



COMMONWEALTH OF VIRGINIA
County of Henrico

Services Contract
Contract No. 2411B

This Services Contract (this "Contract") entered into this 4th day of October 2022, by the County of Henrico, Virginia (the "County") and Abacus Corporation, a Virginia stock corporation, and its successors it assigns (the "Contractor").

SCOPE OF CONTRACT: The Contractor shall furnish all materials, equipment, and labor necessary to provide Category No. 2 - Temporary Industrial Staffing Services to the County as set forth in the Contract Documents.

COMPENSATION: The compensation the County will pay to the Contractor under this Contract is in Appendix A.

CONTRACT TERM: The Contract term shall be for a period of one year beginning October 1, 2022 and ending September 30, 2023. The County may renew the Contract for up to 4 additional one-year terms giving 30 days' written notice before the end of the term unless Contractor has given the County written notice that it does not wish to renew at least 90 days before the end of the term.

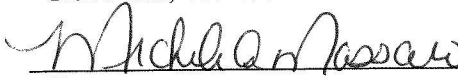
INDEMNIFICATION: The Contractor agrees to indemnify, defend, and hold harmless the County and the County's officers, agents, and employees ("Indemnified Parties") from any damages, liabilities, and costs, including attorneys' fees, arising from any claims, demands, actions, or proceedings made or brought against one or more of the Indemnified Parties by any person, including any employee of the Contractor, related to the provision of any services, the failure to provide any services, or the use of any services or materials furnished (or made available) by the Contractor, provided that such liability is not attributable to the sole negligence of the County.

CONTRACT DOCUMENTS: This Contract hereby incorporates by reference the documents listed below (the "Contract Documents") which shall control in the following descending order:

1. This Services Contract between the County and Contractor.
2. Invitation for Bid No. 22-2411-8LOC, dated September 2, 2022 (as modified by any addenda).
3. The Contractor's bid dated September 15, 2022.

IN WITNESS WHEREOF, the parties have caused this Contract to be duly executed intending to be bound hereby.


Abacus Corporation
4198 Cox Road, Suite 108
Glen Allen, VA 23060



Signature

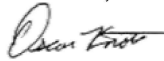


Printed Name and Title



Date

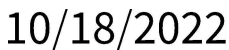
County of Henrico, Virginia
P.O. Box 90775
Henrico, VA 23273-0775



Signature

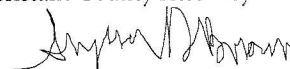
Oscar Knott, CPP, CPPO, VCO

Purchasing Director



Date

Approved as to form by
Assistant County Attorney



Appendix A

Job Classifications	Pay Rate - Low	Pay Rate - High	Regular Markup Percentage	Regular Bill Rate - Low	Regular Bill Rate - High	Overtime Markup Percentage	Overtime Bill Rate - Low	Overtime Bill Rate - High
Environmental Program Specialist	\$ 22.00	\$ 26.50	28%	\$ 28.16	\$ 33.92	28%	\$ 28.16	\$ 33.92
Food Service Helper	\$ 13.65	\$ 14.50	28%	\$ 17.47	\$ 18.56	28%	\$ 17.47	\$ 18.56
Heavy Industrial Worker (General Laborer)	\$ 17.00	\$ 18.50	34%	\$ 22.78	\$ 24.79	28%	\$ 21.76	\$ 23.68
Laborer	\$ 15.00	\$ 16.50	34%	\$ 20.10	\$ 22.11	28%	\$ 19.20	\$ 21.12
Operator Trainee	\$ 20.00	\$ 21.50	34%	\$ 26.80	\$ 28.81	28%	\$ 25.60	\$ 27.52