officers, employees, agents, subcontractors, or invitees, or any individual or entity for which Consultant is legally liable ("indemnitors"), arising from Consultant's reckless or willful misconduct, or arising from Consultant's or indemnitors' negligent performance of or failure to perform any term, provision, covenant, or condition of this Agreement, and in connection therewith:

(a) Consultant will defend any action or actions filed in connection with any of said claims or liabilities and will pay all costs and expenses, including legal costs and attorneys' fees incurred in connection therewith;

(b) Consultant will promptly pay any judgment rendered against the City, its officers, agents, or employees for any such claims or liabilities arising out of or in connection with the negligent performance of or failure to perform such work, operations or activities of Consultant

hereunder; and Consultant agrees to save and hold the City, its officers, agents, and employees harmless therefrom;

(c) In the event the City, its officers, agents or employees is made a party to any action or proceeding filed or prosecuted against Consultant for such damages or other claims arising out of or in connection with the negligent performance of or failure to perform the work, operation or activities of Consultant hereunder, Consultant agrees to pay to the City, its officers, agents, or employees, any and all costs and expenses incurred by the City, its officers, agents, or employees in such action or proceeding, including but not limited to, legal costs and attorneys' fees.

Consultant shall incorporate similar, indemnity agreements with its subcontractors and if it fails to do so Consultant shall be fully responsible to indemnify City hereunder therefore, and failure of City to monitor compliance with these provisions shall not be a waiver hereof. This indemnification includes claims or liabilities arising from any negligent or wrongful act, error or omission, or reckless or willful misconduct of Consultant in the performance of professional services hereunder. The provisions of this Section do not apply to claims or liabilities occurring to the extent caused by City's negligence or willful acts or omissions, but, to the fullest extent permitted by law, shall apply to claims and liabilities resulting in part from City's negligence, except that design professionals' indemnity hereunder shall be limited to claims and liabilities arising out of the negligence, recklessness, or willful misconduct of the design professional. The indemnity obligation shall be binding on successors and assigns of Consultant and shall survive termination of this Agreement.

Notwithstanding the foregoing, to the extent that the Consultant's services are subject to California Civil Code Section 2782.8, the above indemnity, including the cost to defend, shall be limited to the extent required by Civil Code Section 2782.8.

5.4 Sufficiency of Insurer or Surety.

Insurance required by this Agreement shall be satisfactory only if issued by companies qualified to do business in California, rated "A" or better in the most recent edition of Best Rating Guide, The Key Rating Guide or in the Federal Register, and only if they are of a financial category Class VII or better, unless such requirements are waived by the Risk Manager of the City ("Risk Manager") due to unique circumstances. If this Agreement continues for more than 3 years duration, or in the event the Risk Manager determines that the work or services to be performed under this Agreement creates an increased or decreased risk of loss to the City, the Consultant agrees that the minimum limits of the insurance policies may be changed accordingly upon receipt of written notice from the Risk Manager Consultant.

ARTICLE 6. RECORDS, REPORTS, AND RELEASE OF INFORMATION

6.1 Records.

Consultant shall keep, and require subcontractors to keep, such ledgers books of accounts, invoices, vouchers, canceled checks, reports, studies or other documents relating to the disbursements charged to City and services performed hereunder (the "books and records"), as shall be necessary to perform the services required by this Agreement and enable the Contract Officer to evaluate the performance of such services. Any and all such documents shall be maintained in accordance with generally accepted accounting principles and shall be complete and

detailed. The Contract Officer shall have full and free access to such books and records at all times during normal business hours of City, including the right to inspect, copy, audit and make records and transcripts from such records. Such records shall be maintained for a period of 3 years following completion of the services hereunder, and the City shall have access to such records in the event any audit is required. In the event of dissolution of Consultant's business, custody of the books and records may be given to City, and access shall be provided by Consultant's successor in interest.

6.2 Reports.

Consultant shall periodically prepare and submit to the Contract Officer such reports concerning the performance of the services required by this Agreement as the Contract Officer shall require. Consultant hereby acknowledges that the City is greatly concerned about the cost of work and services to be performed pursuant to this Agreement. For this reason, Consultant agrees that if Consultant becomes aware of any facts, circumstances, techniques, or events that may or will materially increase or decrease the cost of the work or services contemplated herein or, if Consultant is providing design services, the cost of the project being designed, Consultant shall promptly notify the Contract Officer of said fact, circumstance, technique or event and the estimated increased or decreased cost related thereto and, if Consultant is providing design services, the estimated increased or decreased cost estimate for the project being designed.

