

PROFESSIONAL SERVICES AGREEMENT

AGREEMENT REGARDING PROVISION OF PROFESSIONAL SERVICES

This Agreement Regarding Provision of Professional Services (the "Agreement") dated as of 4/28/2026, is between **Synergy Disaster Recovery, LLC** ("Consultant") and Fremont County, Colorado ("County"), by and through its Board of County Commissioners ("Board").

Recitals

- A. County has heretofore requested bids from various consultants for a: **Multi-Jurisdictional Hazard Mitigation Plan Update** (the "Project");
- B. Consultant has submitted to the County a proposal for the Project and represented to County that it has the expertise and personnel necessary to properly complete the Project;
- C. After considering the proposals submitted by various consultants for the Project, the Board has decided to accept the proposal of Consultant for the Project subject to the execution of a contract between the Consultant and County acceptable to the Board; and
- D. Consultant and County intend by this Agreement to set forth the scope of the work to be done by Consultant in connection with the Project and related terms and conditions to govern the relationship between Consultant and County in connection with the Project.

Terms and Conditions

- 1. Scope of Project: Consultant shall perform the work described in the attached Exhibit A entitled "**Fremont County, CO Multi-Jurisdictional Hazard Mitigation Plan Update Proposal**" which was submitted by Consultant in response to the County's Invitation for Bids dated April 2, 2026. Consultant shall perform the work for the Project in a skillful, professional and competent manner and in accordance with the standards of care, skill and diligence applicable to consultants in the field in which Consultant practices with respect to such work.
- 2. Compensation and Payment: As consideration for the work to be performed by Consultant hereunder, County shall pay to Consultant a fixed amount not to exceed a total of **\$55,980**. The compensation to be paid to Consultant shall be paid by check.

During the Project, Consultant shall submit billings for its work performed in connection with the Project in accordance with the "Schedule of Tasks" set forth on page 3 of Exhibit A.

Such billings shall be submitted to the Fremont County Finance Office for review and approval, and upon request, Consultant shall provide County with such other supporting information as County may request. County shall pay all properly submitted invoices within 30 days after receipt of each such invoice and any supporting information requested by County. All billings shall include the Consultant's taxpayer identification number or social security number.

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3. Time for Completion of Project: Consultant shall work diligently to complete the work described in Exhibit A in accordance with the timeline included on page 14 thereof. Consultant shall be responsible for promptly notifying County of delays in the completion of the Project which Consultant believes are attributable to County.

4. Insurance: Consultant shall be responsible for worker's compensation and all other benefits for Consultant and its employees working on the Project and such employees shall not, for any reason, be deemed the agents, servants or employees of County. Neither the Consultant nor any employee of Consultant shall be entitled to unemployment insurance benefits through the County and the Consultant shall be obligated to pay any federal or state income taxes due with respect to any sum payable by County hereunder. Consultant shall maintain commercial general liability insurance providing bodily injury and property damage coverage with a combined single limit of at least \$1,421,000. The Consultant shall purchase and maintain professional liability with minimum limits of \$1,421,000 per occurrence. If a claims made form of coverage is provided, the retroactive date of coverage shall be no later than the inception date of claims made coverage, unless the prior policy was extended indefinitely to cover prior acts. Prior to commencement of work on the Project, Consultant shall cause County to be named as an additional insured and shall provide County with evidence, acceptable to County, that the insurance required hereby is in full force and effect. Consultant shall immediately provide County with written notice in the event any portion of the insurance coverage required by this Agreement is cancelled or if the insurer gives Consultant notice of its intent to cancel such insurance.

5. No Assignment: The parties to this Agreement recognize that the services to be provided pursuant to this Agreement are professional in nature and that in entering into this Agreement, County is relying upon the personal services and reputation of Consultant and its personnel. Therefore, Consultant may not assign its interest in this Agreement without the prior written consent of County, which may withhold such consent in its sole discretion. Except as so provided, this Agreement shall be binding on and inure to the benefit of the parties hereto, their respective successors and assigns, and shall not be deemed to be for the benefit of or enforceable by any third party.

6. Conflicts of Interest: Neither Consultant nor any of its employees shall, at any time during the term of this Agreement, do work for, nor shall they have any financial interest or other relationship with any entity or project which would constitute a conflict of interest or influence or otherwise jeopardize the professional judgment of Consultant in connection with the Project.

