

Commercial Lease

This Commercial Lease ("Lease") is dated as of October 1, 2025, by and between Gulf Coast State College ("Landlord") and CareerSource Gulf Coast ("Tenant"). The parties agree as follows:

Premises. The Landlord, in consideration of the lease payments provided in this Lease, leases to the Tenant one classroom (Student Union East 062) and three offices in the Cameron Skinner Military & Veterans Resource Center ("Premises") located at 5230 West Highway 98, Panama City, Florida 32401.

Term. The lease term will begin on October 1, 2025 and will terminate on September 30, 2026.

Lease Payments. The Tenant shall pay to the Landlord monthly installments of \$1,320.00, payable in advance on the first day of each month. Lease payments shall be made to the Landlord at 5230 West Highway 98, Panama City, Florida 32401. The payment address may be changed from time to time by the Landlord.

Possession. The Tenant shall be entitled to possession on the first day of the term of this Lease and shall yield possession to the Landlord on the last day of the term of this Lease unless otherwise agreed by both parties in writing. At the expiration of the term, the Tenant shall remove their goods and effects and peaceably yield up the Premises to the Landlord in as good a condition as when delivered to the Tenant, ordinary wear and tear excepted.

Use of Premises. The Tenant may use the Premises only for business purposes related to CareerSource Gulf Coast work to be conducted by Tenant's employees. The Premises may not be used for any other purpose without prior written consent of the Landlord. The Tenant shall notify the Landlord of any anticipated extended absence from the Premises no later than the first day of the extended absence.

Furnishings. There will be no furnishings associated with this lease, but tenant is welcome to use existing furnishings in the spaces, if needed.

Property Insurance. The Tenant shall maintain casualty insurance on the Premises in an amount not less than \$100,000.00. The Landlord shall be named as an additional insured in such policies. The Tenant shall deliver appropriate evidence to the Landlord as proof that adequate insurance is in force issued by companies reasonably satisfactory to the Landlord. The Landlord shall receive advance written notice from the insurer prior to any termination of such insurance policies. The Tenant shall also maintain any other insurance which the Landlord may reasonably require for the protection of the Landlord's interest in the Premises. The Tenant is responsible for maintaining casualty insurance on its own property.

Liability Insurance. The Tenant shall maintain liability insurance on the Premises in a total aggregate sum of at least \$1,000,000.00. The Tenant shall deliver appropriate evidence to the Landlord as proof that adequate insurance is in force issued by companies reasonably satisfactory to the Landlord. The Landlord shall receive advance written notice from the insurer prior to any termination of such insurance policies.

Renewal Terms. This Lease shall automatically renew for an additional period of one year per renewal term unless either party gives written notice of termination no later than 30 days prior to the end of the term or renewal term. The lease terms during any such renewal term shall be the same as those contained in this Lease except that the lease installment payments shall increase by two percent.

Maintenance. The Landlord shall have the responsibility to maintain the Premises in good repair at all times.

Utilities and Services.

The Landlord shall be responsible for the following utilities and services in connection with the Premises:

- Electricity
- Water and sewer
- Gas
- Heating
- Garbage and trash disposal
- Janitorial services

The Tenant shall be responsible for the following utilities and services in connection with the Premises:

- Telephone service
- internet service

The Tenant acknowledges that the Landlord has fully explained to the Tenant the utility rates, charges, and services for which the Tenant will be required to pay to the Landlord (if any) other than those to be paid directly to the third-party provider.

Taxes. Taxes attributable to the Premises or the use of the Premises, if applicable, shall be allocated as follows:

(a) **Real Estate Taxes.** The Landlord shall pay all real estate taxes and assessments for the Premises.

(b) **Personal Taxes.** The Landlord shall pay all personal taxes and any other charges that may be levied against the Premises and which are attributable to the Tenant's use of the Premises, along with all sales and/or use taxes (if any) that may be due in connection with lease payments.

Defaults. The Tenant shall be in default of this Lease if the Tenant fails to fulfill any lease obligation or term by which the Tenant is bound. Subject to any governing provisions of law to the contrary, if the Tenant fails to cure any financial obligation within 5 days (or any other obligation within 10 days) after written notice of such default is provided by the Landlord to the Tenant, the Landlord may take possession of the Premises without further notice (to the extent permitted by law), and without prejudicing the Landlord's rights to damages. In the alternative, the Landlord may elect to cure any default, and the cost of such action shall be added to the Tenant's financial obligations under this Lease. The Tenant shall pay all costs, damages, and expenses (including reasonable attorney fees and expenses) suffered by the Landlord by reason of the Tenant's defaults. All sums of money or charges required to be paid by the Tenant under this Lease shall be additional rent, whether or not such sums or charges are designated as "additional rent." The rights provided by this paragraph are cumulative in nature and are in addition to any other rights afforded by law.