6.3 Ownership of Documents.

All drawings, specifications, maps, designs, photographs, studies, surveys, data, notes, computer files, reports, records, documents and other materials (the "documents and materials") prepared by Consultant, its employees, subcontractors and agents in the performance of this Agreement shall be the property of City and shall be delivered to City upon request of the Contract Officer or upon the termination of this Agreement, and Consultant shall have no claim for further employment or additional compensation as a result of the exercise by City of its full rights of ownership use, reuse, or assignment of the documents and materials hereunder. Any use, reuse or assignment of such completed documents for other projects and/or use of uncompleted documents without specific written authorization by the Consultant will be at the City's sole risk and without liability to Consultant, and Consultant's guarantee and warranties shall not extend to such use, reuse or assignment. Consultant may retain copies of such documents for its own use. Consultant shall have the right to use the concepts embodied therein. All subcontractors shall provide for assignment to City any documents or materials prepared by them, and in the event Consultant fails to secure such assignment, Consultant shall indemnify City for all damages resulting therefrom.

6.4 Confidentiality and Release of Information.

(a) All information gained, or work product produced by Consultant in performance of this Agreement shall be considered confidential, unless such information is in the public domain or already known to Consultant. Consultant shall not release or disclose any such information or work product to persons or entities other than City without prior written authorization from the Contract Officer.

(b) Consultant, its officers, employees, agents or subcontractors, shall not, without prior written authorization from the Contract Officer or unless requested by the City Attorney, voluntarily provide documents, declarations, letters of support, testimony at depositions, response to interrogatories or other information concerning the work performed under this

Agreement. Response to a subpoena or court order shall not be considered “voluntary” provided Consultant gives City notice of such court order or subpoena.

(c) If Consultant, or any officer, employee, agent or subcontractor of Consultant, provides any information or work product in violation of this Agreement, then City shall have the right to reimbursement and indemnity from Consultant for any damages, costs and fees, including attorney’s fees, caused by or incurred as a result of Consultant’s conduct.

(d) Consultant shall promptly notify City should Consultant, its officers, employees, agents, or subcontractors be served with any summons, complaint, subpoena, notice of deposition, request for documents, interrogatories, request for admissions or other discovery request, court order or subpoena from any party regarding this Agreement and the work performed there under. City retains the right, but has no obligation, to represent Consultant or be present at any deposition, hearing or similar proceeding. Consultant agrees to cooperate fully with City and to provide City with the opportunity to review any response to discovery requests provided by Consultant. However, this right to review any such response does not imply or mean the right by City to control, direct, or rewrite said response.

(e) Notwithstanding anything to the contrary in this section 6.4, Consultant shall be permitted to provide medical records and information to City employees and prospective employees as required by the Health Insurance Portability and Accountability Act.

ARTICLE 7. ENFORCEMENT OF AGREEMENT AND TERMINATION

7.1 California Law.

This Agreement shall be interpreted, construed, and governed both as to validity and to performance of the Parties in accordance with the laws of the State of California. Legal actions concerning any dispute, claim, or matter arising out of or in relation to this Agreement shall be instituted in the Superior Court of the County of San Bernardino, State of California, or any other appropriate court in such county, and Consultant covenants and agrees to submit to the personal jurisdiction of such court in the event of such action. In the event of litigation in a U.S. District Court, venue shall lie exclusively in the Central District of California, Eastern Division.

7.2 Disputes; Default.

In the event that Consultant is in default under the terms of this Agreement, the City shall not have any obligation or duty to continue compensating Consultant for any work performed after the date of default. Instead, the City may give notice to Consultant of the default and the reasons for the default. The notice shall include the timeframe in which Consultant may cure the default. This timeframe is presumptively thirty (30) days, but may be extended, though not reduced, if circumstances warrant. During the period of time that Consultant is in default, the City shall hold all invoices and shall proceed with payment on the invoices only when the default is cured. In the alternative, the City may, in its sole discretion, elect to pay some or all of the outstanding invoices during the period of default. If Consultant does not cure the default, the City may take necessary steps to terminate this Agreement under this Article. Any failure on the part of the City to give notice of the Consultant’s default shall not be deemed to result in a waiver of the City’s legal rights or any rights arising out of any provision of this Agreement.

7.3 Retention of Funds.

Consultant hereby authorizes City to deduct from any amount payable to Consultant (i) which is necessary to compensate City for any losses, costs, liabilities, or damages suffered by City, and (ii) all amounts for which City may be liable to third parties, by reason of Consultant's acts or omissions in performing or failing to perform Consultant's obligation under this Agreement, provided that City shall not withhold funds solely on the basis of an unsubstantiated or frivolous claim, and any such withholding shall be limited to amounts reasonably related to the asserted, substantiated claim. In the event that any written claim is made by a third party, the amount or validity of which is disputed by Consultant, or any indebtedness shall exist which shall appear to be the basis for a claim of lien, City may withhold from any payment due, without liability for interest because of such withholding, an amount sufficient to cover such claim. The failure of City to exercise such right to deduct or to withhold shall not, however, affect the obligations of the Consultant to insure, indemnify, and protect City as elsewhere provided herein.

