AMENDMENT 2

This Amendment 2 ("Amendment") hereby amends the Consulting Services Agreement (the "Agreement") dated August 1, 2019 between the Founders Series of Lockton Companies, LLC ("Lockton"), and City of Olathe, Kansas ("Client").

WHEREAS, the parties wish to amend the Agreement as set forth herein; and

WHEREAS, capitalized terms not otherwise defined herein shall have the meanings set forth in the Agreement.

In consideration of the premises and of the mutual covenants and agreements set forth therein and herein the parties agree to amend as follows:

Section 1. Term:

Effective January 1, 2026, the parties wish to extend the term of the Agreement through December 31, 2026 unless earlier terminated in accordance with the provisions of Section 4 of this Agreement.

Addendum B:

Addendum B attached hereto shall be replaced in its entirety.

Ratification: Except as specifically set forth in this Amendment, all provisions of the Agreement shall be unmodified and shall remain in full force and effect.

Counterparts: This Amendment may be executed in one or more counterparts, each of which shall be deemed an original and together shall constitute one and the same Amendment, with one counterpart being delivered to each party hereto.

In witness whereof, the parties hereto have executed the Agreement in duplicate intending each copy to serve as an original as of the day and year first written above.

CITY OF OLATHE, KANSAS	**FOUNDERS SERIES OF LOCKTON COMPANIES, LLC**
By: _____	By: _____
Name: _____	Name: Lisa Hawker
Title: Mayor	Title: EVP, Chief Operating Officer
Date: _____	Date: _____

Addendum B –
Compensation Disclosure Statement

Thank you for giving Lockton Companies, LLC, the opportunity to provide insurance brokerage and/or other insurance services to you on behalf of your employee benefit plans. The purpose of this Compensation Disclosure Statement is to explain the circumstances under which Lockton may receive compensation from insurance companies and other entities for the services we provide on your behalf, and the method by which the amount of that compensation is determined.

As your broker (or, if an insurance broker is so designated under applicable law, as your consultant licensed to render services as an insurance broker), Lockton may assist you with (i) the placement of one or more insurance contracts offered by employee benefits insurers and/or (ii) services related to one or more self-funded plans administered in whole or in part by an insurance company or other entity, such as a third-party administrator ("TPA"). Any reference herein to a "consultant" shall mean a person designated as a "consultant" under applicable law governing persons who render services as an insurance broker.

Upon placement of a policy with an insurance company, Lockton typically receives compensation from that insurer. This compensation may differ in form and amount depending on the product and the insurer. In cases where Lockton facilitates the placement of an administrative services contract with an insurance company or TPA, Lockton might receive commission-like payments from that carrier or TPA.

There are generally three types of commission or commission-like payments made by insurance carriers and TPAs to employee benefit brokers and consultants:

1. Base Commissions—Typically, base commission is equal to a percentage of the policy premiums paid by the contract holder. The rate and amount of commission may vary based on the specific circumstances of an individual policy placement.

2. Additional Compensation—Contingency payments, bonuses, overrides, prizes/awards and/or supplemental commissions or other commission-like payments from insurance companies, intermediaries (which may be affiliated with Lockton) or other third parties as a result of being Client's insurance broker (collectively, "Additional Compensation") are typically based upon factors such as the overall premium volume placed with a particular insurer, premium growth year-over-year, retention/persistency and the profitability of all the business placed with that insurer on a national basis. Historically, Additional Compensation received by Lockton has ranged from 0.5-5% of overall premium volume placed with an insurer. Additional Compensation is not considered part of the base commissions, and typically is not based upon or contingent on the sale of any particular policy to a particular insured, and does not affect the premium you pay. Some carriers may take into account administrative-services-only contracts placed with the carrier by the broker or consultant on a client's behalf when calculating Additional Compensation.

3. Administrative Service Fees—Insurance companies and TPAs may pay a commission-like fee for services rendered to arrange for the insurance company or TPA to administer a client's self-insured benefit program.

Attached you will find a summary description of the compensation we believe Lockton is or may be entitled to receive from the insurance companies and/or other entities listed in the attachment that is attributable to the insurance or administrative service contracts placed with those insurers or other entities on your behalf. Lockton will update this Compensation Disclosure Statement as the information in the attachment changes (i.e., as contracts are placed or renewed, or there are material changes to the terms and conditions of Lockton's compensation from insurance carriers and other entities providing insurance and/or administrative services to you).

Please note that insurance companies are required to disclose to most clients the base and supplemental commissions and other incentive compensation they pay to the clients' brokers and consultants. They are also required to disclose the value of certain gratuities and gifts (business lunches, tickets to sporting events, etc.) supplied to Lockton Producers and Associates if those items are supplied directly or indirectly in relation to your insurance contract. These amounts are to be reflected as part of the carriers' Form 5500 Schedule A disclosures supplied to you. Because carriers might employ different methods for tracking, tabulating, and allocating these various items, the amounts reflected on your Schedule A information might vary somewhat from the amounts reflected in our attached summary of anticipated compensation.

