



UNF CONTRACT FOR STAFFING SERVICES

Company Name: IG True Grit Parent Holdings, Inc. (Insight Global)
Company Address: 1224 Hammond Drive
City, State Zip: Atlanta, Georgia 30346

REPRESENTATIVE: Millie Nordgren Bowman
EMAIL ADDRESS: millie.bowman@insightglobal.com

PHONE: (256)441-3118

SOLICITATION/Number:	RFP 23-21	PAYMENT TERMS:	Net 40 / PCard
CONTRACT TERM - FROM:	October 1, 2023	DELIVERY TERMS:	N/A
TO:	September 30, 2028	RENEWAL OPTION THRU:	September 30, 2033
COMMODITY/SERVICES:	Contingent Staffing & RPO Services	DEPARTMENT(S):	Campus-wide
BUYER'S NAME:	Gaea Holt	BUYER'S E-MAIL:	g.holt@unf.edu

The Supplier is hereby awarded this Contract to furnish the services listed as required by the University of North Florida during the contract term indicated above. The Contract incorporates the Solicitation, the University of North Florida's [General Terms and Conditions](#), [Information for Bidders](#), Contractor's Response to Solicitation, Memorandum of Terms (if applicable), and Contract Modifications listed below (if applicable) unless otherwise specified in the Contract. In the event of any conflict between the terms and provisions of this Contract and the terms and provisions of the Contract Documents, the terms and provisions of the Contract shall control and prevail over those in the Contract Documents. In the event of conflicts between various instruments comprising the Contract Documents, the priority will be in the order listed above.

DESCRIPTION


This document "UNF Contract For Staffing Services" establishes a contract between the University of North Florida and IG True Grit Parent Holdings, Inc. to provide Contingent Staffing and RPO Services as described in the above-referenced solicitation. The suppliers' proposal dated June 20, 2023, and Best and Final Offer dated September 1, 2023, Exhibit A – Mark-up Percentage Pricing, Exhibit B – Rate Card, Exhibit C – Value Added Services, and Exhibit D- Insight Global Addendum is incorporated herein.

UNIVERSITY OF NORTH FLORIDA
 BOARD OF TRUSTEES

 4EDFB1FB93BF44D...
 Signature
 11/20/2023
 Date

Scott Bennett
 Typed Name

Vice President, Administration & Finance
 Title

IG TRUE GRIT PARENT HOLDINGS, Inc
 DocuSigned by:

 2D2D5786A004475...
 Signature
 11/16/2023
 Date

Millie Bowman
 Typed Name

Portfolio Director - Higher Education
 Title

INSIGHT GLOBAL, LLC ADDENDUM

This Master Services Agreement (“**Agreement**”) is made between Insight Global, LLC (“**Insight Global**”) and its client University of North Florida (“**Client**”). This Agreement is effective as of **November 7, 2023**.

Insight Global specializes in staffing services. Client, on behalf of itself and its affiliates (who shall be considered part of Client for the purposes of this Agreement), desires to engage Insight Global to provide temporary staffing and direct placement services, and Insight Global desires to be engaged by Client, all on the terms and conditions of this Agreement. As used herein, the term “**Contract Employee**” means an Insight Global employee placed with Client, and the term “**Candidate**” means a candidate identified by Insight Global (either alone or in consultation with Client) for potential direct placement with Client.

NOW, THEREFORE, in consideration of the mutual promises contained herein, the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

1. **TERM.**

1.1 Term. This Agreement shall commence on the effective date above, and continue for an initial term of five (5) years. Upon written agreement Insight Global and Client may renew the Agreement in whole or in part, for up to five (5) years.

1.2 Termination for Breach. Either party may terminate this Agreement upon notice if the other party materially breaches any term or condition of this Agreement.

1.3 Termination for Convenience. Either party may terminate this Agreement for convenience upon fourteen (14) days’ written notice to the other.

1.4 Effect of Termination. In the event of the expiration or earlier termination of this Agreement, Client will pay Insight Global as provided in this Agreement through the date of termination but shall have no other or further liability to Insight Global, except to the extent Client is or becomes obligated to pay Conversion Fees pursuant to Section 9.1, Placement Fees pursuant to Section 10.1

2. **SERVICES.**

2.1 Temporary Staffing Services. Insight Global shall provide to Client one or more Contract Employees to perform services as requested by Client from time to time (“**Temporary Services**”). For each Contract Employee to be placed with Client, the parties shall memorialize in writing the name, standard and overtime hourly billing rates, and starting date for such Contract Employee. A template that may be used for such purpose is attached hereto as Temporary Services Statement of Work (“**Temp SOW**”), but the parties agree that any other writing, including email, may be used to set forth such terms, provided that, the employee has the authority. Temporary Services may be amended or revised from time to time by Client, and shall conform in all material respects to any performance specifications as required by Client.

