

MASTER AGREEMENT BETWEEN THE CITY OF CITY & COUNTY OF SAN FRANCISCO, AND FUSE CORPS, A CALIFORNIA NONPROFIT CORPORATION

THIS MASTER AGREEMENT (“Agreement”) is made and entered into by and between FUSE Corps, a California nonprofit corporation headquartered in San Francisco (“FUSE”) and the City & County of San Francisco (“City”), acting through its Mayor’s Office.

RECITALS

WHEREAS, FUSE is a nonprofit organization that operates an Executive Fellowship Program (“the Program”) dedicated to partnering with local governments and communities to more effectively address pressing challenges; and

WHEREAS, FUSE recruits, hires, and supports highly experienced professionals (the “Executive Fellows” and each, an “Executive Fellow”) who are enrolled in the Program; and

WHEREAS, City desires to participate in the Program and accept the services of seven Executive Fellows employed by FUSE who will help advance certain City-led projects set forth below (the “Projects”); and

WHEREAS, this Agreement sets forth the general terms and conditions regarding City’s participation in the Program, and the Executive Fellows’ assignments may commence once the relevant City Departments have executed Individual Placement Agreements substantially in the form of Attachments 1-7; and

WHEREAS, On _____, the Board of Supervisors adopted Resolution No. _____, approving this Agreement and authorizing the City to accept these services from FUSE; and

NOW, THEREFORE, in consideration of the premises and mutual terms, covenants and conditions contained herein, and for other good and valuable consideration, the receipt, adequacy and sufficiency of which are hereby acknowledged, the parties agree as follows:

1. Term. The Term of this Agreement shall commence as of the date signed and shall **expire on October 20, 2028**, unless earlier terminated by the parties in accordance with the terms of this Agreement (the “Term”).

2. Summary. The parties will each assign a central point of contact (see Section 11(c), below), who will meet on a regular schedule to oversee their progress under this Agreement. FUSE will be responsible for admitting Executive Fellows into its Program, and in consultation with City will assign one Executive Fellow to each approved Project. As the Executive Fellows are employees of FUSE, references in this Agreement to “FUSE” shall also refer to the Executive Fellows assigned to the Projects. A Project may commence once the relevant City Department has executed an Individual Placement Agreement to accept an Executive Fellow substantially via the forms in Exhibits A-G. Further, FUSE shall ensure that the Executive Fellows understand and agree to abide by this Agreement.

1. **Program Fee.** City's participation in the Program shall be at no cost to the City. This reflects an in-kind contribution from FUSE, with an estimated fair market value of FUSE's standard Program Fee of \$180,000 per fellow per year.

2. **FUSE Responsibilities.**

(a) FUSE shall hire each Executive Fellow as an employee of FUSE and shall provide for payroll and benefit administration and all other responsibilities associated with the status of the Executive Fellows as a full-time FUSE employees. The Executive Fellows are not City employees. Except as described in Section 8 with respect to reimbursement of expenses, the City shall not be required or permitted to pay any form of compensation to FUSE and/or its Executive Fellows at any time.

(b) At its own cost, FUSE will provide the Executive Fellows ongoing support through the fellowship Program, through methods such as executive coaches who will work one-on-one with the Executive Fellow throughout the year and development and skill-building opportunities.

(c) Work with the City to oversee the success of the Projects.

3. **Fellowship and Supervisory Support.** The City Departments shall provide their assigned Executive Fellows relevant background information and materials, regular feedback related to the nature and progress of the Project, and additional guidance and management as necessary to assist with the Projects. The activity of the Executive Fellows shall be that of technical assistance and public service training, and the Executive Fellows shall abide by all City policies applicable to their Projects. However, the Executive Fellows shall not be City employees or perform the duties or work of employees, shall not otherwise serve in a staff capacity, and shall not participate in the making of government decisions on behalf of their assigned Departments. Further, the Executive Fellows shall have no expectation or preference as to any future employment with the City.

4. **Use of City Resources.** Each City Department will provide their Executive Fellow standard City resources (e.g., workspace, telephone services or similar means of communication, a computer, internet access, security clearance, computing systems, office supplies) as deemed appropriate for the Projects. In a virtual or hybrid work setting, the City will provide each Executive Fellow with the appropriate technology and access permissions required to carry out the project. All City Resources must be used only to conduct City business. Use of City property for personal, political, or other non-City business is strictly prohibited.