7. Confidentiality: Consultant acknowledges that it may receive confidential information from County in connection with the Project or, as part of the Project, develop such information. Consultant shall take all precautions necessary to maintain and protect the confidentiality of any such information and to ensure that it shall be used only for the purposes of the Project.

8. Ownership of Work: Subject to County's obligation to compensate Consultant, all work, reports, designs, drawings, renderings and other work product produced by Consultant, in connection with the Project, shall belong to County and Consultant shall not use any part thereof for purposes other than the Project without the written consent of County.

9. Indemnification: The CONSULTANT will indemnify and hold harmless the COUNTY, its commissioners, officers, employees, agents and servants from and against claims for bodily injury, including death, personal injury, and property damage, including damage to property owned by the County, and any other losses, damages, and reasonable expenses, including attorney's fees, court costs and expenses, arising out of any negligent act, error, omission, or willful misconduct of CONSULTANT or its

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Subcontractor(s) in any tier in the performance of this agreement or any of the services provided therein.

10. Termination: County may terminate this Agreement at any time during the Term of this Agreement upon 10 days' written notice to Consultant without cause; provided, however, that within 30 days following such termination Consultant shall render a final billing for work completed and expenses incurred to the date of termination which shall be paid by County in accordance with Paragraph 2 hereof. In the event that County fails to pay any billing by Consultant for Work hereunder when due, then upon 10 days' written notice to County of such delinquency and the failure of County to pay all amounts then due to Consultant within such 10-day period, Consultant may, at its election, cease work hereunder and terminate this Agreement by giving a written notice to County advising of such election. Such written notice of Consultant's election to terminate this Agreement may, but need not, be included in the notice of delinquency required hereunder. In such case, such notice of the election to terminate shall be stated in the conditional form that the Agreement shall be terminated if payment is not received within the 10-day period provided for payment of any delinquency. Consultant shall render a final billing for work completed and expenses incurred to the date of termination which shall be paid by County in accordance with Paragraph 2 hereof. After receipt of payment, Consultant shall turn over all work product within 10 business days.

11. Notices: Any notice required under this Agreement may be personally delivered or mailed in the United States mails, first class postage prepaid to the party to be served at the following addresses:

Consultant: Synergy Disaster Recovery, LLC
Attn: Bethany Duarte, President/CEO
2730 Bristlecone Court
Lafayette, CO 80026

County: Fremont County BOCC
Attn: Tony Carochi, County Administrator
615 Macon Ave
Cañon City, CO 81212

Notices personally served shall be deemed served on the date of delivery. Notices mailed shall be deemed served on the date which is two business days following the date of mailing.

12. Attorney Fees: In the event either party to this Agreement brings suit to enforce or interpret any portion of this Agreement, the party substantially prevailing in such action shall be entitled to recover all costs incurred in such action, including without limitation reasonable attorney's fees.

13. Entire Agreement: This Agreement constitutes the entire agreement between the parties concerning the Project and may not be amended except by a written document executed by both parties hereto.

14. Counterparts: This Agreement may be executed in any number of counterparts, each of which shall be deemed an original, and which together shall constitute a single instrument.

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Synergy Disaster Recovery, LLC

