

SECOND AMENDMENT TO LEASE

THIS SECOND AMENDMENT TO LEASE (this “**Amendment**”) is made this 30.00 day of September, 2026 (the “**Effective Date**”), by and between NGP VII TALLAHASSEE FL LLC, Delaware limited liability company (“**Landlord**”), and BIG BEND JOBS AND EDUCATION COUNCIL, INC., a Florida not-for-profit corporation d/b/a CAREERSOURCE CAPITAL REGION (“**Tenant**”).

WITNESSETH

WHEREAS, Landlord as successor in interest to Capital Commerce Center LLC and Tenant entered into that certain Office Building Lease dated September 17, 2015, as amended by that certain First Amendment to Lease dated August 12, 2016 (collectively, the “**Lease**”), whereby Landlord leased to Tenant and Tenant leased from Landlord approximately 18,572 rentable square feet of space (the “**Premises**”) located within Building C located at 2601 Blairstone Road, in Tallahassee Florida (the “**Building**”);

WHEREAS, Landlord and Tenant desire to amend the Lease to extend the Term of the Lease and otherwise modify the Lease as more fully set forth herein.

NOW, THEREFORE, in consideration of the foregoing and for other good and valuable consideration and of the mutual agreements hereinafter set forth, it is hereby mutually agreed as follows:

1. **Incorporation of Recitals.** The foregoing recitals are hereby incorporated in this Amendment and made a part hereof by this reference.
2. **Definitions; Title.** All capitalized terms not defined in this Amendment shall have the meaning ascribed to them in the Lease.
3. **Term.** The Term of the Lease is hereby extended such that it will now expire on September 30, 2036 (the period from October 1, 2026 to September 30, 2036 being the “**Renewal Term**”).
4. **Fixed Rent.** During the Renewal Term, Tenant covenants and agrees to pay Fixed Rent in the amounts set forth on **Exhibit A**, attached hereto and made a part hereof. Notwithstanding the foregoing, Fixed Rent due for the first three (3) months of the Renewal Term (the “**Abatement Period**”) shall be abated (the “**Abated Rent**”), provided that Tenant is not in Default from the date hereof through the expiration of the Abatement Period. In the event Tenant is in Default prior to or during the Abatement Period, Tenant’s right to abate rent from and after the date of the Default shall cease.
5. **Renewal Option.** Tenant shall have the right to extend the Term of the Lease for up to five (5) consecutive terms of two (2) years each (each a “**Two-Year Renewal Term**”) upon the same terms and conditions as contained in the Lease, as modified, except that Fixed Rent for each Two-Year Renewal Term shall be in an amount equal to ninety-five percent (95%)

of the fair market rent for comparable space, determined as set forth in Exhibit F to the Lease. Each Two-Year Renewal may be exercised only if the Tenant is not in default in any way under the Lease at the time of exercise and at the commencement of the applicable Two-Year Renewal Term (subject to any applicable notice and cure periods), and must be exercised by written notice of such exercise being given by the Tenant to the Landlord at least six (6) months prior to the expiration of the Renewal Term or then current Two-Year Renewal Term, as applicable.

6. Operating Expenses. (a) Commencing on October 1, 2026, the Base Year, as defined in Section 5.2 of the Lease, shall mean and refer to calendar year 2027.

(b) The last sentence of Section 5.3 of the Lease is hereby deleted in its entirety. Commencing October 1, 2026, Tenant's Share of any increases in Operating Expenses above the Operating Expense Allowance shall be deemed not to increase by more than five percent (5%) annually on a non-cumulative basis.

(c) Section 5.5 of the Lease includes the following sentence: "Any other provision hereof notwithstanding, Operating Expenses shall also include a fee payable to Landlord as compensation for its management and administration, including, but not limited to, accounting, bookkeeping, processing and collection expenses, in an amount not to exceed four percent (4%) of gross revenues derived by Landlord from the Office Building Project." Commencing October 1, 2026, the four percent (4%) is increased to five percent (5%).