5. **Expenses.** The parties intend that the Executive Fellows will not incur any reimbursable expenses in the performance of their work. If an Executive Fellow will incur an out-of-pocket expense, they must secure advance written approval from their City department in order to seek reimbursement. Reimbursements shall be at the sole discretion of the City departments and subject to City policies and procedures.

6. **No Employment Relationship; No Partnership.** FUSE acknowledges and agrees that this Agreement does not create any employment relationship or any expectation of

a future employment relationship between FUSE (including its Executive Fellows) and the City. The parties, and any affiliates thereof, are contractors independent of one another, and neither party (including representatives and sponsors of that party, and the Executive Fellows) shall be deemed an employee, joint venture, or partner of the other. Neither party shall hold itself out as the representative of the other, and neither has the authority to bind the other, and no employee, agent, sponsor, nor other representative of either party shall at any time be deemed to be under the joint control or authority of the other party, or under the joint control of both parties. Neither party shall have the right to control the other party. Each party shall be solely responsible for the payment of its own federal, state, and local income taxes, as well as any Social Security (“FICA”) and unemployment (“FUTA”) taxes that party may owe. FUSE and the Executive Fellows shall not be entitled to and shall not seek any benefits made available to the City’s employees, including, but not limited to: group health insurance (including dental, vision, and any other enhancements from time to time), disability insurance, group term life insurance, workers’ compensation, participation in any retirement plan for the City’s employees, a salary reduction plan for certain child care and medical care costs, or training programs.

7. **Indemnity.** FUSE shall defend, indemnify, protect and hold harmless the City and its officials, employees and agents (the “Indemnified Parties”) from and against any and all liability, claims, demands, damage, loss, obligations, causes of action, proceedings, awards, fines, judgments, penalties, costs and expenses, including attorneys’ fees, arising or alleged to have arisen, in whole or in part, out of or in connection with (1) FUSE’s breach or failure to comply with any of its obligations contained in this Agreement, or (2) negligent or willful acts, errors, omissions or misrepresentations committed by FUSE, its officers, employees or agents in the performance of work or services under this Agreement (collectively “Claims” or individually “Claim”). If a court of competent jurisdiction determines that a Claim was caused by the sole gross negligence or willful misconduct of Indemnified Parties, FUSE Corps’ costs of defense and indemnity shall be (1) reimbursed in full if the court determines sole gross negligence or willful misconduct by the Indemnified Parties, or (2) reduced by the percentage of gross negligence or willful misconduct attributed by the court to the Indemnified Parties. The provisions of this Section shall survive the expiration or termination of this Agreement.

8. Proprietary or Confidential Information of City.

(a) If this Agreement requires City to provide FUSE (including its Executive Fellows) access to any “Private Information” within the meaning of San Francisco Administrative Code Chapter 12M, such information shall be used only in accordance with the restrictions stated in Chapter 12M and in this Agreement, and only as necessary to assist with the Projects. FUSE is subject to the enforcement and penalty provisions in Chapter 12M.

(b) In the performance of the Projects, the Executive Fellows may have access to certain proprietary or confidential information, the disclosure of which to third parties may damage City. If City discloses proprietary or confidential information to the Executive Fellows, the Executive Fellows must hold such information and use it only for the relevant Projects. The Executive Fellows shall exercise the same standard of care to protect such information as a reasonably prudent business entity would use to protect its own proprietary or confidential information.

(c) The City shall not provide the Executive Fellows access to any City information system networks that are not available to the public without the consultation (and approval) of the City's Chief Information Security Officer.

(d) The City shall not provide the Executive Fellows access to any Protected Health Information ("PHI"), which means any information, whether oral or recorded in any form or medium: (i) that relates to the past, present or future physical or mental condition of an individual; the provision of health care to an individual; and (ii) that identifies the individual or where there is a reasonable basis to believe the information can be used to identify the individual, and shall have the meaning given to such term under the Privacy Rule, including, but not limited to, 45 C.F.R. Section 164.501. Protected Health Information includes Electronic Protected Health Information (45 C.F.R. Sections 160.103, 164.501). If PHI is inadvertently produced to the Executive Fellows, they shall immediately return the PHI and shall not use or disclose the PHI in any manner.