The Temporary Services to be performed by Insight Global shall include the following: (a) recruiting, selecting, hiring, employing, and assigning personnel in compliance with applicable laws; (b) compensating personnel and providing the benefits that Insight Global has available; (c) paying or withholding any payroll taxes and insurance premiums and fulfilling any employer’s obligations for unemployment compensation; (d) providing any legally required workers’ compensation benefits and coverage; (e) maintaining personnel and payroll records; (f) making legally required employment law

disclosures; (g) performing human resources administration and non-operational supervision with respect to Contract Employees; and (h) complying with all employment law regulations both federal and state.

Client shall determine the methods, details, and means of performing the work to be performed by Contract Employees. Insight Global shall have no right to, and shall not, control the manner or determine the method of accomplishing such work. Client also shall be entitled to exercise a broad general power of supervision and control over the results of work performed by Contract Employees to ensure satisfactory performance and acceptable work product. Client will designate a management-level individual to be responsible for overseeing the Contract Employees with respect to the provision of the work being performed by the Contract Employees under this Agreement.

2.2 Direct Placement Services. As requested by Client from time to time, Insight Global will submit names and qualifications of Candidates to be considered by Client for direct employment by Client or its affiliates (“**Direct Placement Services**”, and together with the Temporary Services, the “**Services**”). Insight Global shall screen qualified Candidates subject to direction by Client. Additional or specific screening requirements may be required by Client at any time. Insight Global shall be entitled to payment from Client upon any Candidate being hired by Client or its affiliates, without regard to the duration of Candidate’s employment. For each Candidate to be placed with Client or its affiliates, the parties shall memorialize in writing the name, Annualized Compensation, Placement Fee, and starting date for such Candidate. A template that may be used for such purpose is attached hereto as Direct Placement Statement of Work (“**Direct Placement SOW**”), but the parties agree that any other writing, including email, may be used to set forth such terms.

2.3 No Warranty. Client acknowledges and agrees that (a) Insight Global has been retained to provide the Services, including but not limited to: the recruitment, selection, hiring, employment, and assignment of Contract Employees and the identification and submission of Candidates to perform work at the direction of Client, (b) Insight Global makes no representations or warranties regarding any work product created by a Contract Employee or Candidate, for which Client is solely responsible, (c) Insight Global is not licensed to provide, and the Services hereunder shall not include, the rendering of any professional or expert opinion, advice or service, including but not limited to financial attestation or audit services, legal advice, engineering services, architecture, product design, or medical advice, and (d) to the extent that any Contract Employee or Candidate provided by Insight Global is involved in projects for Client involving such services, Client is providing appropriate supervision and assumes all responsibility for the adequacy of the work performed.

3. PERSONNEL.

3.1 Client Discretion Regarding Contract Employees. Client may interview the Contract Employees whom Insight Global assigns to perform work for Client. Client shall have the right, at any time, to request the removal of any Contract Employee whom Client deems to be unsatisfactory, except to the extent prohibited by applicable law. Upon such request, Insight Global shall use all reasonable efforts to promptly replace such Contract Employee with substitute personnel having appropriate skills and training.

3.2 Background Checks. Insight Global shall conduct a comprehensive criminal background check on each Contract Employee under this Agreement and shall assign only those Contract Employees to perform work for Client whose background check results are satisfactory to Insight Global and Client. Client, at its option, shall have the right to require Insight Global to perform additional background checks. Client and Insight Global shall cooperate in good faith to conduct all such background checks in accordance with applicable laws. Insight Global shall not be required to perform any background checks that are prohibited by applicable law. Insight Global shall represent and warrant that they will conduct these

screenings in compliance with the Fair Credit Reporting Act and all other applicable laws and will provide the required notices and disclosures.