7. After Hours HVAC. Section 7.4 of the Lease is hereby deleted in its entirety and the following inserted in lieu thereof:

"Landlord shall provide water, sewer, and electric service to the Premises at Landlord's sole cost and expense. Landlord shall further provide, at Landlord's sole cost and expense, HVAC service to the Premises from 7:00 a.m. through 7:00 p.m. on Monday through Friday and 9:00 a.m. to 2:00 p.m. on Saturdays and Sundays, except for legal holidays. Tenant shall be liable to Landlord for HVAC service outside of such hours ("After Hours HVAC") at the rate of \$55.00 per hour. Tenant shall provide Landlord with twenty-four (24) hours advance notice of Tenant's need for After Hours HVAC. Landlord shall invoice Tenant for such additional costs on a monthly basis. Tenant shall be responsible for providing its own telephone and I.T. services. If Tenant requires supplemental heating, ventilation or air conditioning in any area of the Premises, the HVAC shall be separately metered and paid by Tenant. In the event Landlord shall in no event be liable for any interruption or failure of utility services on the Premises."

8. Second Amendment Work. Landlord shall complete the Second Amendment Work described in Exhibit B, attached hereto and made a part hereof, at Tenant's sole cost and expense, subject to application of the Allowance described in Exhibit B.

9. Parking. Subject to applicable law, Tenant shall have the right to designate up to four (4) parking spaces in the area shown on **Exhibit C** attached to this Amendment for Tenant's exclusive parking by installation of signage approved by Landlord. Tenant shall be responsible for the cost and installation of such signage. Landlord shall have no obligation to police or enforce the parking restrictions on such spaces.

10. Termination Right. Tenant shall continue to have the right to terminate the Lease described in Exhibit G attached to the Lease. The termination fee due thereunder shall be equal to the unamortized leasing costs equal to the sum of (i) the Tenant Allowance described in Exhibit B to this Amendment, (ii) any remaining unpaid amount of the Overage, and (iv) leasing commissions incurred and/or payable by Landlord with respect to this Amendment all amortized over the lease Term on a straight-line basis.

11. Satellite Dish and Antennae. Tenant shall be permitted to install telecommunication equipment ("Rooftop Equipment") on the roof of the Building pursuant to the terms of Exhibit D, attached hereto and made a part hereof and any further rules and regulations adopted by Landlord.

12. Broker. Tenant represents and warrants to Landlord that it has not employed any broker other than STRUCTURE Commercial Real Estate, LLC in procuring or carrying on any negotiations relating to this Amendment. Tenant shall indemnify Landlord and hold Landlord harmless from any loss, claim or damage relating to the breach of the foregoing representation and warranty. The Landlord shall pay STRUCTURE Commercial Real Estate a fee based on a separate commission agreement.

13. Tenant Representations. Tenant represents and warrants to Landlord that: (a) to Tenant's actual knowledge, without independent inquiry or investigation, Landlord is not in default of any of its obligations under the Lease and that the Lease is valid, binding and enforceable in accordance with its terms, and (b) Tenant has full power and authority to execute and perform this Amendment, and (c) Tenant has taken all action necessary to authorize the execution and performance of this Amendment.

14. Counterparts. This Amendment may be executed in two (2) or more counterpart copies, all of which counterparts shall have the same force and effect as if all parties hereto had executed a single copy of this Amendment. The parties intend to be bound by any signatures transmitted by electronic mail PDF format or other electronic signature technology, are aware that the other party will rely on such signature, and hereby waive any defenses to the enforcement of the terms of this Amendment based on the form of signature. The parties further consent and agree that (i) to the extent a party signs this Amendment using electronic signature technology, by clicking "SIGN", such party is signing this Amendment electronically, and (ii) the electronic signatures appearing on this Amendment shall be treated, for purposes of validity, enforceability and admissibility, the same as handwritten signatures.

15. Miscellaneous. This Amendment (a) shall be binding upon and inure to the benefit of the parties hereto and their respective representatives, transferees, successors and assigns (except as

expressly otherwise provided in the Lease), and (b) shall be governed by and construed in accordance with the laws of the State of Florida.