By: _____

Printed Name: Bethany Duart

Title: President/CEO

Fremont County, Colorado

By: _____

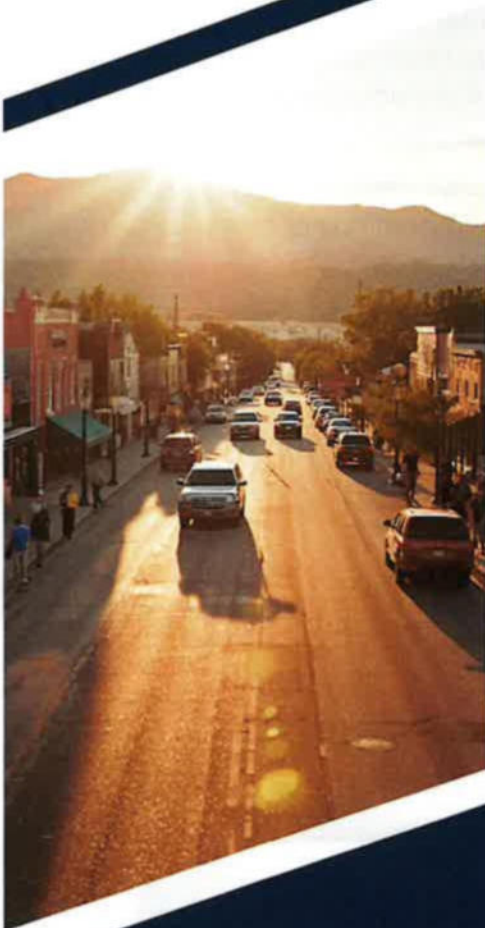
Debbie Bell, Chair

Board of County Commissioners

ATTEST:

Justin Grantham
Fremont County Clerk & Recorder

FREMONT COUNTY, CO MULTI-JURISDICTIONAL HAZARD MITIGATION PLAN UPDATE PROPOSAL



Bethany Duarte, President/CEO
2730 Bristlecone Court | Lafayette, CO 80026
Phone: 954.817.7441
BDuarte@Synergy-DR.com

EXECUTIVE SUMMARY

January 29, 2026

RE: Response to RFP for the Multi-Jurisdictional Hazard Mitigation Plan Update

Dear Selection Committee:

Synergy Disaster Recovery, LLC (Synergy) is pleased to submit our proposal to support Fremont County in updating its Multi-Jurisdictional Hazard Mitigation Plan (HMP). This update represents a critical opportunity to build upon the county's existing foundation and continue strengthening resilience across its communities.

This project holds particular significance for our team, as we led the development of Fremont County's current FEMA-approved HMP. Through that effort, we developed a strong understanding of the county's hazards, participating jurisdictions, planning processes, and mitigation priorities. This familiarity allows us to move efficiently into the update process, focusing immediately on meaningful enhancements rather than rediscovery.

Fremont County's planning environment includes multiple jurisdictions with varying capabilities, requiring a process that is both inclusive and efficient. Given the county's expedited timeline, our team has designed a streamlined, front-loaded approach that accelerates coordination while maintaining full compliance with FEMA and state requirements.

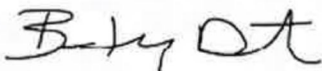
Synergy brings extensive experience developing FEMA-approved HMPs across Colorado and nationwide, including multiple plans approved under FEMA's most recent guidance. Our team also led the development of the 2023 Colorado Enhanced State Hazard Mitigation Plan.

Our goal is to deliver a high-quality, implementable HMP that not only meets all requirements but serves as a practical roadmap for reducing risk and positioning Fremont County for future funding opportunities.

We appreciate the opportunity to support Fremont County and look forward to partnering with you again.

Sincerely,

SYNERGY DISASTER RECOVERY, LLC



Bethany Duart – President / CEO | BDuart@Synergy-DR.com
2730 Bristlecone Court | Lafayette, CO 80026 | (954) 817-7441

2730 Bristlecone Ct | Lafayette, CO 80026

Synergy-DR.com

COST

Synergy proposes a fixed price (lump sum), not to exceed cost of: Fifty-five Thousand, Nine-Hundred and Eighty dollars (\$55,980). These costs include all labor and travel / other direct costs associated with completion of the HMP update.

	Project Manager \$164/hr	SME - QA/QC \$157/hr	Senior Planner \$131/hr	Planner \$91/hr	Analyst \$70/hr	Sum Hours	Other Direct Costs	Total Labor / ODC
Task 1: Organize Resources	60	2	40	24	0	126	\$840	\$ 18,418
Task 2: HIRA	24	2	40	40	20	126		\$ 14,530
Task 3: Mitigation Strategy	24	8	24	24	0	80		\$ 10,520
Task 4: Plan Adoption	20	0	32	40	20	112	-	\$ 12,512
Total	128	12	136	128	40	444	840	\$ 55,980

HAZARD MITIGATION PLANNING EXPERTISE

Synergy has assembled a project team with extensive experience in hazard mitigation planning, emergency management, and disaster recovery, with a strong emphasis on delivering FEMA-compliant HMPs that are both technically sound and implementable. Our team combines deep technical expertise with practical, real-world experience supporting communities before, during, and after disasters.