7.4 Waiver.

Waiver by any Party to this Agreement of any term, condition, or covenant of this Agreement shall not constitute a waiver of any other term, condition, or covenant. Waiver by any Party of any breach of the provisions of this Agreement shall not constitute a waiver of any other provision or a waiver of any subsequent breach or violation of any provision of this Agreement. Acceptance by City of any work or services by Consultant shall not constitute a waiver of any of the provisions of this Agreement. No delay or omission in the exercise of any right or remedy by a non-defaulting Party on any default shall impair such right or remedy or be construed as a waiver. Any waiver by either Party of any default must be in writing and shall not be a waiver of any other default concerning the same or any other provision of this Agreement.

7.5 Rights and Remedies are Cumulative.

Except with respect to rights and remedies expressly declared to be exclusive in this Agreement, the rights and remedies of the Parties are cumulative and the exercise by either Party of one or more of such rights or remedies shall not preclude the exercise by it, at the same or different times, of any other rights or remedies for the same default or any other default by the other Party.

7.6 Legal Action.

In addition to any other rights or remedies, either Party may take legal action, in law or in equity, to cure, correct, or remedy any default, to recover damages for any default, to compel specific performance of this Agreement, to obtain declaratory or injunctive relief, or to obtain any other remedy consistent with the purposes of this Agreement.

7.7 Termination Prior to Expiration of Term.

This Section shall govern any termination of this Contract except as specifically provided in the following Section for termination for cause. City reserves the right to terminate this Contract at any time, with or without cause, upon thirty (30) days' written notice to Consultant, except that where termination is due to the fault of the Consultant, the period of notice may be such shorter time as may be determined by the Contract Officer. Upon receipt of any notice of termination, Consultant shall immediately cease all services hereunder except such as may be specifically

approved by the Contract Officer. Consultant shall be entitled to compensation for all services rendered prior to the effective date of the notice of termination and for any services authorized by the Contract Officer thereafter in accordance with the Schedule of Compensation or such as may be approved by the Contract Officer, except as provided in Section 7.3. In the event of termination without cause pursuant to this Section, the City need not provide the Consultant with the opportunity to cure pursuant to Section 7.2.

7.8 Termination by Consultant.

Consultant reserves the right to terminate this Contract at any time, with or without cause, upon thirty (30) days' written notice to City.

ARTICLE 8. CITY OFFICERS AND EMPLOYEES: NON-DISCRIMINATION

8.1 Non-liability of City Officers and Employees.

No officer or employee of the City shall be personally liable to the Consultant, or any successor in interest, in the event of any default or breach by the City or for any amount which may become due to the Consultant or to its successor, or for breach of any obligation of the terms of this Agreement.

8.2 Conflict of Interest.

Consultant covenants that neither it, nor any officer or principal of its firm, has or shall acquire any interest, directly or indirectly, which would conflict in any manner with the interests of City or which would in any way hinder Consultant's performance of services under this Agreement. Consultant further covenants that in the performance of this Agreement, no person having any such interest shall be employed by it as an officer, employee, agent or subcontractor without the express written consent of the Contract Officer. Consultant agrees to at all times avoid conflicts of interest or the appearance of any conflicts of interest with the interests of City in the performance of this Agreement.

No officer or employee of the City shall have any financial interest, direct or indirect, in this Agreement nor shall any such officer or employee participate in any decision relating to the Agreement which effects his financial interest or the financial interest of any corporation, partnership or association in which he is, directly or indirectly, interested, in violation of any State statute or regulation. The Consultant warrants that it has not paid or given and will not pay or give any third party any money or other consideration for obtaining this Agreement.

Additionally, pursuant to Rialto Municipal Code section 2.48.145, Consultant represents that it has disclosed whether it or its officers or employees is related to any officer or employee of the City by blood or marriage within the third degree which would subject such officer or employee to the prohibition of California Government Sections 87100 et. seq., Fair Political Practices Commission Regulation Section 18702, or Government Code Section 1090. To this end, by approving this Agreement, Consultant attests under penalty of perjury, personally and on behalf of Consultant, as well its officers, representatives, that it/they have no relationship, as described above, or financial interests, as such term is defined in California Government Section 87100 et. seq., Fair Political Practices Commission Regulation Section 18702, or Government Code Section 1090, with any City of Rialto elected or appointed official or employee, except as specifically disclosed to the City in writing.