16. Ratification. Except as expressly amended by this Amendment, all other terms, conditions and provisions of the Lease, as amended, are hereby ratified and confirmed and shall continue in full force and effect. In the event of a conflict between this Amendment and the Lease, the provisions of this Amendment shall control.

[Signatures commence on following page.]

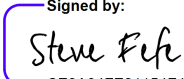
IN WITNESS WHEREOF, the parties hereto have executed this Second Amendment to Lease as of the day and year first hereinabove written.

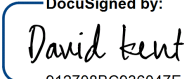
LANDLORD

WITNESS:

NGP VII TALLAHASSEE FL LLC,
a Delaware limited liability company

By: NGP VI Management, LLC, its Manager

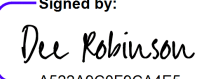
By: 
Signed by:
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By: 
DocuSigned by:
912708BC936047E...
Name: David Kent
Its: Managing Partner
Date: 10/1/2026, 2026

TENANT

WITNESS:

BIG BEND JOBS AND EDUCATION COUNCIL,
INC.,
a Florida not-for-profit corporation

By: 
Signed by:
A522A9C0F9CA4E6...

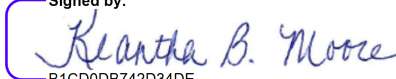
By: 
Signed by:
B1CD0DB742D34DE...
Name: Keantha B. Moore
Its: Chief Executive Officer
Date: 9/30/2026, 2026

EXHIBIT A**FIXED RENT**

During the Renewal Term, Tenant shall not be charged Fixed Rent on 2,475 square feet of the Premises. Accordingly, Fixed Rent shall be based on a square footage of 16,097. This shall not change or affect the actual square footage of the Premises or any other calculation in the Lease.

Period	/psf (16,097)	Annual Fixed Rent (*Prior to rent abatement)	Monthly Payment of Fixed Rent
10/1/2026 – 9/30/2027*	\$21.25	\$342,061.25*	\$28,505.10
10/1/2027 – 9/30/2028	\$21.89	\$352,323.09	\$29,360.26
10/1/2028 – 9/30/2029	\$22.54	\$362,892.78	\$30,241.07
10/1/2029 – 9/30/2030	\$23.22	\$373,779.56	\$31,148.30
10/1/2030 – 9/30/2031	\$23.92	\$384,992.95	\$32,082.75
10/1/2031 – 9/30/2032	\$24.63	\$396,542.74	\$33,045.23
10/1/2032 – 9/30/2033	\$25.37	\$408,439.02	\$34,036.59
10/1/2033 – 9/30/2034	\$26.13	\$420,692.19	\$35,057.68
10/1/2034 – 9/30/2035	\$26.92	\$433,312.96	\$36,109.41
10/1/2035 – 9/30/2036	\$27.73	\$446,312.35	\$37,192.70

Note: All Rent is subject to Florida state sales tax, if applicable, and payable by Tenant to Landlord together with Fixed Rent and Additional Rent.

* Three (3) months of rent abatement shall be from 10/1/2026 through 12/31/2026 of which Tenant shall not be liable for \$28,505.10 per month in rent payment to the Landlord.

EXHIBIT B

SECOND AMENDMENT WORK

1. This Work Letter sets forth the obligations of Landlord and Tenant with respect to work the Landlord has agreed to complete for the benefit of the Tenant (the “**Second Amendment Work**”). The Second Amendment Work shall be completed at Tenant’s expense except that Landlord shall contribute an amount equal to Ten Dollars (\$10.00) per square foot of rentable floor area in the Premises (the “**Allowance**”) towards the Second Amendment Work. The Allowance may be used against all hard and soft costs attributable to the Second Amendment Work, including, but not limited to, materials, labor, architectural and engineering fees, permitting fees, contractor fees, supervision fees, and code compliance costs, if any. Landlord shall be entitled to a construction management fee of two percent (2%) of the total costs attributable to the Second Amendment Work, which shall be paid from the Allowance. Tenant acknowledges that the Second Amendment Work shall be completed while Tenant is in occupancy of the Premises.

In the event the cost of the Second Amendment Work exceeds the Allowance, all such additional costs shall be borne by Tenant and paid to Landlord within thirty (30) days from receipt of invoice therefor.

