

**Memorandum of Understanding
For Statewide Contract #387
Edison Contract # 73706**

This Memorandum of Understanding (“MOU”) is made and entered by and between the State of Tennessee, Department of General Services, Central Procurement Office, hereinafter referred to as the “State” and uWork.com Inc. dba Covendis Technologies, hereinafter referred to as the “Contractor.” The purpose of this MOU is to update and replace the rate card in its entirety and associated information to SWC #387, Edison Contract #73706, the Managed Service Provider contract between the State and the Contractor (“Contract”). For good and valuable consideration, the sufficiency of which is hereby acknowledged, it is mutually understood and agreed by and between said undersigned contracting parties as follows:

I. Job Changes.

Pursuant to Special Terms and Conditions Section E.2. Additional lines, items, or options, the job categories, and associated information detailed in the spreadsheet below are updated on the Contract and to replace in its entirety Attachment 2, Rate Card. These Job additions will:

- (1) have no effect on all other services required under the Contract;
- (2) be provided at the do not exceed rates identified in the “Covendis Rate” column in the spreadsheet below.

General Administration

Agency Category	Class Title	Job Code	UOM	Covendis Rate
General Admin	Account Clerk	009830	HR	\$14.00
General Admin	Accountant 1	075241	HR	\$63.75
General Admin	Accounting Manager	075244	HR	\$74.00
General Admin	Accounting Technician 1	009831	HR	\$22.63
General Admin	Administrative Secretary	002943	HR	\$16.39
General Admin	Administrative Services Assistant	073162	HR	\$44.98
General Admin	Administrative Services Manager	073165	HR	\$49.00
General Admin	Aeronautics Division Admin Assistant		HR	\$55.24
General Admin	Analyst 1	073310	HR	\$30.09
General Admin	Attorney		HR	\$110.83
General Admin	Building Maintenance Worker 1	062951	HR	\$24.00
General Admin	Certified Shorthand Reporter		HR	\$27.58
General Admin	Certified Verbatim Reporter		HR	\$27.58
General Admin	Clerk 1	002531	HR	\$18.00
General Admin	Court Reporter		HR	\$27.58
General Admin	Custodial Worker 1	062221	HR	\$28.00
General Admin	Custodial Worker Supervisor 1	062223	HR	\$31.00

Agency Category	Class Title	Job Code	UOM	Covendis Rate
General Admin	DCS Security Manager	073525	HR	\$39.52
General Admin	Digital Services Tech		HR	\$99.00
General Admin	Disaster Grant Manager		HR	\$40.00
General Admin	Environmental Services		HR	\$29.15
General Admin	Equipment Mechanic	062851	HR	\$27.00
General Admin	Equipment Operator	064540	HR	\$29.00
General Admin	Equipment Operator Supervisor	064541	HR	\$32.00
General Admin	Equipment Service Worker	062850	HR	\$23.98
General Admin	Executive Housekeeper 1	042861	HR	\$18.00
General Admin	Financial Aid Program Specialist	079192	HR	\$25.45
General Admin	Food Service Worker	042210	HR	\$29.72
General Admin	Forensic Accountant		HR	\$75.56
General Admin	Forester	077771	HR	\$42.98
General Admin	Grants Analyst 2	073352	HR	\$67.00
General Admin	Grounds Keeper Maintenance		HR	\$31.60
General Admin	Grounds Worker	062242	HR	\$18.00
General Admin	HR Analyst	073711	HR	33.00
General Admin	HR Technician 1	006360	HR	\$20.00
General Admin	HWY Maintenance Worker	62973	HR	\$26.00
General Admin	Laborer	062915	HR	\$22.00
General Admin	Legal Assistant	002350	HR	\$28.47
General Admin	Legal Associate	079435	HR	\$55.00
General Admin	Legal Transcriber	02961A	HR	\$16.85
General Admin	OFD WTRBA Project Coordinator	064550	HR	\$29.15
General Admin	Office Supervisor	002682	HR	\$32.00
General Admin	Printing Pre-Press Supervisor	093872	HR	\$29.22
General Admin	Printing Service Production Manager	062583	HR	\$34.13
General Admin	Procurement Officer	007542	HR	\$65.49
General Admin	Registered Diplomate Reporter	02699C	HR	\$26.86
General Admin	Registered Merit Reporter	02699D	HR	\$26.86
General Admin	Registered Professional Reporter	02699E	HR	\$28.00
General Admin	Security Guard, Armed	45332B	HR	\$34.00
General Admin	Security Guard, Unarmed	45332D	HR	\$29.00
General Admin	Statistical Analyst	075944	HR	\$36.38
General Admin	Statistical Analyst Supervisor	075945	HR	\$40.50
General Admin	Statistical Clerk	2520	HR	\$17.00
General Admin	Statistical Programmer Specialist 1	075946	HR	\$36.38