8.3 Covenant Against Discrimination.

Consultant covenants that, by and for itself, its heirs, executors, assigns, and all persons claiming under or through them, there shall be no discrimination against or segregation of any person or group of persons on account of race, color, creed, religion, sex, gender, sexual orientation, gender identity, marital status, national origin, ancestry, or other protected class in the performance of this Agreement. Consultant shall take affirmative action to ensure that applicants are employed and that employees are treated during employment without regard to their race, color, creed, religion, sex, sexual orientation, gender, gender identity, marital status, national origin, ancestry, or other protected class.

8.4 Unauthorized Aliens.

Consultant hereby promises and agrees to comply with all of the provisions of the Federal Immigration and Nationality Act, 8 U.S.C.A. §§ 1101, *et seq.*, as amended, and in connection therewith, shall not employ unauthorized aliens as defined therein. Should Consultant so employ such unauthorized aliens for the performance of work and/or services covered by this Agreement, and should any liability or sanctions be imposed against City for such use of unauthorized aliens, Consultant hereby agrees to and shall reimburse City for the cost of all such liabilities or sanctions imposed, together with any and all costs, including attorney's fees, incurred by City.

ARTICLE 9. MISCELLANEOUS PROVISIONS

9.1 Facilities and Equipment.

Except as otherwise provided, Consultant shall, at its own cost and expense, provide all facilities and equipment necessary to perform the services required by this Agreement. City shall make available to Consultant only physical facilities such as desks, filing cabinets, and conference space ("City Facilities"), as may be reasonably necessary for Consultant's use while consulting with City employees and reviewing records and the information in possession of City. The location, quality, and time of furnishing of City Facilities shall be in the sole discretion of City. In no event shall City be required to furnish any facilities that may involve incurring any direct expense, including but not limited to computer, long distance telephone, network data, internet, or other communication charges, vehicles, and reproduction facilities.

9.2 Payment of Taxes.

Consultant is solely responsible for the payment of employment taxes that Consultant incurs under this Agreement and any federal and state taxes.

9.3 Notices.

All notices or other communications required or permitted hereunder shall be in writing, and shall be personally delivered, sent by pre-paid First Class U.S. Mail, registered or certified mail, postage prepaid, return receipt requested, or delivered or sent by facsimile with attached evidence of completed transmission, and shall be deemed received upon the earlier of (i) the date of delivery to the address of the person to receive such notice if delivered personally or by messenger or overnight courier; (ii) three (3) business days after the date of posting by the United States Post Office if by mail; or (iii) when sent if given by facsimile. Any notice, request, demand, direction, or other communication sent by facsimile must be confirmed within forty-eight (48)

hours by letter mailed or delivered. Other forms of electronic transmission such as e-mails, text messages, instant messages are not acceptable manners of notice required hereunder. Notices or other communications shall be addressed as follows:

If to City: City of Rialto
150 S. Palm Ave.
Rialto, CA 92376
Attn: City Manager
Tel: (909) 820-2525
Fax: (909) 820-2527

With copy to: Burke, Williams & Sorensen, LLP
1770 Iowa Avenue, Suite 240
Riverside, CA 92507
Attn: Eric S. Vail, City Attorney
Tel: (951) 788-0100
Fax: (951) 788-5785

If to Consultant: Carbon Health Medical Group of California, PC
500 E. Remington Drive #20
Sunnyvale, CA, 94087
Attn: Kerem Ozkay, Chief Executive Officer
Tel: (415) 639-4667

Either Party may change its address by notifying the other Party of the change of address in writing.

9.4 Interpretation.

The terms of this Agreement shall be construed in accordance with the meaning of the language used and shall not be construed for or against either Party by reason of the authorship of this Agreement or any other rule of construction which might otherwise apply.

9.5 Counterparts.

This Agreement may be executed in counterparts, each of which shall be deemed to be an original, and such counterparts shall constitute one and the same instrument.

9.6 Integration; Amendment.

This Agreement including the attachments hereto is the entire, complete and exclusive expression of the understanding of the Parties. It is understood that there are no oral agreements between the Parties hereto affecting this Agreement and this Agreement supersedes and cancels any and all previous negotiations, arrangements, agreements and understandings, if any, between the Parties, and none shall be used to interpret this Agreement. No amendment to or modification of this Agreement shall be valid unless made in writing and approved by the Consultant and by the City. The Parties agree that this requirement for written modifications cannot be waived and that any attempted waiver shall be void.