4. INDEPENDENT CONTRACTOR STATUS.

4.1 Independent Contractor Status; No Partnership, Agency, or Exclusivity. Insight Global is an independent contractor of Client. Neither party is, nor shall either party represent itself as, an employee, agent, representative, or partner of the other party. Neither party shall have any right, power, or authority to enter into any agreement for or on behalf of the other party, to incur any obligation or liability, or otherwise bind the other party. This Agreement is not intended to create an association, agency, joint venture, or partnership between the parties, or to impose any partnership liability upon either party, and each party hereby disclaims any such liability. This Agreement is nonexclusive in nature and is not to be construed as establishing an exclusive arrangement between the parties.

4.2 Insight Global Employees. In no event shall any employee, contractor, or agent of Insight Global be considered an employee, contractor, or agent of Client. Insight Global shall have sole responsibility for payment of compensation to the Contract Employees. Insight Global shall pay and report, for all Contract Employees assigned to perform work for Client, all federal, provincial, and state income tax withholding, social security taxes, payroll taxes, and unemployment/employment insurance applicable to such Contract Employees. Insight Global shall bear sole responsibility for any health or disability insurance, retirement benefits or other welfare or pension benefits (if any) that Insight Global provides or is legislatively mandated to provide the Contract Employees, as employees of Insight Global. Insight Global agrees to defend, indemnify, and hold harmless Client, its officers, directors, employees, and agents, and the administrators of their benefit plans from and against any claims, liabilities, or expenses relating to compensation, tax, insurance, or benefit matters that Insight Global provides or is legislatively mandated to provide the Contract Employees.

4.3 Candidates for Direct Placement. In no event shall any Candidate be considered an employee, contractor or agent of Insight Global. Client shall have sole responsibility for payment of compensation to its personnel, including any Candidate hired by Client. Client shall pay and report, for all Candidates hired by Client, all federal, provincial, and state income tax withholding, social security taxes, payroll taxes and unemployment/employment insurance applicable to such personnel. Client shall bear sole responsibility for any health or disability insurance, retirement benefits or other welfare or pension benefits (if any) that Client provides or is legislatively mandated to provide its employees, as its employees (not including any Contract Employees).

5. INVOICES; TAXES.

5.1 Invoicing and Overtime. For invoices related to Temporary Services, Insight Global will invoice Client on a weekly basis for all approved hours worked by Contract Employees during the previous week. Overtime will be billed at the rates listed in Temp SOW for hours worked by Contract Employees in excess of thresholds required by applicable law. For invoices related to Direct Placement Services, Insight Global will invoice Client on a Candidate's first day of employment with Client. Invoices submitted by Insight Global to Client are presumed to be accurate and fully payable on the terms contained therein. If Client objects to any portion of the invoice, Client shall notify Insight Global in writing within ten (10) business days of Client's receipt of invoice.

5.2 Contract Employee Bonuses. In the event Client requests that Insight Global pay a bonus or similar extraordinary payment to a Contract Employee, Insight Global shall invoice Client, and Client shall reimburse Insight Global, for (a) the amount of the bonus or similar extraordinary payment, and (b) for payroll taxes and other similar costs directly associated with such payment (estimated to be approximately fifteen percent (15%)).

5.3 **Taxes.** In those limited jurisdictions where Services are subject to sales tax, Client will pay to Insight Global applicable sales taxes on fees due under this Agreement. Insight Global agrees and acknowledges that Insight Global will be responsible for remitting any applicable sales taxes. Any applicable sales taxes will be reflected as a separate line item on each invoice. Invoices shall not include any taxes, impositions, charges or exactions for which Client has furnished a valid exemption certificate or other evidence of exemption.

6. PAYMENT; DEFAULT. For invoices related to Temporary Services, Client shall pay to Insight Global the amount set out in each invoice within **forty (40)** days of each invoice date. For invoices related to Direct Placement Services, Client shall pay to Insight Global the amount set out in each invoice within **forty (40) days** of each invoice date. Invoices that are more than thirty (30) days past due are subject to a late charge of one percent (1%) per month on the amount of the past due balance. Interest will not be compounded on the past due balance. If Client's account is past due and Insight Global has notified Client in writing of such past due balance, Insight Global may, without advance notice, immediately cease providing any and all further Temporary Services and Direct Placement Services without any liability to Client for interruption of pending work.

7. EXPENSES. Client shall reimburse Insight Global for all ordinary, necessary, and reasonable preapproved travel expenses incurred by a Contract Employee is performing work on behalf of Client. To the extent that any Contract Employee incurs a necessary and reasonable expense in the performance of Services for Client, and Insight Global is required to reimburse Contract Employee for such expense under applicable law, Client agrees that Insight Global shall bill Client for such expense.