Agency Category	Class Title	Job Code	UOM	Covendis Rate
General Admin	Statistical Research Specialist	075948	HR	\$37.33
General Admin	Statistician 2	075922	HR	\$21.00
General Admin	Storekeeper 1	007841	HR	\$17.00
General Admin	Stores Clerk	007840	HR	\$15.00
General Admin	Systems Thinking Working Session Facilitator		EA	\$15,000.00
General Admin	Training Officer 1	073771	HR	\$29.34
General Admin	Training Specialist 2	073770	HR	\$31.00
General Admin	Transportation Aide		HR	\$28.28
General Admin	Transportation Assistant		HR	\$19.00
General Admin	Transportation Specialist		HR	\$35.00
General Admin	Transportation Technician 3	076212	HR	\$31.00
General Admin	Vehicle Operator	064510	HR	\$14.95
General Admin	Warehouse Worker	062920	HR	\$25.30
General Admin	Wildlife Technician		HR	\$19.00
General Admin	Word Processing Operator	2911	HR	\$17.00
General Admin	Executive Consultant		HR	\$200.00
General Admin	TDOC Security Guard		HR	\$21.50
General Admin	TEMA Training Course - Incident Commander Course		EA	\$18,270.00
General Admin	TEMA Training Course - Logistics Section Chief Course		EA	\$17,218.95
General Admin	TEMA Training Course - Operations Section Chief Course		EA	\$15,112.65
General Admin	TEMA Training Course - Planning Section Chief Course		EA	\$14,691.60
General Admin	TEMA Training Course - Public Information Officer Course		EA	\$17,184.30
General Admin	TEMA Training Course - Resources Unit Leader Course		EA	\$14,975.10
General Admin	TEMA Training Course - USFA 0-305 Course – All-Hazards Incident Management Team (AHIMT) 2021 – Up to 30 students (3 teams of 10)		EA	\$24,255.00
General Admin	TEMA Training Course - Introduction to Air Operations		EA	\$8,977.50
General Admin	TEMA Training Course - Air Support Group Supervisor		EA	\$10,506.30

Medical

	Class Title	Job Code	UOM	Covendis Rate
Medical	Advanced Emergency Medical Technician		HR	\$54.00
Medical	Athletic Trainer		HR	\$42.00
Medical	Behavioral Analyst	079658	HR	\$82.00
Medical	Certified Occupational Therapist Assistant		HR	\$67.80
Medical	Clinical Applications Coordinator	072821	HR	\$68.96
Medical	Clinical Director		HR	\$96.00
Medical	Correctional International Nurse		HR	\$80.00
Medical	CPR Trainer		EA	\$69.00
Medical	CPR Trainer Services		EA	\$85.00
Medical	Certified Nurse Technician (Full Time)		HR	\$35.00
Medical	Dental Assistant 2	098642	HR	\$35.00
Medical	Dietitian	077332	HR	\$64.80
Medical	Dietitian (Rural)		HR	\$78.00
Medical	Dietitian Supervisor	077333	HR	\$67.00
Medical	Dietitian Assistant	42240	HR	\$20.00
Medical	Disease Intervention Specialist 1	072258	HR	\$40.00
Medical	Disease Intervention Specialist 2	072259	HR	\$45.00
Medical	Full Time CNA		HR	\$31.20
Medical	Epidemiologist	072510	HR	\$80.00
Medical	Epidemiologist 1	072511	HR	\$200.00
Medical	Executive Consultant: Ebola		HR	\$250.00
Medical	Forensic Psychologist		HR	\$149.02
Medical	Health Physicist		HR	\$93.21
Medical	Health Physicist Consultant		HR	\$71.34
Medical	Health Physicist Manager		HR	\$78.37
Medical	Health Physicist Supervisor		HR	\$85.00
Medical	Infection Prevention Specialist 1	072515	HR	\$100.00
Medical	International Nurse		HR	\$99.00
Medical	International Nurse (Specialty)		HR	\$90.00
Medical	Laboratory Aide		HR	\$19.00
Medical	Laboratory Manager		HR	\$95.00
Medical	Laboratory Technician	098121	HR	\$25.00
Medical	Lead Psych Technician	044253	HR	\$22.43
Medical	Licensed Practical Nurse	044592	HR	\$90.00
Medical	Licensed Practical Nurse 3	044593	HR	\$110.00