9.7 Severability.

In the event that any one or more of the phrases, sentences, clauses, paragraphs, or sections contained in this Agreement shall be declared invalid or unenforceable by a valid judgment or decree of a court of competent jurisdiction, such invalidity or unenforceability shall not affect any of the remaining phrases, sentences, clauses, paragraphs, or sections of this Agreement which are hereby declared as severable and shall be interpreted to carry out the intent of the Parties hereunder unless the invalid provision is so material that its invalidity deprives either Party of the basic benefit of their bargain or renders this Agreement meaningless.

9.8 Corporate Authority.

The persons executing this Agreement on behalf of the Parties hereto warrant that (i) such Party is duly organized and existing, (ii) they are duly authorized to execute and deliver this Agreement on behalf of said Party, (iii) by so executing this Agreement, such Party is formally bound to the provisions of this Agreement, and (iv) the entering into this Agreement does not violate any provision of any other Agreement to which said Party is bound. This Agreement shall be binding upon the heirs, executors, administrators, successors and assigns of the Parties.

9.9 Conflicting Terms

Except as otherwise stated herein, if the terms of this Agreement conflict with the terms of any Exhibit hereto, or with the terms of any document incorporated by reference into this Agreement, the terms of this Agreement shall control.

[SIGNATURES ON FOLLOWING PAGE]

IN WITNESS WHEREOF, the parties hereto have executed and entered into this Agreement on the date first written above.

CITY:

**CITY OF RIALTO, a municipal
corporation**

By: _____
Tanya Williams, City Manager

ATTEST:

By: _____
Barbara A. McGee, City Clerk

APPROVED AS TO FORM:

Burke, Williams & Sorensen, LLP

By: _____
Eric S. Vail, City Attorney

CONSULTANT:

**Carbon Health Medical Group of
California, PC, a California professional
corporation**

By: _____
Signature

Kerem Ozkay
Name

CEO
Title

By: _____
Signature

Sujal Mandavia
Name

President
Title

****Two signatures are required if a
corporation****

EXHIBIT “A”

SCOPE OF SERVICES

Consultant shall provide those services as outlined in its proposal dated May 2, 2025, included on the following pages.

This contract is intended to cover on an as-needed basis, occupational health and medical evaluation services, including pre-employment medical examinations and other employment-oriented medical services.

The primary services required will include, but are not limited to, the following:

1. Exams:

- a. Pre-employment medical evaluations for safety and non-safety employees.
- b. Return to work (fitness for duty) examinations for safety and non-safety employees.
- c. DOT physical exams (FMCSA and FTA) and Medical Examiner’s Certification issuance.
- d. Physical fitness examination program for firefighters and police officers as defined by professional standards.
- e. Post-exposure exams and follow-up screenings provided immediately with ongoing monitoring after report of exposure with appropriate treatment options as defined by current medical standards.
- f. Audiometry and basic vision exams.
- g. Tuberculosis screenings.
- h. Respiratory exams consistent with OSHA standards.

2. Testing:

- a. Pre-employment, DOT (FMCSA & FTA); NIDA-5 Panel and/or NIDA-10 Panel Split Drug testing certified collection site performing; pre-employment, return-to-duty, reasonable suspicion, post-accident, and follow-up alcohol testing.
- b. Breath alcohol testing (BAT) certified collection site performing pre-employment, random, return-to-duty, reasonable suspicion/reasonable cause, post-accident, and follow-up alcohol testing.

3. Other:

- a. Conduct an analysis and evaluation of the current pre-employment placement medical evaluation process and make recommendations for revising.
- b. As needed, analyze current job classification specifications and make recommendations for the City’s use in the pre-employment medical examination and drug testing process, as well as occupational injury medical examination for return-to work/fitness for duty.
- c. Medical consultation to City of Rialto Human Resources/Risk Management Department.

- d. All medical services and testing shall be performed at the Service Provider's facility or facilities. Testing facilities must be certified pursuant to applicable standards.
- e. Services shall be provided on an as-needed basis.

4. *Program Administration:*

- a. Provide services Monday – Thursday during normal business hours starting at 7:00 a.m. – 6:00 p.m. Evenings and weekend hours highly desirable.
- b. Provide a high level of customer service to current and prospective City of Rialto employees receiving services. Must be able to schedule employees within two (2) business days for return-to-work examinations. Clinic and walk-in scheduling are preferred.
- c. Provide urgent and after-hours care, weekend availability is also preferred.
- d. Communicate with the Human Resources/Risk Management Department regarding applicants or employees' progress throughout the medical evaluation process.
- e. Communicate directly with applicants throughout the process, regarding results and medical conditions. When necessary, obtain applicant confidential medical information that is needed for clearance for a particular job.
- f. Provide high level of support to City of Rialto Human Resources/Risk Management Department regarding occupational health trends, requirements and health issues impacting City of Rialto job classifications.
- g. Establish and maintain a secure process for submitting final reports electronically, outlining each candidate's pre-employment placement medical evaluation results within 48 hours of completion of evaluation.
- h. Maintain confidential records of all employees/applicants examined by the office.
- i. Collection site to maintain supply of and ensure use of appropriate Chain of Custody (COC) forms in an urgent manner following appropriate protocol.