8. COLLECTION. Client agrees to reimburse Insight Global for all costs and expenses (including, without limitation, reasonable legal fees and court costs) incurred by Insight Global in enforcing collection of any undisputed invoices due under this Agreement.

9. CONVERSION.

9.1 **Conversion.** Resumes submitted by Insight Global to Client are confidential and proprietary (subject to Section 13 of this Agreement) to Insight Global, and for Client use only. Client agrees that Insight Global is the representative of all Contract Employees on whose behalf Insight Global submits resumes to Client in response to Client requests. If Client or its affiliates hires, employs, or otherwise engages (for example as an independent contractor or through another staffing agency) any Contract Employee performing work for Client under this Agreement, Client shall pay Insight Global a conversion fee (the "**Conversion Fee**") in an amount according to the schedule below of the relevant Contract Employee's Annualized Compensation (as defined below):

Conversion Fee Schedule	
<u>Length on assignment</u>	<u>Conversion Fee percentage</u>
0-320 Hours	23 % of Annualized Compensation
321-640 Hours	19 % of Annualized Compensation
641-959 Hours	15% of Annualized Compensation
960+ Hours	0% of Annualized Compensation

In such circumstances, Insight Global will invoice Client for the Conversion Fee upon the later of the (i) commencement of such Contract Employee's employment or engagement with Client or (ii) the date Insight Global becomes aware of such commencement, and Client shall promptly pay the Conversion Fee to Insight Global. "**Annualized Compensation**" is defined as annual salary, signing bonus, any guaranteed portion of any annual bonus, vested, in-the-money stock options or similar equity awards, car allowance, severance pay, and any other compensation that is expected to be earned by the Contract Employee during

the first twelve (12) months of service with Client, regardless of when or if such compensation is actually paid.

9.2 Early Termination of Contract Employees. Except to the extent set forth in Section 9.1 there are no fees associated with the early termination of Client's engagement with any Contract Employee.

9.3 Survival. Section 1.4 and Section 9 shall survive the expiration or early termination of this Agreement.

10. DIRECT PLACEMENT.

10.1 Direct Placement Fees. Resumes submitted by Insight Global to Client are confidential and proprietary (subject to section 13 of this Agreement) to Insight Global, and for Client use only. Client agrees that Insight Global is the representative of all Candidates on whose behalf Insight Global submits resumes to Client in response to Client requests. Accordingly, Client agrees that if any Candidate submitted to Client by Insight Global is hired either directly or indirectly by Client or one of its affiliates within one hundred eighty (180) days of receipt of such person's resume, Client shall pay a placement fee equal to twenty-three percent (23%) of the Candidate's Annualized Compensation ("**Placement Fee**").

10.2 Direct Placement Guarantee. If any Candidate hired by Client is involuntarily terminated for reasons relating to performance or misconduct, or voluntarily resigns employment less than five hundred and twenty (520) hours after the start of employment, Client shall notify Insight Global within five (5) business days. In such event and assuming timely notice to Insight Global by Client, Insight Global will replace the Candidate with no additional Placement Fee. If no replacement Candidate can be found within sixty (60) days of notice to Insight Global, Insight Global will reimburse the Client a portion of the Placement Fee, depending on the length of the Candidate's employment with Client as follows:

Length of Candidate's employment with Client	Refund Due
0-1700 hours	90% of Placement Fee
171-340 hours	60% of Placement Fee
3411-5200 hours	30% of Placement Fee

Client shall only be provided a reimbursement or a replacement Candidate if the Candidate's employment with Client ends within ninety (90) days due to Candidate's (a) unsatisfactory performance, (b) misconduct, or (c) voluntary resignation. For the avoidance of doubt, the foregoing guarantee shall not apply to any Contract Employee converted by Client pursuant to Section 9.1 above.