9. **Miscellaneous.**

(a) This Agreement shall be binding upon and shall inure to the benefit of the parties hereto and their respective permitted successors and assigns. Neither of the parties hereto shall assign its rights nor delegate its duties hereunder without the prior written consent of the other party. Further, this Agreement shall not create or justify any claim against the City or FUSE by any third person with respect to the performance of any duties or other projects being undertaken by FUSE or the City. The provisions of this Agreement are not intended to benefit any third party, and no third party may rely hereon.

(b) All notices hereunder shall be in writing and delivered in a manner described in this subsection. Such notices shall be deemed to have been given either: (i) when personally delivered; (ii) three (3) business days after mailing, postage prepaid, by certified mail; (iii) when delivered (and receipted for) by an overnight delivery service; or when first sent by email, telex, or other means of instantaneous communication provided such communication is promptly confirmed by personal delivery, mail or an overnight delivery service as provided above, addressed in each case to the principal place of business of the recipient. Either party may change the address for the giving of notices and communications to it by written notice to the other party in conformity with the foregoing.

(c) The representatives of the respective parties authorized to administer this Agreement, and to whom formal notices, demands, and communications shall be given are as follows:

(i) The representative of the City shall, unless otherwise stated in an Individual Placement Agreement, be:

Name: Cynthia Wong
Title: Director of Strategic Partnerships
Address: 1 Dr Carlton B Goodlett Pl, Room 200
City, State. Zip: San Francisco, CA 94102
Phone: 415-238-4628

Email: cynthia.wong2@sfgov.org

(ii) The representative of FUSE shall be:

James Weinberg
Chief Executive Officer
One Embarcadero Center, Unit 26070
San Francisco, CA 94126
Phone: (855) 687-9905
Email: info@fusecorps.org

(d) No failure of any party to insist on strict compliance with any provision of this Agreement shall be deemed a waiver of such provision. No waiver by any party hereto of any breach or anticipated breach of any provision hereof by any other party shall be deemed a waiver of any other contemporaneous, preceding or succeeding breach or anticipated breach, whether or not similar, on the part of the same or any other party.

(e) This Agreement supersedes all prior discussions and agreements between the parties with respect to the subject matter hereof, and this Agreement contains the sole and entire agreement among the parties with respect to the matters covered hereby. This Agreement shall not be altered or amended except by an instrument in writing signed by the parties hereto.

(f) The headings as to contents of particular sections or paragraphs of this Agreement are inserted for convenience of reference only and shall not be construed as a part of this Agreement.

(g) This Agreement shall be enforced and interpreted under the laws of the State of California without regard to conflict of law principles. In any action arising out of this Agreement, FUSE consents to personal jurisdiction, and agrees to bring all such actions, in state or federal courts located in the City. If any part, term or provision of this Agreement is held void, illegal, unenforceable, or in conflict with any law of a federal, state or local government having jurisdiction over this Agreement, the validity of the remaining parts, terms or provisions of the Agreement shall not be affected thereby.

(h) FUSE represents and warrants that, to its knowledge, FUSE's performance of its obligations under this Agreement does not infringe upon any third party's intellectual property rights, including, without limitation, patents, copyrights, trademarks, trade secrets, rights of publicity and proprietary information.

10. Termination; Dispute Resolution.

(a) Either party may terminate this Agreement, or one or more of the individual Project assignments, for convenience at any time by giving thirty (30) days written notice to the either party.

(b) In addition, City may terminate one ore more of the individual Project assignments, or this entire Agreement, immediately if any of the following occur:

(i) Except for excusable delays, if FUSE fails to perform any of the provisions of this Agreement or so fails to make progress as to endanger timely performance of this Agreement, the City may give FUSE written notice of such default. If FUSE does not cure such default or provide a plan to cure such default which is acceptable to the City within a reasonable time or as permitted by the City, then the City may terminate this Agreement due to FUSE's breach of this Agreement.

(ii) If a federal or state proceeding for relief of debtors is undertaken by or against FUSE, or if FUSE makes an assignment for the benefit of creditors, then the City may immediately terminate this Agreement.