2. Landlord and Tenant shall mutually agree upon the scope of the Second Amendment Work (the “**Scope of Work**”) within thirty (30) days from the date hereof. To the extent necessary, construction plans and specifications for the Second Amendment Work shall be prepared and shall be mutually agreed upon by the parties (the “**Construction Plans**”).

3. Landlord shall engage one or more contractors selected by Landlord in its sole discretion to complete the Second Amendment Work.

4. If Tenant shall request any change, addition, alteration or deletion, in writing, to the Scope of Work or Construction Plans, Landlord shall promptly notify Tenant in writing of any increased costs of design or construction of the Second Amendment Work that Landlord reasonably determines will be incurred as a consequence. Tenant shall, within three (3) days of receipt of such notice, notify Landlord in writing whether or not it desires to proceed with such requested change, addition, alteration or deletion. In the absence of such written authorization from Tenant, Landlord shall have the option to continue work on the Second Amendment Work disregarding Tenant’s request, or Landlord may elect to discontinue work on the Second Amendment Work until it receives notice of Tenant’s decision, in which event Tenant shall be responsible for any resulting Tenant Delay (hereinafter defined).

5. The Premises shall be deemed “**Substantially Complete**” and “**Substantial Completion**” of the Second Amendment Work shall be deemed to have occurred upon the completion of work described in the Scope of Work.

6. Within ten (10) days after Substantial Completion of the Second Amendment Work, Landlord and Tenant shall have agreed upon a written itemization of all incomplete or deficient Second Amendment Work to be performed. Landlord shall use commercially reasonable

and diligent efforts to complete such Punchlist work within thirty (30) days from mutual agreement with respect to such Punchlist.

7. Restoration Obligations Identified. When developing the Scope of Work, Landlord shall identify those items of the Second Amendment Work which Tenant must restore upon termination or expiration of this Lease. Notwithstanding the foregoing, Tenant shall be required to remove any cabling and wiring installed or used by or for Tenant during the Term and any signage installed by or for Tenant and repair any damage caused by such removal.

EXHIBIT C

PARKING



● Tenant Reserved Spaces



EXHIBIT D

ROOFTOP EQUIPMENT

1. Rooftop Equipment. Tenant, at the sole cost of Tenant, may install, maintain and operate an antenna or satellite dish and related equipment (the "Rooftop Equipment") on the roof of the Building, subject to the terms of this Amendment. Tenant's right to install, operate, maintain and use the Rooftop Equipment is exclusive to the mutually agreed upon location and does not confer upon Tenant the right to use of the other roof areas of the Building, it being understood that Landlord may, from time to time, grant similar rights to other parties. Any additional equipment necessary for the operation of the Rooftop Equipment shall be installed in the Premises or at a mutually acceptable location.

2. Landlord's Approval; Operation.

(a) Prior to installation, Tenant shall provide for Landlord's approval the following: (1) plans and specifications for the Rooftop Equipment (including size, location, height, weight and color) and specifications for installation thereof; (2) copies of all required governmental and quasi-governmental permits, licenses, special zoning variances, and authorizations, all of which Tenant shall obtain at its own cost and expense, which may be provided subsequent to Landlord's initial approval, in which event approval may be conditioned upon receipt of such permits, licenses, special zoning variances and authorizations; (3) a policy or certificate of insurance evidencing such insurance coverage as may reasonably be required by Landlord for the installation, operation, use and maintenance of the Rooftop Equipment. Landlord shall not be required to maintain any insurance on the Rooftop Equipment. Landlord may withhold its approval of the Rooftop Equipment if the installation, operation, use or removal of the Rooftop Equipment may damage the structural integrity of the Building, interfere with any service provided by Landlord to tenants in the Building, interfere with any tenant's business operation in the Building (including without limitation, the rights of such tenants to use the rooftop for their existing rooftop and related communications equipment), void any roof warranty, cause the violation of any law, ordinance, rule or regulation of any applicable governmental authority or other governmental regulation (including without limitation, any zoning ordinances, historic preservation laws, ordinances, rules or regulations, any restrictive covenants encumbering the Building, the requirements of the Federal Aviation Administration or the Federal Communications Commission, or applicable building or fire codes), or reduce the amount of leaseable space in the Building. Tenant shall not be entitled to rely on any such approval as being a representation by Landlord that such installation and operation is permitted by or in accordance with any governmental or quasi-governmental entity, authority or regulation. Upon request, Landlord, at no cost to Landlord, shall reasonably cooperate with Tenant in connection with Tenant's obtaining any required approvals for the Rooftop Equipment.