11. INDEMNIFICATION

11.1 Insight Global Indemnity. Insight Global shall defend, indemnify and hold harmless Client and its respective employees, officers, directors and shareholders from and against any claims, actions, losses, costs, liabilities or expenses (including reasonable legal fees and expenses) to the extent arising out of or relating to:

(a) any allegation that any work product provided pursuant to this Agreement infringes on any patent, copyright, trademark or other proprietary right of a third party,

(b) any breach by Insight Global, its officers, directors, employees or contractors of their obligations of confidentiality with respect to Client's Confidential Information disclosed pursuant to this Agreement,

(c) any claim asserted against Client by any current or former employee or other personnel of Insight Global based on Insight Global's failure to perform its obligations as the general employer as set out in Section 2.1, or

(d) all loss and liability, damage to, destruction of property and the injury to or death of any employee, officer or agent of Client, Insight Global or any third party to the extent that it results from the grossly negligent act or willful misconduct of Insight Global, its employees or personnel.

11.2 Indemnification Process. As a condition to the indemnification obligations outlined above, the indemnified party shall provide such cooperation as the indemnifying party reasonably requests in connection with any investigation or defense of any such action or claim and shall furnish to the indemnifying party all information reasonably requested which relates to such action or claim at the indemnified party's expense.

12. TIME RECORDS. Insight Global's timecard shall be the official time record for the purposes of payment for Temporary Services under Sections 5 and 6 herein. Client will approve timecards on a weekly basis. If the timecard is not approved or rejected within five (5) business days, such timecard will be presumed to be accurate. Client agrees that it shall not instruct nor permit any Contract Employee not to record and report on such Contract Employee's timecard all hours worked on by Contract Employee in connection with such engagement.

13. CONFIDENTIAL INFORMATION.

13.1 Description of Confidential Information. During the course of this Agreement, the parties to this Agreement and their respective officers, employees, agents, and personnel may have access to Confidential Information which is not generally known and which is considered proprietary by one or more parties to this Agreement, or to parties affiliated with one or more parties to this Agreement, or their respective customers and suppliers. For purposes of this Agreement: "**Disclosing Party**" means the party to this Agreement that provides any Confidential Information to the other party or any third party; "**Recipient**" means any party to this Agreement that receives any Confidential Information; "**Confidential Information**" means any information disclosed directly or indirectly in writing, orally, by the Recipient's visual inspection or mental impression and/or to which the Recipient may have access during the term of this Agreement that is marked as confidential or proprietary, including, but not limited to, information concerning the Disclosing Party's business, services, finances, employees, customer lists, strategic plans, or other marketing and technical information and other unpublished information, as well as any trade secrets (as such term is defined by applicable law).

13.2 Use of Confidential Information. The parties to this Agreement shall maintain, and each party shall obligate its personnel by written agreement to maintain, all Confidential Information, provided that, the information is marked as Confidential Information in confidence during the term and after termination of this Agreement, not to disclose any Confidential Information to anyone other than those directly involved with the Services, and not to disclose or permit access by any third party to any such Confidential Information, except to the extent disclosure is expressly permitted by the Disclosing Party or any affiliate of the Disclosing Party, and not to use any such Confidential Information except in the performance of the Services pursuant to this Agreement. Recipient shall protect the confidentiality of, and take all reasonable steps to prevent disclosure of, the Confidential Information of Disclosing Party and shall prevent such information from falling into the public domain or the possession of unauthorized persons.

13.3 Standard of Care. Recipient shall protect the Confidential Information from disclosure and/or access by any person other than its employees and agents who have a need to know by using the same degree of care, but no less than a reasonable degree of care, to prevent the unauthorized access, dissemination, publication, or use of the Confidential Information as Recipient uses to protect its own confidential information of a like nature. Recipient undertakes to notify Disclosing Party promptly, in writing, of any unauthorized access, disclosure, or use of the Confidential Information, or any other breach of this Agreement as soon as Recipient becomes aware of such breach and will cooperate with Disclosing Party to regain possession of the Confidential Information and prevent its further unauthorized access, disclosure or use.

13.4 Exclusions. This Agreement imposes no obligation upon Recipient with respect to Confidential Information that: (a) was in Recipient's possession before receipt from Disclosing Party; (b) is or becomes a matter of public knowledge through no fault of Recipient; (c) is rightfully received by Recipient from a third party without a duty of confidentiality; (d) is disclosed by Disclosing Party to a third party without a duty of confidentiality on the third party; (e) is independently developed by Recipient; (f) is disclosed under operation of law, except that the Recipient will disclose only such information as is legally required and will provide Disclosing Party prompt notice of the applicable subpoena or court order such that Disclosing Party will have the opportunity to seek a protective order; or (g) is disclosed by Recipient with Disclosing Party's prior written approval.