(iii) If FUSE engages in any dishonest conduct related to the performance or administration of this Agreement or violates the City's lobbying policies, then the City may immediately terminate this Agreement.

(c) The provisions of Section 8-11 and 13-16 shall survive the expiration or termination of this Agreement.

(d) In the event that an individual Project or this entire Agreement is terminated, the Parties shall cooperate in good faith to resolve the work of the Executive Fellows and shall provide each other reasonable assistance to wind down their collaboration on the Projects.

(e) The rights and remedies of the City provided in this section shall not be exclusive and are in addition to any other rights and remedies provided by law or under this Agreement.

11. **Ownership and License.** All Work Product prepared by FUSE for the City under this Agreement for the City shall be and remain the exclusive property of the City. "Work Product" means all works, tangible or not, created under this Agreement including, without limitation, documents, material, data, reports, manuals, specifications, artwork, drawings, sketches, computer programs and databases, schematics, photographs, video and audiovisual recordings, sound recordings, marks, logos, graphic designs, notes, websites, domain names, inventions, processes, formulas matters and combinations thereof, and all forms of intellectual property. FUSE irrevocably assigns to City all goodwill, copyright, trademark, patent, trade secret and all other intellectual property rights worldwide in any Work Product originated and prepared by FUSE under this Agreement. All Work Product shall be considered works for hire as defined under Title 17 of the United States Code, and all copyrights in such works are the property of the City. If it is ever determined that any works created by FUSE under this Agreement are not works for hire under U.S. law, FUSE hereby assigns all copyrights to such works to the City, and agrees to provide any material and execute any documents necessary to effectuate such assignment. FUSE further agrees to execute any documents reasonably necessary for the City to perfect, memorialize, or record the City's ownership of rights provided herein.

(a) FUSE, its Executive Fellows, and its subcontractors shall not provide or disclose any Work Product to any third party without prior written consent of the City.

(b) Any subcontract entered into by FUSE relating to this Agreement, to the extent allowed hereunder, shall include a like provision for work to be performed under this Agreement to contractually bind or otherwise oblige its subcontractors performing work under this Agreement such that the City's ownership and license rights of all Work Products are preserved and protected as intended herein.

12. **Insurance.** During the term of this Agreement, FUSE shall provide and maintain at its own expense a program of insurance having the coverages and limits customarily carried and arranged by FUSE. FUSE acknowledges and agrees that the City is not obligated to and does not carry any insurance for the Executive Fellows, and any condition, illness or injury that they may suffer in the performance of the Projects shall be covered by the FUSE's insurance. FUSE will include the City & County of San Francisco, its officers, agents & employees as an additional insured on its relevant insurance policies, as applicable, including those listed below alongside their respective limits:

- Commercial General & Umbrella Liability / \$5,000,000 per occurrence
- Workers Compensation in statutory amounts with Employers Liability of not less than \$2,000,000 and including waiver of subrogation in favor of City.
- Cyber Liability / \$2,000,000 per occurrence/claim
- Professional Liability & E&O / \$3,000,000 per claim
- Directors and Officers / \$3,000,000 per claim
- EPLI / \$1,000,000 per claim

13. **Sunshine Ordinance and Donor Disclosures.** FUSE acknowledges that this Agreement, and any document between the Parties, is subject to the disclosure requirements of the City's Sunshine Ordinance and the California Public Records Act. In addition, FUSE agrees to disclose information regarding the amounts and sources of funding and donor financial interest information as set forth in Administrative Code Section 67.29-6, to provide a copy of all required reports and disclosures to City, and to provide all information requested by City to enable City to comply with its disclosure obligations. To ensure compliance with this requirement, FUSE will not accept anonymous donations from any single source aggregating more than \$100 for the Project.

14. Compliance with Laws.

(a) All actions described herein are subject to and must be conducted and accomplished in accordance with the City's charter, its municipal code, and all applicable state and federal laws.

(b) Nothing in this Agreement shall prohibit FUSE from participating in a competitive solicitation or otherwise contracting with City to provide goods or services if done in compliance with all applicable City procurement and solicitation rules, regulations, policies, and procedures and all applicable conflict-of-interest laws. But if FUSE is involved in developing the scope of work for a future procurement, then FUSE shall be prohibited from bidding on that future procurement. FUSE acknowledges and agrees that certain laws, including California Government Code section 1090, generally prohibit an entity that has been involved in preparing for a procurement from participating in a later competitive bid process or from having any direct

communication with or receiving any compensation or other benefit from a bidder, contractor, or vendor with respect to a resulting procurement.