Collectively, Synergy staff have led the development of over 180 local Hazard Mitigation Plans and 14 state-level plans, including five Enhanced State HMPs. This experience includes multiple plans approved under FEMA's most recent Local Mitigation Planning Policy Guide, ensuring that our team is fully aligned with current federal and state expectations.

A key strength of our team is the direct involvement of senior staff throughout the planning process. Our proposed Project Manager, Michael Garner, CFM, brings over 20 years of experience in hazard mitigation, emergency management, and long-term recovery. He has served as project manager for plans impacting hundreds of communities nationwide and recently led the development of the 2023 Colorado Enhanced State Hazard Mitigation Plan (CO E-SHMP). His expertise in FEMA requirements, risk assessment methodologies, and mitigation strategy development

ensures the project is executed efficiently and in full compliance with all applicable standards.

Supporting the project is Amy Carr, AICP, who will serve as Lead Planner and Deputy Project Manager. Ms. Carr brings extensive experience leading multi-jurisdictional hazard mitigation planning efforts throughout Colorado and the western United States. Her background in community planning, public engagement, and interagency coordination allows her to effectively guide jurisdictions through the planning process while ensuring that local priorities are reflected in the final plan.

In addition to core leadership, Synergy's broader team includes specialists in GIS analysis, hazard risk assessment, public engagement, and mitigation grant development. This multidisciplinary expertise allows us to provide comprehensive support across all aspects of the planning process, from technical analysis to stakeholder coordination and implementation planning.

Importantly, our team brings direct experience working in Fremont County. Having led the development of the county's current HMP, we understand the local hazard environment, jurisdictional structure, and planning priorities. This familiarity allows us to work more efficiently, engage stakeholders more effectively, and focus immediately on meaningful updates rather than reestablishing baseline information.

Beyond planning, Synergy's experience supporting disaster recovery and mitigation grant implementation provides a practical perspective that informs our work. We understand how mitigation actions are funded, prioritized, and executed in real-world conditions. This insight allows us to develop strategies that are not only technically sound, but also realistic, fundable, and aligned with available FEMA programs such as Hazard Mitigation Grant Program (HMGP), Building Resilient Infrastructure and Communities (BRIC), and Flood Mitigation Assistance (FMA).

Overall, our proposed team combines technical expertise, project experience, and local knowledge to assist Fremont County in delivering a high-quality, FEMA-approved HMP within the specified timeframe.

OUR SERVICES

- Risk & Vulnerability Assessment
- Mitigation Strategy Development
- Public Engagement
- Workshop Facilitation
- Plan Development
- Lifeline Integration
- Data Analytics
- Related Plan Integration
- Exposure Analysis

PROPOSED METHODOLOGY

To meet Fremont County's expedited timeline, Synergy has structured this project to front-load coordination through an in-person kickoff workshop and individual coordination meetings with all participating jurisdictions. This approach allows the majority of data collection and plan input to be completed within the first phase of the project.

Task 1: Organize Resources

Upon notice to proceed, Synergy will conduct a virtual pre-kickoff meeting with county leadership to confirm the project scope, schedule, participating jurisdictions, and overall expectations. This initial coordination step allows us to align roles, responsibilities, communication protocols, and key milestones before formal engagement begins. Given our prior experience developing Fremont County's existing HMP, we are able to quickly reestablish context and focus discussions on updates and enhancements rather than baseline information.

Following the pre-kickoff meeting, we will formally reestablish the Hazard Mitigation Local Planning Committee (LPC), ensuring representation from all participating jurisdictions, including Fremont County, Cañon City, Florence, Brookside, Rockvale, Williamsburg, and Coal Creek, as well as relevant county departments, special districts, and community partners. We will work closely with the county to confirm participation and ensure that all jurisdictions seeking FEMA approval are fully engaged in the process. Clear participation

expectations will be established and documented at the outset to ensure compliance with FEMA requirements and to support consistent involvement throughout the project.

Our team will then facilitate an in-person kickoff workshop with the LPC. This meeting serves as the foundation for the entire planning process and provides an opportunity to align all participants around project goals, requirements, and expectations. During the kickoff, we will review the overall planning process and schedule, discuss FEMA and state requirements, evaluate the performance and maintenance of the current HMP, and confirm hazards, data needs, and planning priorities. This workshop also reinforces



each jurisdiction's role in the process and establishes a shared understanding of how the plan will be developed.