Late Payments. For any payment that is not paid within 5 days after its due date, the Tenant shall pay a late fee of \$100.00.

Holdover. If the Tenant maintains possession of the Premises for any period after the termination of this Lease ("Holdover Period"), the Tenant shall pay to the Landlord lease payment(s) during the Holdover Period at a rate equal to the normal payment rate set forth in the Renewal Terms paragraph.

Cumulative Rights. The rights of the parties under this Lease are cumulative and shall not be construed as exclusive unless otherwise required by law.

Non-Sufficient Funds. The Tenant shall be charged \$50.00 for each check that is returned to the Landlord for lack of sufficient funds.

Access by Landlord to Premises. Subject to the Tenant's consent (which shall not be unreasonably withheld), the Landlord shall have the right to enter the Premises to make inspections or provide necessary services. As provided by law, in the case of an emergency, the Landlord may enter the Premises without the Tenant's consent.

Dangerous Materials. The Tenant shall not keep or have on the Premises any article or thing of a dangerous, flammable, or explosive character that might substantially increase the danger of fire on the Premises, or that might be considered hazardous by a responsible insurance company, unless the prior written consent of the Landlord is obtained and proof of adequate insurance protection is provided by the Tenant to the Landlord.

Compliance with Regulations. The Tenant shall promptly comply with all laws, ordinances, requirements, and regulations of the federal, state, county, municipal, and other authorities and the fire insurance underwriters. However, the Tenant shall not by this provision be required to make alterations to the exterior of the building or alterations of a structural nature.

Dispute Resolution. The parties will attempt to resolve any dispute arising out of or relating to this Lease through friendly negotiations among the parties. If the matter is not resolved by negotiation, the parties will resolve the dispute using the below Alternative Dispute Resolution (ADR) procedure. Any controversies or disputes arising out of or relating to this Lease will be submitted to mediation in accordance with any statutory rules of mediation. If mediation is not successful in resolving the entire dispute or is unavailable, any outstanding issues will be submitted to final and binding arbitration under the rules of the American Arbitration Association. The arbitrator's award will be final, and judgment may be entered upon it by any court having proper jurisdiction.

Assignability/Subletting. The Tenant may not assign or sublease any interest in the Premises, nor effect a change in the majority ownership of the Tenant (from the ownership existing at the inception of this Lease), nor assign, mortgage, or pledge this Lease, without the prior written consent of the Landlord, which shall not be unreasonably withheld.

Notice. Notices under this Lease shall not be deemed valid unless given or served in writing and forwarded by mail, postage prepaid, addressed as follows:

The Landlord:

Gulf Coast State College
Vice President of Administration & Finance
5230 West Highway 98
Panama City, Florida 32401

The Tenant:

CareerSource Gulf Coast:

5230 West Hwy 98
Panama City, FL 32401

Such addresses may be changed from time to time by any party by providing notice as set forth above. Notices mailed in accordance with the above provisions shall be deemed received on the third day after posting.

Governing Law. This Lease shall be construed in accordance with the laws of Florida.

Entire Agreement/Amendment. This Lease contains the entire agreement of the parties, and there are no other promises, conditions, understandings, or other agreements, whether oral or written, relating to the subject matter of this Lease. This Lease may be modified or amended in writing if the writing is signed by the party obligated under the amendment.

Severability. If any portion of this Lease shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provision of this Lease is invalid or unenforceable but that by limiting such provision, it would become valid and enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited.

Waiver. The failure of either party to enforce any provisions of this Lease shall not be construed as a waiver or limitation of that party's right to subsequently enforce and compel strict compliance with every provision of this Lease.

Binding Effect. The provisions of this Lease shall be binding upon and inure to the benefit of both parties and their respective legal representatives, successors, and assigns.

The Landlord:

Gulf Coast State College

By: [Signature]

Its: VP, Admin & Finance

Date: 10/14/2025

The Tenant:

CareerSource Gulf Coast:

By: [Signature]

Its: _____

Date: Sept 29, 2025