(c) By executing this Agreement, FUSE certifies that it is not aware of, and shall promptly inform City if becomes aware of, any conflicts of interest arising out of this Agreement. In addition, FUSE agrees to abide by all applicable City and State ethics rules.

(d) FUSE represents that it is in good standing under the laws of the State where it is incorporated, and shall provide documentation demonstrating its compliance with such legal requirements if requested by City. Each Party shall provide the other party written notice promptly following any and all changes in circumstances that could reasonably be expected to cause the noticing party to become unable to comply with its obligations under this Agreement.

15. **Entire Agreement.**

(a) This Agreement contains the full and complete Agreement between the parties, inclusive of this Agreement and the following attachments and exhibits hereto.

(b) This Agreement may be executed in any number of counterparts, each of which shall constitute an original, and all of which taken together shall constitute one and the same instrument.

(c) In the event of any inconsistency between the provisions in the body of this Agreement and the attachments and exhibits hereto, the provisions in this Agreement shall prevail.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their respective duly authorized officers as of the Effective Date.

FUSE CORPS

CITY & COUNTY OF SAN FRANCISCO, CA

By: _____ By: _____

Name: _____ Name: _____

Title: _____ Title: _____

Date: _____ Date: _____

Approved as to form

By: _____

Deputy City Attorney Manu Pradhan

Exhibit A

FUSE CORPS **INDIVIDUAL PLACEMENT AGREEMENT**

Advancing Population Health and Equity Outcomes

1. **Master Agreement.** Department of Public Health acknowledges that the terms and conditions of the Master Agreement between the City and FUSE Corps (“FUSE”) apply to the Executive Fellow’s collaboration with the Department on the Project. In the event of any conflict between the Master Agreement and this Individual Placement Agreement, the Master Agreement shall govern.
2. **Project Description.** The Executive Fellow will align workflows, clarify roles, and strengthen coordination within and across the San Francisco Department of Public Health’s (DPH) San Francisco Health Network and Behavioral Health Services to support more consistent and effective implementation of population health management strategies. Ultimately, this work will improve access to timely, coordinated care and strengthen long-term health outcomes for DPH patients. This fellowship is part of FUSE’s two-year model, with Year One focused on advancing coordination, strategy, and early implementation, and Year Two focused on building on this progress to deepen impact and support sustained, long-term outcomes.
3. **Period of Work.** The Department will approve a start date for the Executive Fellow. The assignment may continue through the full Term of the Master Agreement, unless earlier terminated as set forth in the Master Agreement.
4. **Supervision.** To facilitate its supervision of the Executive Fellow, the Department will designate two employees to play the following roles:
 - (a) **Executive Sponsor:** An Executive Sponsor is generally a senior official of the City and/or the host agency’s leadership team. This individual should be a visible champion for the project within the host agency and should help ensure that the project achieves its full potential for impact. The Executive Sponsor is the ultimate decision-maker with regard to the Project and will have final approval over the Project’s key deliverables. The designated Executive Sponsor for this project will be: Tangerine Brigham, SF Health Network, Chief Operating and Strategy Officer, SF Department of Public Health.
 - (b) **Project Supervisor:** The Project Supervisor is the day-to-day driver of the project and will work directly with the Executive Fellow to ensure that regular progress toward goals is being achieved. This individual will help develop strategies to overcome any obstacles to progress. The designated Project Supervisor for this project will be: Hillary Kunins, Director of Behavioral Health Services, SF Department of Public Health.

Acknowledged and Agreed :

[Name, Title]
[Department]

Exhibit B

FUSE CORPS **INDIVIDUAL PLACEMENT AGREEMENT**

Strengthening Coordinated Service Delivery for Residents Experiencing Homelessness

1. **Master Agreement.** Department of Homelessness and Supportive Housing acknowledges that the terms and conditions of the Master Agreement between the City and FUSE Corps (“FUSE”) apply to the Executive Fellow’s collaboration with the Department on the Project. In the event of any conflict between the Master Agreement and this Individual Placement Agreement, the Master Agreement shall govern.