To support the county's expedited timeline, Synergy will implement a front-loaded coordination strategy immediately following the kickoff workshop. Our team will facilitate virtual individual coordination meetings with each participating jurisdiction. These meetings are designed to efficiently gather jurisdiction-specific data, review existing plans and programs, assess capabilities, and identify and refine mitigation actions early in the process. If preferred, we could conduct the county's coordination meeting in person following the kickoff workshop.

This focused engagement allows us to capture most required inputs at the outset of the project, significantly reducing the need for iterative follow-up and minimizing delays from prolonged data collection. It also provides an opportunity to document direct participation in the planning process, ensuring that all FEMA requirements are met.

In parallel with the coordination meetings, Synergy will develop and implement a comprehensive public engagement strategy to ensure broad and inclusive participation. This effort will incorporate a combination of outreach methods, including public surveys (digital and hard copy), as well as website and social media engagement. Our approach is designed to provide accessible opportunities for community input while ensuring that all feedback is captured, documented, and incorporated into the planning process. All engagement activities will be thoroughly documented, including summaries of input received.

Our team will draft a Public Engagement Plan (PEP) after the pre-kickoff meeting, detailing the tools and capabilities to be utilized for public engagement. We'll collaborate with the county and local governments to identify the most effective tools and approaches. Once approved, we'll produce all public materials and implement the PEP.

Through this structured and proactive approach, Synergy will establish a strong organizational framework for the project, ensuring that all participants are aligned, all requirements are met, and the planning process progresses efficiently from the outset.

Task 2: Risk Assessment and Vulnerabilities

Synergy will update Fremont County's hazard identification and risk assessment to provide a clear, accurate, and defensible understanding of risk across the planning area. Our approach combines technical analysis, updated datasets, and local knowledge to ensure that the results are both analytically sound and meaningful to decision-makers.

Building on the county’s existing HMP, we will begin by reviewing and updating hazard profiles to reflect current data, trends, and conditions. This includes evaluating the full range of natural hazards relevant to Fremont County and considering human-caused hazards where appropriate. Each hazard profile will be updated to ensure alignment with FEMA and state requirements, in addition to the 2023 Colorado Enhanced State Hazard Mitigation Plan.

A key component of our approach is the integration of Geographic Information Systems (GIS) and, where appropriate, Hazus-based methodologies to support quantitative risk analysis. We will update and refine datasets on critical facilities, infrastructure, and community assets, ensuring the analysis reflects current conditions across all participating jurisdictions.

Our front-loaded coordination approach directly strengthens the risk assessment process. Through early, in-person meetings with each jurisdiction, we will gather localized information on recent hazard events, observed impacts, and known vulnerabilities. This input allows us to incorporate real-world experience and institutional knowledge into the analysis, capturing nuances that are not always reflected in statewide or national datasets. As a result, the risk assessment will be more representative of actual conditions and more useful for guiding mitigation decisions.



In addition to evaluating existing risk, Synergy will assess changes in population, development patterns, and infrastructure since the last plan update. This includes identifying new or expanding areas of vulnerability and evaluating how growth and development trends may influence future risk. Where appropriate, we will also consider

emerging conditions and evolving hazard characteristics to ensure the analysis remains forward-looking.

Special attention will be given to identifying and evaluating vulnerable populations, including those that may require additional support before, during, and after hazard events. This includes consideration of access and functional needs, socioeconomic factors, and geographic isolation, ensuring that the plan reflects the needs of all communities within Fremont County.

Throughout this process, we will maintain close coordination with the LPC to review content, validate findings, and ensure that the analysis reflects local conditions and priorities. Draft risk assessment results will be provided for refinement prior to finalization, allowing stakeholders to confirm accuracy and provide additional input.

The result of this effort will be a clear, well-supported risk assessment that not only meets FEMA requirements but also provides a practical foundation for developing a targeted and effective mitigation strategy.

Task 3: Developing a Mitigation Strategy

Synergy will coordinate with the LPC to develop an updated mitigation strategy that is practical, prioritized, and grounded in the realities of Fremont County and its participating jurisdictions. Our approach is centered on translating the results of the risk assessment into clear, actionable mitigation measures that reduce long-term risk while aligning with local capabilities, priorities, and available funding opportunities.