	Class Title	Job Code	UOM	Covendis Rate
Medical	Licensed Practical Nurse (Travel)		HR	\$95.00
Medical	Medical Assistant		HR	\$36.00
Medical	Medical Laboratory Technician		HR	\$42.00
Medical	Medical Records Assistant	002540	HR	\$21.61
Medical	Medical Records Technician 1	002621	HR	\$26.10
Medical	Medical Information Technologist		HR	\$115.00
Medical	Medical Technologist		HR	\$63.09
Medical	Medical Technologist Consultant	077832	HR	\$39.86
Medical	Med Transcriber 1	002961	HR	\$18.62
Medical	Mental Health Pharmacist		HR	\$78.00
Medical	Mental Health Program Specialist		HR	\$56.08
Medical	Nurse Consultant		HR	\$117.60
Medical	Nurse Consultant Manager		HR	\$129.36
Medical	Nurse Practitioner	072786	HR	\$75.00
Medical	Nurse Supervisor		HR	\$84.00
Medical	Nurse's Assistant 2	044512	HR	\$22.00
Medical	Nutrition Educator	077380	HR	\$23.10
Medical	Nutritionist	077381	HR	\$35.44
Medical	Occupational Therapist	072671	HR	\$90.00
Medical	Occupational Therapy Assistant (Licensed)	044551	HR	\$40.00
Medical	Occupational Therapy Technician	44550	HR	\$19.00
Medical	Patient Accounts Specialist 1	009351	HR	\$29.00
Medical	Pharmacist 1	072431	HR	\$100.17
Medical	Pharmacy Technician	098611	HR	\$91.07
Medical	Phlebotomist		HR	\$40.00
Medical	Physical Therapist	072681	HR	\$67.10
Medical	Physical Therapy Assistant (Licensed)	044561	HR	\$46.20
Medical	Physical Therapy Director		HR	\$80.00
Medical	Physical Therapy Technician	044560	HR	\$25.40
Medical	Physician	072590	HR	\$283.00
Medical	Physician Assistant	072740	HR	\$50.66
Medical	Physician Internal Medicine	072597	HR	\$100.00
Medical	Physician-Development Center Medical Director	72593	HR	\$130.00
Medical	Physician-Psych Institute Clin D	072592	HR	\$100.00
Medical	Physician-Psychiatrist	072591	HR	\$285.00
Medical	Physician-Specialty	072599	HR	\$75.00
Medical	PRN CNA		HR	\$35.00