5. *Locations:*

The primary clinic(s) location to provide the services above must be within 10-20 miles of Rialto, California. To ensure the City's ability to efficiently schedule candidates/employees, having multiple clinical locations in Southern California within reasonable proximity to Rialto, California as an option is highly desired to ensure prompt scheduling available when the primary location is not reasonably available.

Check-In

We offer same-day appointments, walk-in availability, and convenient options for scheduling urgent post-incident exams. Employees can easily book appointments in advance through our website, mobile application, or coordinate scheduling through the City's designated contacts. Our system supports both employee-initiated and City-authorized workflows, ensuring flexibility and ease. To streamline the process, our authorization form includes clear booking instructions and a QR code for quick access to online scheduling.

The City of Rialto will complete an authorization form, provided by Carbon Health, indicating the specific services required. Employees may walk into any of our locations or schedule an appointment. To receive services, individuals must present the completed authorization form along with a valid photo ID at check-in.

Once checked in, our team of Medical Assistants (MAs), X-Ray Technicians (XRTs), Center Managers, and Providers will work together to carry out the requested services and complete all necessary documentation.

Results

Following the visit, Carbon Health will upload the completed forms and results to our secure Employer Portal, where designated representatives from the City of Rialto can access them at their convenience. Representatives will also receive an email notification once results are available. Depending on the service, some results will be available same-day on the Employer Portal, while others can take up to 5-7 days post-visit.

Services with results available same-day:

- Audiometry tests
- Breath alcohol tests
- DOT physicals*
- Same-Day drug tests**
- Pre-employment medical evaluations*
- Return to work/fitness for duty evaluations*
- Spirometry
- TB placement

-
- Vision testing
 - X-ray imaging

Services with results available 2-3 business days:

- TB read***

Services with results/paperwork available 5-7 business days:

- Blood tests
- Send out drug tests

**Physicals and evaluations may be delayed if the patient is unable to complete the required components during the visit. For example, if they forget their corrective eyewear or are unable to provide a urine sample. In these cases, clearance will be provided only after the patient returns and is ready to comply with the pending items.*

***Same-Day drug tests are processed in-house and may yield a non-negative result. In such cases, the specimen is sent to an external lab for confirmation, which may delay results by 5-7 business days.*

****TB results will not be available if the patient does not return for the scheduled reading within the required time frame.*

Clinical Experience / Specifics

Occupational Health Testing & Regulatory Compliance

Carbon Health operates certified facilities and has qualified staff for DOT Physical exams. We are a certified collection site with trained BAT-certified personnel, and we meet all Chain of Custody (COC) and reporting protocols. Each send out specimen is traceable by a tracking ID. The Chain of Custody COC procedures are strictly followed for all drug and alcohol testing cases. Our staff includes providers listed on the National Registry of Certified Medical Examiners, enabling prompt Medical Examiner's Certification issuance.

After-Hours and Onsite Care

Carbon Health facilities operate extended hours during peak demand, and we can offer certain on-site services when requested. Our service model is designed to be responsive and adaptable to agency-specific requirements.

Drug Testing Services

Breath Alcohol Testing (BAT) Services

Carbon Health offers comprehensive Breath Alcohol Testing services, including both DOT and non-DOT testing, to meet the needs of regulated and non-regulated workplaces. All BATs are conducted by trained, BAT-certified personnel using approved equipment in compliance with federal guidelines. Our certified collection sites maintain full Chain of Custody (COC) integrity, ensuring accurate and legally defensible results. Whether for post-accident, reasonable suspicion, return-to-duty, or random testing, we provide timely results and reliable documentation to support your organization's safety and compliance programs.

Urine Drug Testing Services

Carbon Health offers reliable and fully compliant drug testing services for both DOT and non-DOT programs, covering pre-employment, post-accident, random, reasonable suspicion, and return-to-duty testing. We provide customizable drug testing panels tailored to meet the specific needs of each client, ensuring flexibility in screening for a wide range of substances. Our certified collection sites are staffed by trained professionals who strictly follow Chain of Custody (COC) procedures to ensure the integrity and defensibility of every test. Samples are processed through CLIA-certified laboratories, with MRO (Medical Review Officer) oversight when applicable, guaranteeing accurate and legally defensible results. We emphasize fast turnaround times and transparent reporting, with all results securely delivered via our Employer Portal for easy

access. Our commitment to accuracy, confidentiality, and minimizing workplace disruption helps employers maintain a safe, compliant, and efficient work environment.