Please feel free to contact us if you have any questions regarding this Compensation Disclosure Statement.

LOCKTON

Compensation Disclosure – Attachment Sheet 1 of 5 Sheet(s)

Lockton believes it is or may be entitled to receive the compensation listed below, from the insurance companies and/or other entities listed below, attributable to the insurance and/or administrative service contracts placed with those insurers and/or other entities on your behalf.

Client Name:	**CITY OF OLATHE, KANSAS**
Insurer or TPA:	Surency Life and Health
Policy or Benefit Type:	Vision
Plan Name:	Vision
Policy / Contract Year:	Effective Date 1/1/2024 to Expiration Date 1/1/2027
Base Commissions:	Vision Rate - Net of commission
Additional Compensation:	This insurer/TPA does have an Additional Compensation program in place that might apply to the placement of your policy(ies) or administrative-services-only contract(s). Upon request, Lockton can provide you with a more detailed description of the manner in which the Additional Compensation that Lockton may receive under such program would be calculated.

Client Name:	**CITY OF OLATHE, KANSAS**
Insurer or TPA:	New York Life
Policy or Benefit Type:	Voluntary Life
Plan Name:	Voluntary Life
Policy / Contract Year:	Effective Date 1/1/2025 to Expiration Date 1/1/2027
Base Commissions:	Voluntary Life Rate - Net of commission
Additional Compensation:	This insurer/TPA does have an Additional Compensation program in place that might apply to the placement of your policy(ies) or administrative-services-only contract(s). Upon request, Lockton can provide you with a more detailed description of the manner in which the Additional Compensation that Lockton may receive under such program would be calculated.

Client Name:	**CITY OF OLATHE, KANSAS**
Insurer or TPA:	New York Life
Policy or Benefit Type:	Voluntary AD&D
Plan Name:	Voluntary AD&D
Policy / Contract Year:	Effective Date 1/1/2025 to Expiration Date 1/1/2027
Base Commissions:	Voluntary AD&D Rate - Net of commission
Additional Compensation:	This insurer/TPA does have an Additional Compensation program in place that might apply to the placement of your policy(ies) or administrative-services-only contract(s). Upon request, Lockton can provide you with a more detailed description of the manner in which the Additional Compensation that Lockton may receive under such program would be calculated.

Client Name:	**CITY OF OLATHE, KANSAS**
Insurer or TPA:	New York Life
Policy or Benefit Type:	Short Term Disability (STD)
Plan Name:	Voluntary STD
Policy / Contract Year:	Effective Date 1/1/2025 to Expiration Date 1/1/2027
Base Commissions:	Voluntary STD Rate - Net of commission
Additional Compensation:	This insurer/TPA does have an Additional Compensation program in place that might apply to the placement of your policy(ies) or administrative-services-only contract(s). Upon request, Lockton can provide you with a more detailed description of the manner in which the Additional Compensation that Lockton may receive under such program would be calculated.

LOCKTON

Compensation Disclosure – Attachment Sheet 2 of 5 Sheet(s)

Lockton believes it is or may be entitled to receive the compensation listed below, from the insurance companies and/or other entities listed below, attributable to the insurance and/or administrative service contracts placed with those insurers and/or other entities on your behalf.

Client Name:	**CITY OF OLATHE, KANSAS**
Insurer or TPA:	WEX Health
Policy or Benefit Type:	Health Reimbursement Arrangement
Plan Name:	HRA
Policy / Contract Year:	Effective Date 1/1/2025 to Expiration Date 1/1/2027
Base Commissions:	HRA Rate - Net of commission
Additional Compensation:	This insurer/TPA does not have an Additional Compensation program in place that might apply to the placement of your policy(ies) or administrative-services-only contract(s).

Client Name:	**CITY OF OLATHE, KANSAS**
Insurer or TPA:	CuraLinc, LLC
Policy or Benefit Type:	Employee Assistance Program (EAP)
Plan Name:	EAP
Policy / Contract Year:	Effective Date 1/1/2025 to Expiration Date 1/1/2027
Base Commissions:	EAP Rate - Net of commission
Additional Compensation:	This insurer/TPA does not have an Additional Compensation program in place that might apply to the placement of your policy(ies) or administrative-services-only contract(s).

Client Name:	**CITY OF OLATHE, KANSAS**
Insurer or TPA:	WEX Health
Policy or Benefit Type:	Section 125
Plan Name:	FSA
Policy / Contract Year:	Effective Date 1/1/2025 to Expiration Date 1/1/2027
Base Commissions:	FSA Rate - Net of commission
Additional Compensation:	This insurer/TPA does not have an Additional Compensation program in place that might apply to the placement of your policy(ies) or administrative-services-only contract(s).

