



CONTRACT MODIFICATION

Date: November 17, 2021
Contract #: UCPJMU6169
Service: Gender, Race, and Ethnicity Salary Study Services
Modification #: One
Issued By: James Madison University (Ph: 540-568-7523)
Krista Nealis, Buyer Senior (Fx: 540-568-7935)
Contractor: DCI Consulting Group, Inc.
Attn: Brian Pirko
1920 I Street NW
Washington, DC 20006
Contract Administrator: Chuck Flick, Human Resources

Description of Modification Notice:

The following are modifications to the contract language in Section IV.A.1:

- DCI states in paragraph one, "After consulting with members of the compensation, legal and compliance teams at James Madison University,"
- JMU would like to clarify that DCI shall not contact any members of these teams without prior permission from a designated University representative. Additionally, the Legal team will be unable to provide any guidance or advice to any outside organization on any matter.
DCI states in paragraph four, "DCI will report the findings from the pay equity study in an executive summary that will be presented to James Madison University under attorney-client privilege. In the event of salary adjustments, under attorney-client privilege, DCI will partner with James Madison University's legal representatives on possible mitigation strategies at an hourly rate."
- JMU would like to strike the word "attorney" from this paragraph and replace with "vendor". Additionally, the phrase "legal team" shall be replaced with "HR team".

Except as provided herein, all terms and conditions of Contract Number UCPJMU6169 as herefore changed, remain unchanged and in full force and effect.

DCI Consulting Group, Inc.
By: [Signature]
Brian Pirko

James Madison University
By: [Signature]
Krista Nealis, VCCO

Name (print)
Vice President
11/17/2021
Date Signed

Name (print)
Buyer Senior
11/17/2021
Date Signed