	Class Title	Job Code	UOM	Covendis Rate
Medical	PRN CNT		HR	\$45.00
Medical	PRN LPN		HR	\$45.60
Medical	PRN RN		HR	\$60.00
Medical	PICC Line		EA	\$140.00
Medical	PRN Registered Nurse		HR	\$60.00
Medical	PRN Registered Nurse (Specialty)		HR	\$77.00
Medical	PRN Licensed Practical Nurse		HR	\$45.60
Medical	PRN Licensed Practical Nurse (Specialty)		HR	\$55.00
Medical	PRN Certified Nurse Technician		HR	\$35.00
Medical	PRN Certified Nurse Technician (Specialty)		HR	\$35.00
Medical	Psychiatric Hospital Administrator		HR	\$71.65
Medical	Psychiatric Hospital Assistant Superintendent		HR	\$98.83
Medical	Psychiatric Hospital Transportation Specialist	006170	HR	\$35.00
Medical	Psychiatric Nurse	072690	HR	\$44.00
Medical	Psychiatric Social Worker 1	079661	HR	\$40.06
Medical	Psychiatric Teacher Counselor	071571	HR	\$29.66
Medical	Psychiatric Teacher Counselor Supervisor		HR	\$32.54
Medical	Psychiatric Technician	044252	HR	\$19.76
Medical	Psychological Assistant (Certified)		HR	\$37.00
Medical	Psychological Examiner 1	078851	HR	\$48.00
Medical	Psychologist	078887	HR	\$155.00
Medical	Public Health Administrator 1	072371	HR	\$73.82
Medical	Public Health Educator 2	072812	HR	\$75.00
Medical	Public Health Nursing Consultant 1	072711	HR	\$78.00
Medical	Public Health Office Assistant	002360	HR	\$22.09
Medical	Public Health Office Supervisor 1	002361	HR	\$30.94
Medical	Public Health Program Director 1	072341	HR	\$120.90
Medical	Public Health Representative 2	072852	HR	\$71.50
Medical	Registered Nurse 1	072771	HR	\$110.00
Medical	Registered Nurse Expand Skills	072787	HR	\$65.82
Medical	Rehabilitation Assistant	006835	HR	\$24.00
Medical	Rehabilitation Assistant Supervisor	071984	HR	\$39.89
Medical	Rehab Behavioral Instructor	079922	HR	\$35.00
Medical	Rehabilitation Instructor		HR	\$35.47
Medical	Rehabilitation Instructor-Blind	071925	HR	\$37.00
Medical	Rehabilitation Technology Specialist	76542	HR	\$54.00
Medical	Rehabilitation Therapist	072641	HR	\$37.50

	Class Title	Job Code	UOM	Covendis Rate
Medical	Rehabilitation Therapist Supervisor	072642	HR	\$43.07
Medical	Rehabilitation Training Center Manager	071961	HR	\$51.90
Medical	Respiratory Care Therapist	072665	HR	\$80.00
Medical	Rural Facility PRN LPN		HR	\$45.00
Medical	Rural Facility Travel RN		HR	\$100.00
Medical	Scientist		HR	\$115.56
Medical	Speech and Language Pathologist	072701	HR	\$115.00
Medical	Social Worker 2	079602	HR	\$96.00
Medical	Travel RN		HR	\$115.00
Medical	Travel RN - Emergency		HR	\$125.00
Medical	Travel LPN		HR	\$95.00
Medical	X-Ray Technician		HR	\$55.00
Medical	Mortality Review Services		EA	\$4,000.00
Medical	Ultrasound Guided Picc Line Insertion		EA	\$550.00
Medical	Ultrasound Guided Midline Insertion		EA	\$550.00
Medical	Picc Removal		EA	\$140.00
Medical	Midline Removal		EA	\$145.00
Medical	Ultrasound Guided Peripheral IV		EA	\$145.00
Medical	Blood Draw from Picc Line		EA	\$140.00
Medical	Declotting of Picc/Midline		EA	\$190.00
Medical	Dressing Change		EA	\$150.00
Medical	Implanted Port Access/Flush		EA	\$135.00
Medical	Evaluation /Assessment of Existing Picc/Midline Troubleshooting		EA	Variable by case
Medical	Physician III Exam		EA	\$575.00
Medical	Audiologist Exam		EA	\$230.00
Medical	Optometrist Exam		EA	\$275.00
Medical	Fitness for Duty - Physician/Registered Nurse Practitioner File Review		EA	\$290.00

