

<h1 style="margin: 0;">Benefitfocus[®]</h1>	<h2 style="margin: 0;">Order Form</h2>
--	--

Pursuant to the terms and conditions set forth in the Client Services Agreement (“Agreement”) between Benefitfocus.com, Inc. (“Benefitfocus”) and Williamson County, Texas (“Client”) (collectively the “Parties”) and this Order Form, the Parties agree that Benefitfocus will provide to Client those Software Services identified herein. The Professional Services and/or Software functionality (as applicable) are defined in the attached appendices.

I. CLIENT INFORMATION	
1. Client Name:	Williamson County, Texas
2. Address:	100 Wilco Way, HR101 Georgetown, Texas 78626, Georgetown, TX, 78626
3. Authorized User	N/A
4. Effective Date:	Upon date of second signature
5. Benefitfocus Contact:	Jackie Ufholz
6. Target Go-Live Date:	11-30-2025
7. Start of Subscription Term:	11-30-2025
8. End of Subscription Term:	11-29-2026
9. End of Term (Implementation Services):	To the extent Implementation Services are in scope under this Order Form, the End of Term will be the sooner of: 1) the above End of Subscription Term; or 2) the actual date upon which Benefitfocus completes the Implementation Services.
10. Client Contact (name, phone number, and email):	[REDACTED]
11. Invoice Contact (name, phone number, and email):	[REDACTED]
12. Duplicate Invoice: (Yes / N/A):	N/A
13. Duplicate Invoice Contact Information (name, phone number, and email):	N/A

II. FEES

A. Professional Services:					
Product Name:	Invoice Frequency	Rate	Unit of Measure	Quantity	Fee
Data Exchange and Integrations - Additional Integration	OTF/Milestone	\$3,500.00	Unit	1	\$3,500.00
TOTAL ONE-TIME FEES					\$3,500.00

III. ORDER FORM TERMS AND CONDITIONS:

1. **One-Time fees.** Except as otherwise stated herein, the one-time fees defined herein will be invoiced upon Client's execution of this Order Form.
2. To the extent Professional/Implementation Services are in scope, Professional Services shall commence upon the Effective Date and continue until Acceptance. Acceptance procedures are as follows:

- a. Professional Services Deliverables: Each deliverable identified by Benefitfocus during implementation as Professional Services deliverables will be accepted ("Acceptance") upon the earlier of; (i) Client uses the applicable Software Services or deliverable(s) under essentially normal operating conditions in Client's production environment, or (ii) Client fails to reject the applicable Software Services within ten (10) business days of Benefitfocus' notice that the applicable Implementation Services have been completed.
 - b. Should Client reject a deliverable, such rejection must be accompanied by an explanation of the reasons for the rejection, including specific references to those portions of any relevant schedule, deliverable, acceptance criteria, or product Documentation, which is the basis for the rejection, including identifying those deficiencies that must be corrected in order for the deliverable to be Accepted. Client shall not offer as the basis for any rejection, and Benefitfocus shall not be required to correct, (i) any minor imperfections or defects that do not materially impair the operation or utility of any deliverable or the Software Services; or (ii) lack of data transmission to any non-integrated carriers; or (iii) any delays caused by Client or Client's carriers or vendors.
3. Definitions (to the extent applicable to the services Client has selected):
- a. "Go-Live" is defined as the date that any benefit to be managed within the enrollment module is available for use by Client (or any Authorized Users) in a production environment.
 - b. An "Additional Benefitplace Data Source for Initial Load" means a third-party data source that is used to complete the initial data load of Client's employee data within *Benefitplace* during the initial *Benefitplace* implementation.
 - c. A "Vendor Data Interface" means a third party or Client-supplied data file source, which may include new, historical or replacement medical claim, prescription claim, eligibility and/or ancillary data file(s).
 - d. A "Benefit Eligible Employee" term used without reference to "Full" or "Voluntary Only" means both Benefit Eligible Employee (Full) and Benefit Eligible Employee (Voluntary Only).
 - e. A "Benefit Eligible Employee (Full)" means an employee that is eligible for at least one (1) medical, dental, vision, or other IRC Section 125 benefit type within the Benefitplace.
 - f. A "Non-Benefit Eligible Employee" means an employee that is not eligible for enrollment in a benefit configured within the Benefitplace and is either, (i) provided access to the Employee Communication Portal component of the Benefitplace or (ii) not provided access to the Benefitplace and, if applicable, is loaded within the Benefitplace solely for the purpose of performing data transmission and/or reporting functions.
 - g. An "Enrolled Employee with Dependent(s)" means a Client employee loaded within the Benefitplace that is enrolled in one or more configured benefit plans with a coverage level that includes at least one enrolled dependent.
 - h. A "HCM Integration Suite Data Integration Interface" means one data transmission link that includes up to one (1) inbound employee demographic file from Client's HR indicative or payroll system for importing within the Benefitplace and one (1) outbound deduction file exported to Client's HR indicative or payroll system from the Benefitplace.
 - i. A "Transmission Vendor Data Interface" means that an interface to transmit the applicable employee benefits data from Benefitfocus to the applicable vendor system is commercially available for enablement within *Benefitplace* and will be enabled, tested, and deployed within Client's production environment by Benefitfocus. This link also includes an API link made commercially available by Benefitfocus.
 - j. A "Transmission Project Vendor Data Interface" means that the applicable vendor benefit type will be enabled as a Data Capture link; provided, however, that Benefitfocus will add such request to its EDI development queue in order to convert to a Transmission Vendor Data Interface.
4. Any term used in this Order Form that is not defined herein shall have the same meaning ascribed to such term in the Agreement.
 5. Certain services under this Order Form may be performed by Benefitfocus or Benefitfocus' subcontractors and vendors located abroad and/or onshore. Notwithstanding any such services performed by third parties, Benefitfocus shall remain liable for all services performed hereunder.
 6. Client agrees to reimburse Benefitfocus for reasonable travel expenses approved in advance by Client for Professional Services for the implementation of the selected Software Services and understands that travel is not included within the fees presented herein and is an additional charge, which shall be invoiced at cost to the Client.
 7. To the extent Client has selected for Benefitfocus to send a duplicate invoice in this Order Form, then, as a courtesy and convenience to Client, Benefitfocus agrees to provide a duplicate invoice, to make limited attempts to collect amounts due hereunder, and to accept payment under this Order Form. Such duplicate invoice shall not constitute a waiver of Client's obligation to pay for the Services and in the event of non-payment, Client shall remain liable for all amounts due hereunder.

<h1 style="margin: 0;">Benefitfocus®</h1>	<h2 style="margin: 0;">Order Form</h2>
---	--

IN WITNESS WHEREOF, the Parties have caused this Order Form to be executed by their respective authorized representatives, in multiple counterparts, each of which when executed will be deemed to be an original but all of which taken together will constitute one and the same agreement.

BENEFITFOCUS.COM, INC.

Williamson County, Texas

By: DocuSigned by:
Suzan LoCascio
64FA4CA92CE5447... _____

Print: Suzan LoCascio

Title: Suzan LoCascio - AVP BU Controller

Date: October 16, 2025

By: _____

Print: _____

Title: _____

Date: _____

Benefitfocus[®]	Appendix
---------------------------------	-----------------

This Appendix defines a high-level overview of the functionality of the Software Services selected in the Order Form between Client and Benefitfocus. To the extent applicable, detailed functionality for the Software Services, subject to warranty claims, is defined in applicable documentation.

I. BENEFITFOCUS SHALL PROVIDE THE BELOW DATA LINKS AND TYPES AS DESCRIBED HEREIN.

A. Client Carriers:

1. Client agrees that links to carriers and benefit providers require the cooperation and consent of Client’s carriers, and such carriers may grant or withhold consent in their sole discretion, and which are further subject to the Benefitfocus integration schedule. Benefitfocus shall utilize commercially reasonable efforts to make such connections, but shall not be liable for any failure by the carrier or benefit provider to permit such connection, and unless specifically stated herein Benefitfocus does not warrant any date or availability for such connections.

DATA EXCHANGE AND INTEGRATIONS:					
Data Integration	Insurance Carrier	Type of Benefit	Carrier Contact (name, phone email)	Type	If Replacing, provide Carrier being replaced
Replace	Symetra	Accident, CI, CI - Spouse	Tanya Ring, 999-999-9999, tanya.ring@symetra.com	Integrated Project	Aflac