2. **Project Description.** The Executive Fellow will align workflows, clarify roles, and strengthen coordination across the Department of Homelessness and Supportive Housing by developing a clear and sustainable operating model. Ultimately, this work will improve access to timely, responsive support and strengthen long-term outcomes for residents across San Francisco. This fellowship is part of FUSE’s two-year model, with Year One focused on advancing coordination, strategy, and early implementation, and Year Two focused on building on this progress to deepen impact and support sustained, long-term outcomes.

3. **Period of Work.** The Department will approve a start date for the Executive Fellow. The assignment may continue through the full Term of the Master Agreement, unless earlier terminated as set forth in the Master Agreement.

4. **Supervision.** To facilitate its supervision of the Executive Fellow, the Department will designate two employees to play the following roles:

(a) **Executive Sponsor:** An Executive Sponsor is generally a senior official of the City and/or the host agency’s leadership team. This individual should be a visible champion for the project within the host agency and should help ensure that the project achieves its full potential for impact. The Executive Sponsor is the ultimate decision-maker with regard to the Project and will have final approval over the Project’s key deliverables. The designated Executive Sponsor for this project will be: Marion Sanders, Chief Deputy Director, San Francisco Department of Homelessness and Supportive Housing.

(b) **Project Supervisor:** The Project Supervisor is the day-to-day driver of the project and will work directly with the Executive Fellow to ensure that regular progress toward goals is being achieved. This individual will help develop strategies to overcome any obstacles to progress. The designated Project Supervisor for this project will be: Sarah Locher, Deputy Director for Planning, Performance & Strategy, San Francisco Department of Homelessness and Supportive Housing.

Acknowledged and Agreed :

[Name, Title]
[Department]

Exhibit C

FUSE CORPS **INDIVIDUAL PLACEMENT AGREEMENT**

Streamlining Lease-Up Processes to Accelerate Affordable Housing Access

1. **Master Agreement.** Mayor's Office of Housing and Community Development acknowledges that the terms and conditions of the Master Agreement between the City and FUSE Corps ("FUSE") apply to the Executive Fellow's collaboration with the Department on the Project. In the event of any conflict between the Master Agreement and this Individual Placement Agreement, the Master Agreement shall govern.

2. **Project Description.** The Executive Fellow will help the Mayor's Office of Housing and Community Development align resident selection criteria, leasing protocols, and digital systems to accelerate housing placements and create a clearer, more predictable experience for applicants and housing providers. This is a two-year fellowship, with Year One focused on discovery, strategy development, and initial implementation, and Year Two focused on scaling solutions and embedding sustainable leasing practices within City operations. This fellowship is part of FUSE's two-year model, with Year One focused on advancing coordination, strategy, and early implementation, and Year Two focused on building on this progress to deepen impact and support sustained, long-term outcomes.

3. **Period of Work.** The Department will approve a start date for the Executive Fellow. The assignment may continue through the full Term of the Master Agreement, unless earlier terminated as set forth in the Master Agreement.

4. **Supervision.** To facilitate its supervision of the Executive Fellow, the Department will designate two employees to play the following roles:

(a) **Executive Sponsor:** An Executive Sponsor is generally a senior official of the City and/or the host agency's leadership team. This individual should be a visible champion for the project within the host agency and should help ensure that the project achieves its full potential for impact. The Executive Sponsor is the ultimate decision-maker with regard to the Project and will have final approval over the Project's key deliverables. The designated Executive Sponsor for this project will be: Dan Adams, Director, San Francisco Mayor's Office of Housing and Community Development.

(b) **Project Supervisor:** The Project Supervisor is the day-to-day driver of the project and will work directly with the Executive Fellow to ensure that regular progress toward goals is being achieved. This individual will help develop strategies to overcome any obstacles to progress. The designated Project Supervisor for this project will be: Maria Benjamin and Sonia Delgado-Schaumburg, Mayor's Office of Housing and Community Development.