Physicals

Department of Transportation (DOT) Physical Examinations

Carbon Health offers Department of Transportation (DOT) physicals conducted by DOT-certified examiners listed on the National Registry of Certified Medical Examiners. Our clinics follow all FMCSA regulations rigorously to deliver streamlined, accurate evaluations for commercial drivers. We focus on minimizing wait times and ensuring timely issuance of the Medical Examiner's Certificate so drivers remain compliant and avoid unnecessary downtime.

Firefighter & Police Physicals

We deliver fully compliant and customizable physical exam services tailored to first responders, including lab work, spirometry, audiometry, TB testing, and cardiovascular screening. We currently service up to 750 sworn personnel per cycle in certain locations, with the flexibility to schedule and deliver these exams within the timeframe needed to remain in compliance.

Respiratory Examinations

Carbon Health provides comprehensive Respiratory Examinations to assess lung function and ensure the health and safety of employees, especially those exposed to respiratory hazards in the workplace. Our exams include detailed screenings such as spirometry, pulmonary function tests (PFTs), and assessments for conditions like asthma, chronic obstructive pulmonary disease (COPD), and other respiratory concerns. We follow OSHA and industry-specific guidelines to ensure accurate results, particularly for workers in high-risk environments such as manufacturing, construction, and healthcare. Our team of board-certified providers works closely with employers to interpret results, provide recommendations for work restrictions if needed, and ensure compliance with regulatory requirements.

Return-to-Work & Fitness-for-Duty Evaluations

Carbon Health provides comprehensive Return-to-Work and Fitness-for-Duty evaluations designed to safely and efficiently reintegrate employees into the workplace. Our board-certified providers are experienced in Occupational Medicine, Workers' Compensation, and post-accident care, delivering objective assessments that align with job-specific physical and cognitive demands. With on-site X-ray capabilities (where applicable) and procedure rooms for treating minor injuries, we minimize unnecessary referrals by managing most cases in-house. Our providers are OSHA-conscious when determining treatment plans and aim to reduce unnecessary recordables. Through our

productivity-focused back-to-work program, we emphasize timely, medically appropriate return-to-duty decisions based on a clear understanding of workplace roles and specific functional limitations.

Post-Exposure Examinations

Exposure incidents demand immediate response, thorough monitoring, and accurate documentation to protect employee health and ensure regulatory compliance. Carbon Health offers comprehensive Post-Exposure Examinations to assess and manage potential workplace exposures to hazardous materials, infectious agents, or environmental risks. By leveraging our expansive array of board-certified providers, we promptly triage exposure events and conduct thorough evaluations to determine the appropriate course of action based on the specific exposure type, including medical assessments, lab testing, and follow-up care. We work closely with employers to align with OSHA and other regulatory standards, delivering timely documentation and guidance to support a safe, compliant, and efficient return to work. Our goal is to ensure the safety and well-being of employees while supporting a smooth, compliant return to work following exposure incidents.

Ancillary Services

Blood Testing Services

Carbon Health provides comprehensive blood testing services as part of our occupational health offerings, supporting both routine screening and employer-specific medical evaluations. Our certified clinical staff follows strict protocols to ensure accurate sample collection, processing, and reporting. Tests are performed in CLIA-certified laboratories. Whether for pre-employment screening, exposure follow-up, or wellness monitoring, our blood testing services are efficient, compliant, and scalable to meet the needs of public agencies and private employers alike.

Vision Testing Services

Carbon Health offers multiple vision tests as part of our occupational health services, ensuring employees meet visual requirements for safety-sensitive roles as per OSHA standards. Our selection of vision tests include Snellen (distance acuity), Jaeger (near acuity), Ishihara (color vision), and peripheral vision assessments, conducted by trained clinical staff following standardized protocols. These evaluations support pre-employment screenings, regulatory compliance, and ongoing wellness monitoring. Results are available same-day for vision tests.

Audiometry Testing

Carbon Health provides comprehensive Audiometry testing to assess hearing capabilities and ensure compliance with workplace safety standards. Our certified testing is conducted by trained professionals using state-of-the-art equipment to measure hearing

thresholds and detect any early signs of hearing loss, particularly in environments with high noise exposure. We follow OSHA regulations and industry standards to ensure accurate, reliable results that support both employee health and workplace safety. Results are available same-day for audiometry tests.

