

FOURTH AMENDATORY AGREEMENT

THIS FOURTH AMENDATORY AGREEMENT is made between the **CITY AND COUNTY OF DENVER**, a municipal corporation of the State of Colorado (the “City”), and **AOR, INCORPORATED**, a Colorado corporation, whose address is 1020 Cherokee St., Denver, CO 80204 (the “Consultant”), individually a “Party” and collectively the “Parties.”

WHEREAS, the Parties entered into an On-Call Technology Services Agreement dated January 16, 2018, an Amendatory Agreement dated April 10, 2019, a Second Amendatory Agreement dated January 24, 2020, and a Third Amendatory Agreement dated September 21, 2022, to provide strategic marketing and creative services to plan, manage, and implement traditional and digital marketing solutions to promote and elevate the City’s brand (the “Agreement”); and

WHEREAS, the Parties now wish to modify the Agreement as set forth below.

NOW, THEREFORE, in consideration of the mutual covenants and agreements hereinafter set forth and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties incorporate the recitals set forth above and amend the Agreement as follows:

1. As of January 1, 2026, all references to “Exhibit A” in the Agreement shall now refer to “Exhibits A and A-1,” as applicable to the context. Exhibit A-1, attached hereto and incorporated herein by reference, shall govern with respect to its specific subject matter. In the event of any conflict between Exhibit A and Exhibit A-1, Exhibit A-1 shall control.

2. Article 2 of the Agreement, titled “**TERM**,” is amended to read as follows:

“2. **TERM**: The term of the Agreement (“Term”) shall commence on December 1, 2017, and shall terminate on December 31, 2026, unless earlier terminated in accordance with the Agreement.”

3. Effective upon execution, a new Article 37, titled “**COMPLIANCE WITH DENVER WAGE LAWS**,” is hereby added to the Agreement and shall read as follows:

“37. **COMPLIANCE WITH DENVER WAGE LAWS**: To the extent applicable to the Contractor’s provision of Services hereunder, the Contractor shall comply with, and agrees to be bound by, all rules, regulations, requirements, conditions, and City determinations regarding the City’s Minimum Wage and Civil Wage Theft Ordinances, Sections 58-1 through 58-26 D.R.M.C., including, but not limited to, the requirement that every covered worker shall be paid all earned wages under applicable state, federal, and city law in accordance with the foregoing D.R.M.C. Sections. By executing this Agreement, the Contractor expressly acknowledges that the Contractor is aware of the requirements of the City’s Minimum Wage and Civil Wage Theft Ordinances and that any failure by the Contractor, or any other individual or entity acting subject to this Agreement, to strictly comply with the foregoing D.R.M.C. Sections shall result in the penalties and other remedies authorized therein.”

4. Effective upon execution, a new Article 38, titled “**ACCESSIBILITY AND ADA WEBSITE COMPLIANCE**,” is hereby added to the Agreement and shall read as follows:

“38. **ACCESSIBILITY AND ADA WEBSITE COMPLIANCE**: The Contractor shall comply with, and the Work provided under this Agreement shall be in compliance with, all

applicable provisions of §§ 24-85-101, *et seq.*, C.R.S., and the *Accessibility Standards for Individuals with a Disability*, as established pursuant to Section § 24-85-103 (2.5), C.R.S. (collectively, the “Guidelines”), to the extent required by law. The Contractor shall also comply with Level AA of the most current version of the Web Content Accessibility Guidelines (WCAG), incorporated in the State of Colorado technology standards.”

5. Except as amended here, the Agreement is affirmed and ratified in each and every particular.

6. This Fourth Amendatory Agreement is not effective or binding on the City until it has been fully executed by all required signatories of the City and County of Denver, and if required by Charter, approved by the City Council.

7. The following attached exhibits are hereby incorporated into and made a material part of this Agreement: **Exhibit A-1**, Scope of Work.

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Contract Control Number:
Contractor Name:

TECHS-202581471-04 / TECHS-201738497-04
AOR, INCORPORATED

IN WITNESS WHEREOF, the parties have set their hands and affixed their seals at
Denver, Colorado as of:

SEAL**CITY AND COUNTY OF DENVER:**

ATTEST:

By: _____

APPROVED AS TO FORM:

Attorney for the City and County of Denver

By: _____

REGISTERED AND COUNTERSIGNED:

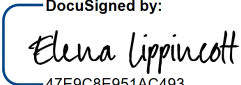
By: _____

By: _____

Contract Control Number:
Contractor Name:

TECHS-202581471-04 / TECHS-201738497-04
AOR, INCORPORATED

DocuSigned by:



By: 47E9C8E951AC493...

Name:

Elena Lippincott
(please print)

Title:

Principal
(please print)

ATTEST: [if required]

By:

Name:

(please print)

Title:

(please print)

EXHIBIT A-1

Statement of Work

BUDGET

The Contractor will invoice the City on a monthly basis for completed work and projects. The DMO and the Contractor may negotiate flat fees for specific projects based on the hourly rates below:

Service Budget Hourly Rate:

Principal	President	\$175
Project Lead/Manager	Account Director	\$175
Senior Associate	Account Director	\$175
Associate	Account Executive	\$175
Graphic Designer	Art Director	\$175
Copywriter	Senior Copywriter	\$175
Administrative Support	Account Executive	\$175
Digital Marketing Strategist	Digital Marketing Strategist	\$175