Client Name:	**CITY OF OLATHE, KANSAS**
Insurer or TPA:	New York Life
Policy or Benefit Type:	AD&D
Plan Name:	Basic AD&D
Policy / Contract Year:	Effective Date 1/1/2025 to Expiration Date 1/1/2027
Base Commissions:	Basic AD&D Rate - Net of commission
Additional Compensation:	This insurer/TPA does have an Additional Compensation program in place that might apply to the placement of your policy(ies) or administrative-services-only contract(s). Upon request, Lockton can provide you with a more detailed description of the manner in which the Additional Compensation that Lockton may receive under such program would be calculated.

LOCKTON

Compensation Disclosure – Attachment Sheet 3 of 5 Sheet(s)

Lockton believes it is or may be entitled to receive the compensation listed below, from the insurance companies and/or other entities listed below, attributable to the insurance and/or administrative service contracts placed with those insurers and/or other entities on your behalf.

Client Name:	**CITY OF OLATHE, KANSAS**
Insurer or TPA:	New York Life
Policy or Benefit Type:	Group Term Life
Plan Name:	Basic Life
Policy / Contract Year:	Effective Date 1/1/2025 to Expiration Date 1/1/2027
Base Commissions:	Basic Life Rate - Net of commission
Additional Compensation:	This insurer/TPA does have an Additional Compensation program in place that might apply to the placement of your policy(ies) or administrative-services-only contract(s). Upon request, Lockton can provide you with a more detailed description of the manner in which the Additional Compensation that Lockton may receive under such program would be calculated.

Client Name:	**CITY OF OLATHE, KANSAS**
Insurer or TPA:	CIGNA
Policy or Benefit Type:	Medical PPO
Plan Name:	CIP
Policy / Contract Year:	Effective Date 1/1/2025 to Expiration Date 1/1/2026
Base Commissions:	CIP Rate - Net of commission
Additional Compensation:	This insurer/TPA does have an Additional Compensation program in place that might apply to the placement of your policy(ies) or administrative-services-only contract(s). Upon request, Lockton can provide you with a more detailed description of the manner in which the Additional Compensation that Lockton may receive under such program would be calculated.

Client Name:	**CITY OF OLATHE, KANSAS**
Insurer or TPA:	Delta Dental Insurance Company
Policy or Benefit Type:	Dental PPO
Plan Name:	DDKS - PPO
Policy / Contract Year:	Effective Date 1/1/2026 to Expiration Date 1/1/2027
Base Commissions:	DDKS - PPO Rate - Net of commission
Additional Compensation:	This insurer/TPA does have an Additional Compensation program in place that might apply to the placement of your policy(ies) or administrative-services-only contract(s). Upon request, Lockton can provide you with a more detailed description of the manner in which the Additional Compensation that Lockton may receive under such program would be calculated.

Client Name:	**CITY OF OLATHE, KANSAS**
Insurer or TPA:	CIGNA
Policy or Benefit Type:	Medical PPO
Plan Name:	OAP
Policy / Contract Year:	Effective Date 1/1/2026 to Expiration Date 1/1/2027
Base Commissions:	OAP Rate - Net of commission
Additional Compensation:	This insurer/TPA does have an Additional Compensation program in place that might apply to the placement of your policy(ies) or administrative-services-only contract(s). Upon request, Lockton can provide you with a more detailed description of the manner in which the Additional Compensation that Lockton may receive under such program would be calculated.

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Compensation Disclosure – Attachment Sheet 4 of 5 Sheet(s)

Lockton believes it is or may be entitled to receive the compensation listed below, from the insurance companies and/or other entities listed below, attributable to the insurance and/or administrative service contracts placed with those insurers and/or other entities on your behalf.

Client Name:	**CITY OF OLATHE, KANSAS**
Insurer or TPA:	CIGNA
Policy or Benefit Type:	Stop Loss
Plan Name:	Stop Loss
Policy / Contract Year:	Effective Date 1/1/2026 to Expiration Date 1/1/2027
Base Commissions:	Stop Loss Rate - Net of commission
Services Fee:	Clinical Claims Unit – 5%
Additional Compensation:	This insurer/TPA does have an Additional Compensation program in place that might apply to the placement of your policy(ies) or administrative-services-only contract(s). Upon request, Lockton can provide you with a more detailed description of the manner in which the Additional Compensation that Lockton may receive under such program would be calculated.