Information Technology

Agency Category	Class Title	Job Code	UOM	Covendis Rate
IT	Advanced Network Administrator		HR	\$30.68
IT	Advanced Programmer Analyst (Mainframe)		HR	\$40.00
IT	Advanced UNIX System Programmer		HR	\$48.29
IT	Business Analyst Jr	075601	HR	\$45.00
IT	Business Analyst Sr	075603	HR	\$91.27
IT	Client Services Account Executive		HR	\$110.00
IT	Client Services Administration		HR	\$82.50
IT	Client Services Media Buying		HR	\$121.00
IT	Client Services Senior Account Manager		HR	\$125.00
IT	Communication Specialist-Int	075596	HR	\$88.16
IT	Creative Art Director		HR	104.50
IT	Creative Content Development Copywriter		HR	\$75.00
IT	Creative Director		HR	\$125.00
IT	Creative Graphic Design		HR	\$90.00
IT	Creative Illustrator		HR	\$80.00
IT	Computer Operator		HR	\$24.02
IT	Computer Operations Manager		HR	\$49.79
IT	Continuous Quality Improvement Consultant		HR	\$350.00
IT	Data Administrator/Database Administrator		HR	\$49.23
IT	Database Administrator 2	075506	HR	\$60.00
IT	Database Administrator 3	075507	HR	\$88.00
IT	Data Entry Operator	002762	HR	\$18.84
IT	Data Entry Support		HR	\$29.00
IT	Desktop Support		HR	\$27.32
IT	Digital Services Tech Director		HR	\$125.00
IT	Enterprise Application Consultant		HR	\$220.00
IT	Enterprise Architecture Research and Development Analyst/Architect		HR	\$66.92
IT	Enterprise Content Management (ECM) Architect		HR	\$90.00
IT	Enterprise Content Management (ECM) Programmer Analyst		HR	\$75.00
IT	Enterprise Content Management (ECM) Project Manager		HR	\$90.00
IT	Enterprise Content Management (ECM) Business Analyst		HR	\$70.00
IT	Enterprise Content Management (ECM) System Administrator		HR	\$75.00
IT	Enterprise Content Management (ECM) Capture Administrator		HR	\$50.00

Agency Category	Class Title	Job Code	UOM	Covendis Rate
IT	Executive Consultant		DAY	\$1,951.69
IT	Help Desk Representative		HR	\$21.00
IT	Information Security Policy Lead		HR	\$96.80
IT	Mainframe Computer Operator 2	002712	HR	\$25.00
IT	Mainframe Computer Technician		HR	\$32.00
IT	Network Operations Center Administrator		HR	\$78.38
IT	Network Security Specialist		HR	\$50.55
IT	Network Specialist		HR	\$55.00
IT	Network Tech Specialist		HR	\$40.00
IT	Oracle Business Intelligence Architect		HR	\$250.00
IT	Process Improvement Training Consultant		HR	\$400.00
IT	Programmer Analyst (Specialization)	02792F	HR	\$73.70
IT	Programmer/Analyst 3	075523	HR	\$96.80
IT	Programmer/Analyst Supervisor	075525	HR	\$110.00
IT	Programmer/Developer		HR	\$115.00
IT	Project Manager, Asc	076104	HR	\$65.00
IT	Project Manager, Int	076105	HR	\$85.00
IT	Project Manager, Sr	076106	HR	\$110.00
IT	Quality Analyst	076117	HR	\$80.96
IT	Quality Assurance Analyst/Tester, Jr		HR	\$53.00
IT	Quality Assurance Analyst/Tester, Sr		HR	\$80.00
IT	Rich Media Production Supervisor		HR	\$75.00
IT	Rich Media Photo Retouching		HR	\$90.00
IT	Rich Media Post Production		HR	\$90.00
IT	Senior Enterprise Systems Designer		HR	\$85.00
IT	Service Desk Personnel		HR	\$48.85
IT	Solutions Architect		HR	\$90.00
IT	Student 1st Semester Coop		HR	\$10.72
IT	Student 2nd Semester Coop		HR	\$15.00
IT	Student 3rd Semester Coop		HR	\$20.00
IT	System Administrator, Int	076126	HR	\$50.00
IT	Systems Analyst		HR	\$38.35
IT	Systems/Applications Architect		HR	\$90.00
IT	Systems Programmer 4	075514	HR	\$65.00
IT	Systems Thinking Work Session Facilitator		HR	\$60.01
IT	Technical Writer		HR	\$65.00
IT	WAN Project Manager		HR	\$65.00

Agency Category	Class Title	Job Code	UOM	Covendis Rate
IT	Web Based Training (WBT) Developer		HR	\$60.00
IT	Web Designer		HR	\$60.00
IT	Website Developer 2	075539	HR	\$75.00