13.5 Protection of Confidential Information. In accordance with Chapter 119, Florida Statutes, the State of Florida has a broad public records law. If Insight Global considers any portions of the documents or materials made or received in the course of performing the Agreement to be trade secret under sections 688.002 or 812.081, Florida Statutes, or otherwise confidential under Florida or federal law, Insight Global must clearly designate that portion of the materials or documents as such. Insight Global will protect, defend, indemnify, and hold harmless Client, the Board of Governors, the State of Florida and their officers, employees, representatives and agents for claims, costs, fines, and attorney's fees to the extent arising from its designation of materials or documents as trade secret, proprietary, or otherwise confidential. For the avoidance of doubt, any disclosure of information by Client in accordance with Chapter 119, Florida Statutes, shall not be considered a breach.

14. NOTICES. Any notice or other communication ("**Notice**") required or permitted under this Agreement shall be in writing and either delivered personally or sent by facsimile, overnight delivery, express mail, or certified or registered mail, postage prepaid, return receipt requested.

To Insight Global:
Insight Global, LLC
1224 Hammond Drive, Suite 1500
Atlanta GA 30346
Attn: Legal Department
404-257-7900

To Client:
University of North Florida Board of Trustees
1 UNF Drive
Jacksonville, Florida 32224
Attn: General Counsel

404-257-1070 (fax) _____

15. MISCELLANEOUS.

15.1 Entire Agreement. This Agreement constitutes the entire agreement between the parties pertaining to the subject matter of this Agreement. There are no warranties, conditions or representations (including any that may be implied by statute) and there are no agreements in connection with such subject matter except as specifically set forth or referred to in this Agreement.

15.2 Waiver, Amendment. Except as expressly provided in this Agreement, no amendment or waiver of this Agreement shall be binding unless executed in writing by the party to be bound thereby. No waiver of any provision of this Agreement shall constitute a waiver of any other provision nor shall any waiver of any provision of this Agreement constitute a continuing waiver unless otherwise expressly provided.

15.3 Severability. Each of the provisions contained in this Agreement is distinct and severable and a declaration of invalidity or unenforceability of any such provision or part thereof by a court of competent jurisdiction shall not affect the validity or enforceability of any other provision hereof. To the extent permitted by applicable law, the parties waive any provision of law which renders any provision of this Agreement invalid or unenforceable in any respect.

15.4 Binding Effect. The expiration or termination of this Agreement or any SOW will not destroy or diminish the binding force and effect of any of the provisions of this Agreement or any SOW that expressly, or by reasonable implication, come into or continue in effect on or after such expiration or termination.

15.5 Force Majeure. Neither party will be liable for any delay or failure to perform under this Agreement (other than with respect to payment obligations) to the extent such delay or failure is a result of an act of God, war, earthquake, civil disobedience, court order, labor dispute.

15.6 Further Assurances. A party shall, upon request of the other party, execute and deliver or cause to be executed and delivered, all such documents, deeds, and other instruments of further assurance and do or cause to be done all such acts and things as may be reasonably necessary or advisable to implement and give full effect to the provisions of this Agreement.

15.7 Successors and Assignees. This Agreement shall inure to the benefit of and be binding upon the parties hereto and their respective successors and permitted assigns. This Agreement may not be assigned by either party without the prior written consent of the other party.

15.8 Flow Downs for Clients Supporting Government Programs. Client agrees that it is Client's responsibility to notify Insight Global in this Agreement of (a) any prevailing wage or other wage requirements, including but not limited to FAR 52.222-41 Service Contract Labor Standards ("SCA") or FAR 52.222-6 Construction Wage Requirements ("Davis Bacon"); (b) the appropriate wage determination/requirement and labor category, if SCA and/ or Davis Bacon is included in the prime contract; (c) security clearances; and (d) any other terms from the prime contract that are applicable to the services Insight Global and/or Insight Global personnel will be providing under this Agreement ("Flow Downs").

15.9 Governing Law. This Agreement will be governed by and construed in accordance with the laws of the State of Florida, without regard to conflicts of laws provisions.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date first above written.

INSIGHT GLOBAL, LLC

**THE UNIVERSITY OF NORTH
FLORIDA BOARD OF TRUSTEES**

Signature

Signature

Print Name

Print Name

Title

Title

**Temporary Services Statement of Work
To Master Services Agreement for Staffing Services**

This Temporary Services Statement of Work (“**Temp SOW**”) to the Master Services Agreement dated [Parent Contract Effective Date] (“**Agreement**”) between Insight Global, LLC (“**Insight Global**”) and [Client Name] (“**Client**”), will be governed by, and is an integral part of, the Agreement.