Client Name:	**CITY OF OLATHE, KANSAS**
Insurer or TPA:	CIGNA
Policy or Benefit Type:	Accident
Plan Name:	Accident
Policy / Contract Year:	Effective Date 1/1/2026 to Expiration Date 1/1/2027
Base Commissions:	Accident – 20%
Additional Compensation:	This insurer/TPA does have an Additional Compensation program in place that might apply to the placement of your policy(ies) or administrative-services-only contract(s). Upon request, Lockton can provide you with a more detailed description of the manner in which the Additional Compensation that Lockton may receive under such program would be calculated.

Client Name:	**CITY OF OLATHE, KANSAS**
Insurer or TPA:	CIGNA
Policy or Benefit Type:	Hospital Indemnity
Plan Name:	Hospital Indemnity
Policy / Contract Year:	Effective Date 1/1/2026 to Expiration Date 1/1/2027
Base Commissions:	Hospital Indemnity – 20%
Additional Compensation:	This insurer/TPA does have an Additional Compensation program in place that might apply to the placement of your policy(ies) or administrative-services-only contract(s). Upon request, Lockton can provide you with a more detailed description of the manner in which the Additional Compensation that Lockton may receive under such program would be calculated.

Client Name:	**CITY OF OLATHE, KANSAS**
Insurer or TPA:	CIGNA
Policy or Benefit Type:	Critical Illness
Plan Name:	Critical Illness
Policy / Contract Year:	Effective Date 1/1/2026 to Expiration Date 1/1/2027
Base Commissions:	Critical Illness – 20%
Additional Compensation:	This insurer/TPA does have an Additional Compensation program in place that might apply to the placement of your policy(ies) or administrative-services-only contract(s). Upon request, Lockton can provide you with a more detailed description of the manner in which the Additional Compensation that Lockton may receive under such program would be calculated.

Client Name:	**CITY OF OLATHE, KANSAS**
Insurer or TPA:	LifeLock
Policy or Benefit Type:	Identity Theft
Plan Name:	Identity Theft
Policy / Contract Year:	Effective Date 7/15/2025 to Expiration Date 7/15/2026
Base Commissions:	Identity Theft – 20%
Additional Compensation:	This insurer/TPA does have an Additional Compensation program in place that might apply to the placement of your policy(ies) or administrative-services-only contract(s). Upon request, Lockton can provide you with a more detailed description of the manner in which the Additional Compensation that Lockton may receive under such program would be calculated.

LOCKTON

Compensation Disclosure – Attachment Sheet 5 of 5 Sheet(s)

Lockton believes it is or may be entitled to receive the compensation listed below, from the insurance companies and/or other entities listed below, attributable to the insurance and/or administrative service contracts placed with those insurers and/or other entities on your behalf.

Client Name:	**CITY OF OLATHE, KANSAS**
Insurer or TPA:	Marathon Health Inc.
Policy or Benefit Type:	Wellness/Disease Mgmt
Plan Name:	Olathe Wellbeing Center
Policy / Contract Year:	Effective Date 1/1/2026 to Expiration Date 1/1/2027
Base Commissions:	N/A
Additional Compensation:	This insurer/TPA does not have an Additional Compensation program in place that might apply to the placement of your policy(ies) or administrative-services-only contract(s).

Client Name:	**CITY OF OLATHE, KANSAS**
Insurer or TPA:	WEX Health
Policy or Benefit Type:	COBRA Administration
Plan Name:	COBRA
Policy / Contract Year:	Effective Date 1/1/2025 to Expiration Date 1/1/2027
Base Commissions:	COBRA Rate – Net of commissions
Additional Compensation:	This insurer/TPA does not have an Additional Compensation program in place that might apply to the placement of your policy(ies) or administrative-services-only contract(s).

Client Name:	**CITY OF OLATHE, KANSAS**
Insurer or TPA:	WEX Health
Policy or Benefit Type:	Other
Plan Name:	Retiree Billing
Policy / Contract Year:	Effective Date 1/1/2025 to Expiration Date 1/1/2027
Base Commissions:	N/A
Additional Compensation:	This insurer/TPA does not have an Additional Compensation program in place that might apply to the placement of your policy(ies) or administrative-services-only contract(s).

Client Name:	**CITY OF OLATHE, KANSAS**
Insurer or TPA:	UNUM
Policy or Benefit Type:	Long Term Care
Plan Name:	LTC
Policy / Contract Year:	Effective Date 1/1/2026 to Expiration Date 1/1/2027
Base Commissions:	Long Term Care – 15%
Additional Compensation:	This insurer/TPA does have an Additional Compensation program in place that might apply to the placement of your policy(ies) or administrative-services-only contract(s). Upon request, Lockton can provide you with a more detailed description of the manner in which the Additional Compensation that Lockton may receive under such program would be calculated.

Our Mission

To be the worldwide value and service leader in insurance brokerage, risk management, employee benefits, and retirement services

Our Goal

To be the best place to do business and to work

RISK MANAGEMENT | EMPLOYEE BENEFITS | RETIREMENT SERVICES

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