Language Communication and Assistance Services

Agency Category	Class Title	Job Code	UOM	Maximum Bill Rate
Language Communication and Assistance Services	Interpreter, Foreign Language - Spanish, In Person		MJ (Minute)	\$1.80
Language Communication and Assistance Services	Interpreter, Foreign Language - Spanish, Telephonic		MJ (Minute)	\$0.90
Language Communication and Assistance Services	Interpreter, Foreign Languages – French, German, Italian, Portuguese, Romanian, Albanian, Bosnian or Croatian, In Person		MJ (Minute)	\$2.50
Language Communication and Assistance Services	Interpreter, Foreign Languages – French, German, Italian, Portuguese, Romanian, Albanian, Bosnian or Croatian, Telephonic		MJ (Minute)	\$1.25
Language Communication and Assistance Services	Interpreter, Foreign Languages – Arabic, Chinese, Japanese, Korean, Turkish, Amharic, Dari, Farsi, Gujarati, Haitian-Creole, Hindi, Kurdish, Laotian, Russian, Somali, Tagalong, Thai, Ukranian, Vietnamese, Khmer (Cambodian), or Punjabi (or other languages using characters), In Person		MJ (Minute)	\$2.50
Language Communication and Assistance Services	Interpreter, Foreign Languages – Arabic, Chinese, Japanese, Korean, Turkish, Amharic, Dari, Farsi, Gujarati, Haitian-Creole, Hindi, Kurdish, Laotian, Russian, Somali, Tagalong, Thai, Ukranian, Vietnamese, Khmer (Cambodian), or Punjabi (or other languages using characters), Telephonic		MJ (Minute)	\$1.25
Language Communication and Assistance Services	Interpreter, Foreign Languages – Lingali, Swahili, Oromo, Tigrinya or Wolof, In Person		MJ (Minute)	\$2.50
Language Communication and Assistance Services	Interpreter, Foreign Languages – Lingali, Swahili, Oromo, Tigrinya or Wolof, Telephonic		MJ (Minute)	\$1.25
Language Communication and Assistance Services	Interpreter, Foreign Languages – All other languages, In Person		MJ (Minute)	\$2.50
Language Communication and Assistance Services	Interpreter, Foreign Languages – All other languages, Telephonic		MJ (Minute)	\$1.25
Language Communication and Assistance Services	Interpreter, Sign Language		HR	\$39.00
Language Communication and Assistance Services	Translator, Foreign Language - Spanish documents		WORD	\$0.19
Language Communication and Assistance Services	Translator, Foreign Languages - French, German, Italian, Portuguese, Romanian, Albanian, Bosnian or Croatian documents		WORD	\$0.30

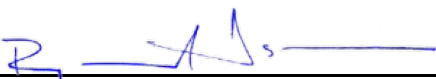
Language Communication and Assistance Services	Translator, Foreign Languages - Arabic, Chinese, Japanese, Korean, Turkish, Amharic, Dari, Farsi, Gujarati, Haitian-Creole, Hindi, Kurdish, Laotian, Russian, Somali, Tagalong, Thai, Ukranian, Vietnamese, Khmer (Cambodian), or Punjabi (or other languages using characters) documents		WORD	\$0.20
Language Communication and Assistance Services	Translator, Foreign Languages - Lingali, Swahili, Oromo, Tigrinya or Wolof documents		WORD	\$0.30
Language Communication and Assistance Services	Translator, Foreign Languages – All other languages, documents		WORD	\$0.40
Language Communication and Assistance Services	Video Remote Interpreter / Telephonic Interpreter		HR	\$58.44

I. Effective Date.

The revisions set forth herein shall be effective upon the completion of all required approvals. All other terms and conditions contained in the Contract remain in full force and effect.

IN WITNESS WHEREOF,

uWork.com Inc. dba Covendis Technologies:



SIGNATURE **DATE**

Raymond Tsao, President & CEO

PRINTED NAME AND TITLE OF SIGNATORY (above)

Central Procurement Office

State of Tennessee, Department of General Services:

Michael F. Perry, Chief Procurement Officer **DATE**