We will begin by evaluating the status and effectiveness of the mitigation strategy included in the current HMP. This includes reviewing previously identified mitigation actions to determine which have been completed, which remain ongoing, and which may no longer be relevant due to changing conditions or priorities. This evaluation provides valuable insight into what has been successful, where challenges have occurred, and how the updated strategy can be refined to better support implementation.

Building on this foundation, Synergy will work closely with Fremont County and each participating jurisdiction to identify new mitigation actions that address current and emerging risks. These actions will be informed by the updated risk assessment, stakeholder input gathered during coordination meetings, and feedback received through the public engagement process. Through this process, we will support jurisdictions in identifying actions that are not only technically sound, but also feasible within their available resources and administrative capacity. By engaging jurisdictions early and directly, we ensure that proposed actions reflect local priorities, operational realities, and community needs.

A key component of this task will be facilitating a mitigation strategy workshop (final workshop) with the Local Planning Committee. This virtual workshop provides a structured forum for stakeholders to review proposed actions, discuss priorities, and collaboratively refine the mitigation strategy.



Each mitigation action will be developed with a level of detail sufficient to support future implementation. Actions will clearly define the problem being addressed, the proposed solution, the responsible party, and potential implementation timelines. We will also work with jurisdictions to identify potential funding sources and implementation pathways, ensuring that actions are positioned to compete for programs such as FEMA's HMGP, BRIC, and FMA.

In prioritizing mitigation actions, Synergy will guide the LPC through a transparent and defensible process that considers factors such as risk reduction potential, cost-effectiveness, technical feasibility, environmental and social considerations, and consistency with local plans and policies. This structured prioritization ensures that the final mitigation strategy reflects both community values and sound planning principles.

Our experience supporting communities in both hazard mitigation planning and post-disaster recovery provides a practical perspective that informs this process. We understand the importance of developing actions that can move beyond the planning phase and into implementation. As such, we place a strong emphasis on identifying actions that are realistic, fundable, and aligned with existing programs and initiatives.

The resulting mitigation strategy will serve as a clear and actionable roadmap for Fremont County and its partner jurisdictions over the next five-year planning cycle. It will

provide a prioritized set of actions that reduce risk, support community resilience, and position the county to effectively pursue and leverage available state and federal funding opportunities.

Task 4: Plan Adoption, Monitoring, and Evaluation

Synergy will guide Fremont County through the development, review, approval, and adoption of a Hazard Mitigation Plan that is clear, compliant, and designed to support long-term implementation. Our approach ensures that the final plan meets all FEMA and state requirements while also serving as a practical and straightforward tool for decision-makers.

Following the development of the mitigation strategy, Synergy will prepare a complete final draft HMP that integrates all required components, including the planning process, risk assessment, and mitigation strategy. The document will be organized in a clear, logical format, with concise narratives, tables, and maps to enhance readability and usability. Our goal is to produce a plan that not only satisfies regulatory requirements but is also easy for county staff and partner jurisdictions to use in guiding future planning, policy, and investment decisions.

Throughout the drafting process, we will maintain close coordination with Fremont County and the LPC to ensure that content is accurate, consistent, and reflective of stakeholder input. We will also coordinate with state reviewers as appropriate to confirm alignment with expectations and minimize revisions during the formal review process. This proactive approach helps streamline approvals and reduces the risk of delays later in the project.

Once a draft plan is complete, Synergy will facilitate the public review and comment period in accordance with FEMA requirements. We will format the draft plan to be accessible to the public and will assist in collecting, summarizing, and incorporating comments as appropriate. This process ensures transparency and provides an additional opportunity for community input prior to finalization.

Following the incorporation of public and stakeholder feedback, Synergy will prepare the final plan for submittal to the State of Colorado for review and coordination with FEMA. We will support the county throughout the review process, responding to comments, making necessary revisions, and ensuring that all requirements of the FEMA Local Mitigation Plan Review Tool (PRT) are fully addressed. Our experience navigating this process helps ensure an efficient path to FEMA approval.

Upon receipt of FEMA approval, Synergy will assist Fremont County and all participating jurisdictions with the formal plan adoption process. This includes providing adoption-ready resolutions and supporting documentation, as well as guidance on timing and

coordination to ensure that all jurisdictions adopt the plan in accordance with FEMA requirements and maintain eligibility for mitigation funding programs.