Tuberculosis (TB) Testing

Carbon Health offers comprehensive Tuberculosis (TB) testing services, including the traditional skin test (PPD) and advanced blood tests (Quantiferon and T-Spot), tailored to meet the needs of your workforce. Our providers are trained to administer and interpret PPD skin tests in accordance with CDC and OSHA guidelines. For those requiring an alternative to the skin test, we provide the Quantiferon and T-Spot blood tests, which offer more accurate results without the need for a return visit. Additionally, based on a TB Risk Assessment or client preference, we offer chest X-rays to further evaluate potential exposure. Whether for pre-employment screenings, annual health assessments, or exposure follow-ups, we ensure all testing is conducted in a compliant, timely, and efficient manner.

OSHA Questionnaires, Spirometry, & Respirator Fit Testing

Carbon Health offers comprehensive Spirometry, Respirator Fit Testing, and OSHA-required medical questionnaires to ensure the respiratory health and safety of employees in high-risk environments. We provide OSHA-approved medical questionnaires, which are used to evaluate employees' suitability for respirator use based on their medical history and risk factors. We also conduct Respirator Fit Testing to confirm the proper fit and seal of respiratory protection equipment, in full compliance with OSHA standards. Additionally, our spirometry tests assess lung function, detecting conditions like asthma, COPD, and other respiratory issues, ensuring employees are fit to safely perform their duties. All tests and questionnaires are conducted by our certified providers, with results and recommendations securely available upon completion.

EXHIBIT “B”

“SCHEDULE OF COMPENSATION”

Subject to any limitations set forth in this Agreement, City agrees to pay Consultant the amounts specified in the “Schedule of Compensation” attached hereto as **Exhibit “B”** and incorporated herein by this reference, Eighty Thousand Dollars per year. Upon commencement of this Agreement the total compensation, including reimbursement for actual expenses, shall not exceed **Two Hundred Forty Thousand dollars and Zero Cents (\$240,000.00)** (the “Contract Sum”).

Bidder Note: All occupational health services provided by Carbon Health are offered on an a la carte basis. This allows the City of Rialto to customize its service needs and ensures only services rendered are billed. If a service is not listed, but requested, Carbon Health can determine with the City of Rialto on pricing following confirmation of what specific testing they require.		
Requested Exams:	Rate	Bidder Notes
Pre-employment medical evaluations for safety and non-safety employees	\$80	Price only includes basic pre-employment physical. Bidder can determine with City on additional pricing following confirmation of what additional testing may be needed for these types of employees.
Return to work (fitness for duty) examinations for safety and non-safety employees	\$150	
DOT physical exams (FMCSA and FTA) and Medical Examiner's Certification issuance	\$110	Price includes DOT Physical, Whisper Test, Snellen [Visual Acuity] Exam, urinalysis, and Medical Examiner's Certification issuance.
Physical fitness examination program for firefighters and police officers as defined by professional standards	-	Bidder can determine with City on pricing following confirmation of what panels and specific testing they require.
Post-exposure exams and follow-up screenings provided immediately with ongoing monitoring after report of exposure with appropriate treatment options as defined by current medical standards.	-	Bidder can determine with City on pricing following confirmation of what panels and specific testing they require.
Audiometry	\$30	
Basic Vision Exams		
- Jaeger Vision Exam	\$10	
- Snellen [Visual Acuity] Vision Exam	\$10	
Tuberculosis screenings		
- TB skin test and read	\$25	
- Blood Draw / Venipuncture	\$20	
- Quantiferon TB Blood Test	\$70	
- T-spot TB Testing	\$50	
- Chest X-Ray	\$70	
Respiratory exams consistent with OSHA standards.		
- Basic Physical	\$80	
- OSHA Questionnaire	\$25	
- Spirometry	\$45	
- Respirator FIT Test	\$40	
Testing:		
Pre-employment, DOT (FMCSA & FTA); NIDA-5 Panel and/or NIDA-10 Panel	\$45	
Split Drug testing certified collection site performing: pre-employment, return-to-duty, reasonable suspicion, post-accident, and follow-up alcohol testing.	\$45	
Breath alcohol testing (BAT) certified collection site performing pre-employment, random, return-to-duty, reasonable suspicion/reasonable cause, post-accident, and follow-up alcohol testing.	\$31	
Other: Consultation Services		
Consultation Services By Consultant's Licensed Physician	\$185/hour	

EXHIBIT “C”

“SCHEDULE OF PERFORMANCE”

Unless earlier terminated in accordance with Article 7 of this Agreement, this Agreement shall continue in full force and effect for three (3) years plus two optional one-year extensions signed by both Parties based on satisfactory performance through completion of the services related to Request for Proposals No. 25-038, (the “Project”), and as identified in the Schedule of Performance, **Exhibit “C”**.