Acknowledged and Agreed :

[Name, Title]
[Department]

Exhibit D

FUSE CORPS **INDIVIDUAL PLACEMENT AGREEMENT**

Missing Middle & Innovative Housing Delivery Models

1. **Master Agreement.** San Francisco Planning acknowledges that the terms and conditions of the Master Agreement between the City and FUSE Corps (“FUSE”) apply to the Executive Fellow’s collaboration with the Department on the Project. In the event of any conflict between the Master Agreement and this Individual Placement Agreement, the Master Agreement shall govern.

2. **Project Description.** San Francisco is working to make housing more accessible and affordable for all, particularly low- and middle-income families. The FUSE Executive Fellow will support this goal by equipping planners and developers with the tools, policies, and financial analysis necessary to break ground on new projects. This work will help San Francisco promote housing in every neighborhood, keeping families, seniors, workers, and others in the City. This fellowship is part of FUSE’s two-year model, with Year One focused on advancing coordination, strategy, and early implementation, and Year Two focused on building on this progress to deepen impact and support sustained, long-term outcomes.

3. **Period of Work.** The Department will approve a start date for the Executive Fellow. The assignment may continue through the full Term of the Master Agreement, unless earlier terminated as set forth in the Master Agreement.

4. **Supervision.** To facilitate its supervision of the Executive Fellow, the Department will designate two employees to play the following roles:

(a) **Executive Sponsor:** An Executive Sponsor is generally a senior official of the City and/or the host agency’s leadership team. This individual should be a visible champion for the project within the host agency and should help ensure that the project achieves its full potential for impact. The Executive Sponsor is the ultimate decision-maker with regard to the Project and will have final approval over the Project’s key deliverables. The designated Executive Sponsor for this project will be: Sarah Dennis-Phillips, Planning Director, San Francisco Planning.

(b) **Project Supervisor:** The Project Supervisor is the day-to-day driver of the project and will work directly with the Executive Fellow to ensure that regular progress toward goals is being achieved. This individual will help develop strategies to overcome any obstacles to progress. The designated Project Supervisor for this project will be: Lisa Chen, Principal Planner, San Francisco Planning.

Acknowledged and Agreed :

[Name, Title]
[Department]

Exhibit E

FUSE CORPS **INDIVIDUAL PLACEMENT AGREEMENT**

Financial & Policy Analysis for Sustaining and Stabilizing Single Room Occupancy (SRO) Hotels

1. **Master Agreement.** San Francisco Planning acknowledges that the terms and conditions of the Master Agreement between the City and FUSE Corps (“FUSE”) apply to the Executive Fellow’s collaboration with the Department on the Project. In the event of any conflict between the Master Agreement and this Individual Placement Agreement, the Master Agreement shall govern.

2. **Project Description.** San Francisco aims to preserve and update Single-Room Occupancy (SRO) buildings to meet the need for affordable housing. The FUSE Executive Fellow will support this goal by conducting financial analysis and developing policy solutions to help the City ensure single-room occupancy buildings provide safe and dignified housing in a financially sustainable way. This work will help San Francisco preserve this important housing market segment for existing tenants and future generations. This fellowship is part of FUSE’s two-year model, with Year One focused on advancing coordination, strategy, and early implementation, and Year Two focused on building on this progress to deepen impact and support sustained, long-term outcomes.

3. **Period of Work.** The Department will approve a start date for the Executive Fellow. The assignment may continue through the full Term of the Master Agreement, unless earlier terminated as set forth in the Master Agreement.

4. **Supervision.** To facilitate its supervision of the Executive Fellow, the Department will designate two employees to play the following roles:

(a) **Executive Sponsor:** An Executive Sponsor is generally a senior official of the City and/or the host agency’s leadership team. This individual should be a visible champion for the project within the host agency and should help ensure that the project achieves its full potential for impact. The Executive Sponsor is the ultimate decision-maker with regard to the Project and will have final approval over the Project’s key deliverables. The designated Executive Sponsor for this project will be: Sarah Dennis-Phillips, Planning Director, San Francisco Planning.

(b) **Project Supervisor:** The Project Supervisor is the day-to-day driver of the project and will work directly with the Executive Fellow to ensure that regular progress toward goals is being achieved. This individual will help develop strategies to overcome any obstacles to progress. The designated Project Supervisor for this project will be: Rachael Tanner, Community Planning Director, San Francisco Planning.