To support long-term success, Synergy will develop a plan maintenance and implementation framework that clearly defines roles, responsibilities, and procedures for ongoing plan updates. This framework will outline how the plan will be monitored, how progress on mitigation actions will be tracked, and how the plan will be updated over time. We will also identify opportunities to integrate the HMP into other county planning and budgeting processes, reinforcing its role as a living document.

Through this structured and proactive approach, Synergy will ensure that Fremont County's HMP is not only approved, but actively used to guide risk reduction efforts, support funding pursuits, and strengthen resilience across the county and its communities.

Project Management

Synergy will provide proactive, structured project management throughout the planning process to ensure the Hazard Mitigation Plan update is delivered on time, within budget, and in full compliance with all requirements. Our approach emphasizes clear communication, defined responsibilities, and consistent coordination with Fremont County and all participating jurisdictions.

Michael Garner, our proposed Project Manager will serve as the county's primary point of contact and will be responsible for overseeing all aspects of the project, including schedule management, task coordination, quality control, and stakeholder engagement. He will work closely with county staff to ensure that expectations are met, decisions are made in a timely manner, and the project remains aligned with county priorities.

Given the project's expedited timeline, Synergy's project management approach is intentionally designed to support efficiency and maintain momentum. By front-loading coordination and data collection early in the process, we reduce the need for extended follow-up and minimize the risk of delays. This structured approach allows subsequent phases of the project to progress more smoothly, with fewer iterations and clearer direction.

Communication will be a central component of our project management strategy. Synergy will establish a regular meeting cadence with the county and additional check-ins as needed to address specific tasks or milestones. We will also provide ongoing progress updates, track action items, and ensure that all stakeholders are informed of project status and upcoming activities.

Quality assurance is integrated throughout our project management approach. All deliverables will undergo internal review by senior staff to ensure consistency, accuracy, and compliance with FEMA and state requirements prior to submission. This process helps minimize revisions and supports a more efficient review and approval process.

By combining strong leadership, clear communication, and a streamlined workflow, Synergy will provide a project management approach that supports timely delivery while maintaining the high level of quality and coordination required for a successful Hazard Mitigation Plan update.

KNOWLEDGE OF FREMONT COUNTY

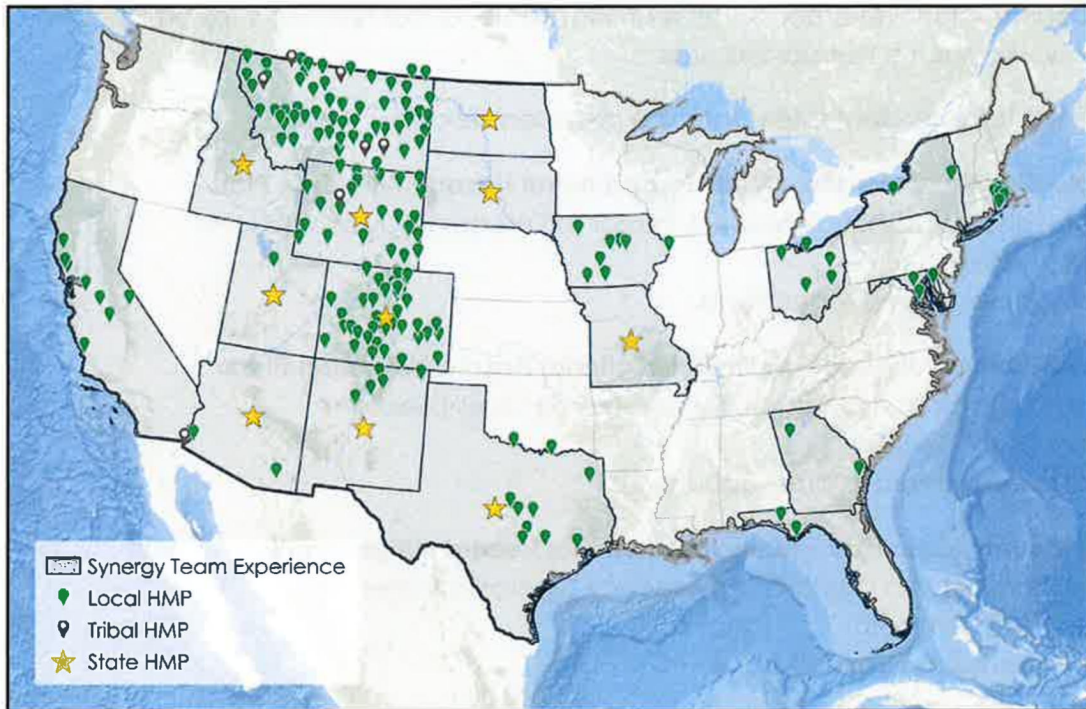
Synergy Disaster Recovery brings direct, firsthand knowledge of Fremont County through our prior development of the county's current FEMA-approved HMP. This experience provides our team with a strong understanding of the county's hazard landscape, participating jurisdictions, and planning processes, allowing us to approach this update with both context and efficiency.