(b) The Rooftop Equipment shall not interfere in any way with the Building's existing engineering, window washing or other maintenance functions. The Rooftop Equipment must be properly secured and installed so as not to be affected by high winds or other elements. The Rooftop Equipment must be properly grounded. The color and other aesthetics of the Rooftop Equipment shall be reasonably approved by Landlord. The weight of the Rooftop Equipment shall

not exceed the load limits of the Building. In no event shall the Rooftop Equipment or any appurtenant wiring or cabling interfere with or otherwise adversely affect the electrical, mechanical, structural, life safety or other systems of the Building. Tenant shall be responsible for repairing any damage to the roof of the Building and maintaining the same as the same relates to roof penetrations performed in connection with Tenant's Rooftop Equipment. Tenant shall operate the Rooftop Equipment subject to the requirements of all laws, ordinances, rules and regulations of any applicable governmental or quasi-governmental authority, including without limitation, zoning and historic preservation laws, ordinances, rules and regulations, as well as any restrictive covenants encumbering the Building.

(c) Landlord may, in its reasonable discretion, at Landlord's expense, require Tenant to relocate any or all of the Rooftop Equipment in the Building or upon the Rooftop from time to time during the Term of the Lease.

(d) Installation and maintenance of the Rooftop Equipment shall be performed solely by Tenant's contractors as approved by Landlord, in its sole but reasonable discretion. Tenant shall bear all costs and expenses incurred in connection with the installation, operation, use, insurance and maintenance of the Rooftop Equipment. If operation of the Rooftop Equipment shall require more than de minimis electrical power, Landlord may, at its sole option, install a separate meter, at Tenant's sole expense. Tenant shall pay the actual cost of all electricity used as determined by such meter or, if no such meter is installed, as allocated by Landlord in its reasonable discretion. Tenant shall pay for any necessary (in Landlord's reasonable discretion) alterations to the base Building, including without limitation, the roof structure and membrane, in connection with the installation, maintenance, operation and/or use of the Rooftop Equipment. Tenant shall meet all of the conditions and terms of this Lease concerning alterations in connection with the installation and removal of the Rooftop Equipment; notwithstanding anything to the contrary contained in the Lease, it is hereby understood and agreed that Tenant shall remove the Rooftop Equipment and restore the roof to the condition existing prior to the installation thereof upon the expiration or earlier termination of the Term of the Lease.

3. Indemnification. Tenant covenants and agrees that the installation, operation, use and removal of the Rooftop Equipment will be at Tenant's sole risk. Tenant agrees to indemnify, defend and hold Landlord, its partners, employees and agents harmless from and against all claims, actions, damages, liability, judgments, settlements, costs and expenses (including reasonable attorneys' fees and expenses) in connection with the loss of life, personal or bodily injury, damage to property or business or any other loss or injury suffered by or claimed against Landlord, its partners, employees or agents, directly or indirectly, based on or arising out of the installation, operation, use, maintenance or removal of the Rooftop Equipment, except to the extent caused by the negligence or willful misconduct of Landlord. Landlord shall not be obligated or responsible for, and Tenant alone shall be responsible for, any damage, theft or vandalism of the Rooftop Equipment and for any and all expenses resulting from any such damage, theft or vandalism.

4. Removal of Rooftop Equipment. At the expiration or earlier termination of the Lease Term, Tenant, at Tenant's sole cost, shall remove the Rooftop Equipment. All damage and injury to the Building caused by any such removal by Tenant shall be promptly repaired by Tenant, at Tenant's sole expense.