Acknowledged and Agreed :

[Name, Title]
[Department]

Exhibit F

FUSE CORPS **INDIVIDUAL PLACEMENT AGREEMENT**

Modernizing Agencywide Benefit Training Systems

1. **Master Agreement.** San Francisco Human Services Agency (SFHSA) acknowledges that the terms and conditions of the Master Agreement between the City and FUSE Corps (“FUSE”) apply to the Executive Fellow’s collaboration with the Department on the Project. In the event of any conflict between the Master Agreement and this Individual Placement Agreement, the Master Agreement shall govern.

2. **Project Description.** The Executive Fellow will strengthen and modernize SFHSA’s training systems so staff can implement new regulations with clarity, consistency, and confidence. Ultimately, this work will reduce errors, improve service delivery, and help ensure that the city’s most vulnerable communities continue to receive essential supports when they need them most. This fellowship is part of FUSE’s two-year model, with Year One focused on advancing coordination, strategy, and early implementation, and Year Two focused on building on this progress to deepen impact and support sustained, long-term outcomes.

3. **Period of Work.** The Department will approve a start date for the Executive Fellow. The assignment may continue through the full Term of the Master Agreement, unless earlier terminated as set forth in the Master Agreement.

4. **Supervision.** To facilitate its supervision of the Executive Fellow, the Department will designate two employees to play the following roles:

(a) **Executive Sponsor:** An Executive Sponsor is generally a senior official of the City and/or the host agency’s leadership team. This individual should be a visible champion for the project within the host agency and should help ensure that the project achieves its full potential for impact. The Executive Sponsor is the ultimate decision-maker with regard to the Project and will have final approval over the Project’s key deliverables. The designated Executive Sponsor for this project will be: Anna Pineda, Deputy Director, Economic Support and Self-Sufficiency.

(b) **Project Supervisor:** The Project Supervisor is the day-to-day driver of the project and will work directly with the Executive Fellow to ensure that regular progress toward goals is being achieved. This individual will help develop strategies to overcome any obstacles to progress. The designated Project Supervisor for this project will be: TBD

Acknowledged and Agreed :

[Name, Title]
[Department]

Exhibit G

FUSE CORPS **INDIVIDUAL PLACEMENT AGREEMENT**

Advancing Population Health and Equity Outcomes

1. **Master Agreement.** Department of Public Health acknowledges that the terms and conditions of the Master Agreement between the City and FUSE Corps (“FUSE”) apply to the Executive Fellow’s collaboration with the Department on the Project. In the event of any conflict between the Master Agreement and this Individual Placement Agreement, the Master Agreement shall govern.

2. **Project Description.** The Executive Fellow will align priorities, clarify ownership, and strengthen coordination across the Department of Public Health, helping to drive more consistent and effective implementation of population health efforts. Ultimately, this work will improve how the department drives measurable progress and strengthens long-term health outcomes for communities across San Francisco. This fellowship is part of FUSE’s two-year model, with Year One focused on advancing coordination, strategy, and early implementation, and Year Two focused on building on this progress to deepen impact and support sustained, long-term outcomes.

3. **Period of Work.** The Department will approve a start date for the Executive Fellow. The assignment may continue through the full Term of the Master Agreement, unless earlier terminated as set forth in the Master Agreement.

4. **Supervision.** To facilitate its supervision of the Executive Fellow, the Department will designate two employees to play the following roles:

(a) **Executive Sponsor:** An Executive Sponsor is generally a senior official of the City and/or the host agency’s leadership team. This individual should be a visible champion for the project within the host agency and should help ensure that the project achieves its full potential for impact. The Executive Sponsor is the ultimate decision-maker with regard to the Project and will have final approval over the Project’s key deliverables. The designated Executive Sponsor for this project will be: Dr. Naveena Bobba, Deputy Director of Health, SF Department of Public Health.

(b) **Project Supervisor:** The Project Supervisor is the day-to-day driver of the project and will work directly with the Executive Fellow to ensure that regular progress toward goals is being achieved. This individual will help develop strategies to overcome any obstacles to progress. The designated Project Supervisor for this project will be: Dr. Susan Philip, Director of the Population Health Division, SF Department of Public Health.

Acknowledged and Agreed :

[Name, Title]
[Department]