We are familiar with the county's diverse jurisdictions and understand the importance of balancing varying capabilities and priorities within a cohesive, multi-jurisdictional framework. Our familiarity with the current HMP will allow us to focus immediately on meaningful updates rather than reestablishing baseline information. This positions Synergy to deliver a streamlined, well-informed planning process and a final plan that reflects the County's current needs, priorities, and long-term resilience goals.

PERFORMANCE RECORD & REFERENCES

Synergy has a proven history of successfully delivering HMPs across counties, municipalities, and states nationwide, consistently earning FEMA approval and meeting client expectations for quality, schedule, and coordination.

Our team members have led the development of more than 180 local Hazard Mitigation Plans and 14 state-level plans, including five Enhanced State Hazard Mitigation Plans. Many of these plans have been approved under FEMA's most recent Local Mitigation Planning Policy Guide, demonstrating our ability to navigate evolving requirements and deliver compliant, high-quality plans. Across these efforts, we have consistently demonstrated our ability to manage complex, multi-jurisdictional planning processes, coordinate with diverse stakeholders, and produce plans that are both technically sound and implementation focused.



A key component of our performance record is our ability to deliver projects on schedule, including those with accelerated timelines. Our structured project management approach, combined with our emphasis on early coordination and stakeholder alignment, allows us to maintain momentum and minimize delays, particularly important for multi-jurisdictional efforts.

Synergy has extensive experience working throughout Colorado, including recent FEMA-approved HMPs for the Counties of Custer, Lake, Montrose, and Pueblo, as well as the development of the 2023 CO ESHMP. These projects demonstrate our familiarity with federal and state requirements, expectations, and review processes, as well as our ability to coordinate effectively with the Colorado Division of Homeland Security and Emergency Management (DHSEM).

In addition, Synergy previously led the development of Fremont County's current FEMA-approved HMP. Our successful delivery of that plan reflects our ability to meet the county's expectations and provides confidence in our ability to deliver a high-quality update.

Current projects that Synergy is supporting include grant management and application development for one county and two cities. Our team is wrapping up four hazard mitigation plans (all currently in planning team, public, state, or FEMA review). These include the Counties of Mesa, Routt, Jefferson here in Colorado and another plan in California. Outside of those four, our only other HMP in Boulder County is halfway

through the planning process. This is an ideal time for our team to support Fremont County with such a fast-paced project.

Representative project references are provided below:

Pueblo County, Colorado – Multi-Jurisdictional Hazard Mitigation Plan

Client Contact: Joshua Johnson, Director of Emergency Management

Phone: (719) 250-6176

Email: johnsonj@pueblounty.us

Mesa County, Colorado – Multi-Jurisdictional Hazard Mitigation Plan

Client Contact: Andy Martsolf, Emergency Services Director

Phone: (970) 216-2314

Email: andrew.martsolf@mesacounty.us

Routt County, Colorado – Multi-Jurisdictional Hazard Mitigation Plan

Client Contact: Mo DeMorat, Emergency Operations Director

Phone: (970) 870-5551

Email: ddemorat@co.routt.co.us

TIMELINE

- May 2026: Pre Kickoff Meeting, Kickoff Workshop, Individual Coordination Meetings, Public Engagement Plan
- June 2026: Plan Drafting, Public Engagement
- July 2026: Plan Drafting, Final Workshop, Public Engagement
- August 2026: Public Review, Submission to DHSEM
- October 2026: Current HMP Expires