**If work supports a Federal Government contract, fill out supplemental information on Federal Government Specific Information: Temporary Services Statement of Work.*

Contract Employee Name:

Contract Employee Start Date:

Bill Rate:

Straight Time:

Overtime:

Double Time:

Timesheet Method:

Choose an item.

Timesheet Approver Name:

Timesheet Approval Email Address:

Invoice Method:

Choose an item.

Invoice/AP Point of Contact Name:

Invoice/AP Point of Contact Email Address:

Is a Purchase Order (PO) Needed?

Choose an item.

PO Number:

PO Start Date

PO Expiration Date/ End Date

PO Funding Amount

PO Owner Name:

PO Owner Email Address:

INSIGHT GLOBAL, LLC

CLIENT

Signature

Signature

Print Name

Print Name

Title

Title

Date

Date

**Direct Placement Services Statement of Work
To Master Services Agreement for Staffing Services**

This Direct Placement Services Statement of Work (“**Direct Placement SOW**”) to the Master Services Agreement (“**Agreement**”) between Insight Global, LLC (“**Insight Global**”) and Client, will be governed by, and is an integral part of, the Agreement.

Insight Global will invoice Client on Candidate’s first day of employment.

Employee Name:
Employee Start Date:
Employee Job Title
Annual Salary:
Placement Fee %:
Billable Fee:
Invoice Method: Choose an item.
Invoice/AP Point of Contact Name:
Invoice/AP Point of Contact Email Address:
Is a Purchase Order (PO) Needed? Choose an item.
PO Number:
PO Funding Amount
PO Owner Name:
PO Owner Email Address:

INSIGHT GLOBAL, LLC

CLIENT

Signature

Signature

Print Name

Print Name

Title

Title

Date

Date

**Federal Government Specific Information: Temporary Services Statement of Work
To Master Services Agreement for Staffing Services**

This Temporary Services Statement of Work (“**Temp SOW**”) to the Master Services Agreement dated [Parent Contract Effective Date] (“**Agreement**”) between Insight Global, LLC (“**Insight Global**”) and [Client Name] (“**Client**”), will be governed by, and is an integral part of, the Agreement.

**If work supports a Federal Government contract, fill out supplemental information below.
**If work is being purchased through Insight Global’s GSA Schedule, fill out supplemental information in addition to the requested information below*

Contract Employee Name:

Contract Employee Start Date:

Bill Rate:

Straight Time:

Overtime:

Double Time:

Timesheet Method:

Choose an item.

Timesheet Approver Name:

Timesheet Approval Email Address:

Invoice Method:

Choose an item.

Invoice/AP Point of Contact Name:

Invoice/AP Point of Contact Email Address:

Is a Purchase Order (PO) Needed?

Choose an item.

PO Number:

PO Start Date

PO Expiration Date/ End Date

PO Funding Amount

PO Owner Name:

PO Owner Email Address:

In the event of any conflict between this Contract Employee Rate Agreement and the service agreement, the service agreement will govern and prevail.

Prime Contract Number:

Task Order Number (if applicable):

Federal Customer:

Program Name:

Job Title:

Job Description(s) and Qualifications:

Worksite Location:

Security Clearance:

***Contract Employee End Date:**

**Only complete if Contract Employee requires a Security Clearance*

Commerciality. Services performed by Insight Global are Commercial Services, as defined in FAR 2.101. The only FAR clauses applicable to this Contract Employee Rate Agreement shall be those

applicable to the procurement of Commercial Services.

Flow Downs. It is intended that any Flow Downs shall apply to Insight Global only to the extent necessary to reflect the position of Insight Global as a service provider performing commercial labor support services for Client.

Select if included within the Prime Contract:

- FAR 52.222-6 Construction Wage Rate Requirements
- FAR 52.222-41 Service Contract Labor Standards

If selected above, please provide the following:

Wage Determination and Revision Number:

Occupation Code and Title:

Client certifies that this Contract Employee Rate Agreement contains all Prime Contract Flow Downs applicable to Insight Global's services pursuant to this Contract Employee Rate Agreement.

INSIGHT GLOBAL, LLC

CLIENT

Signature

Signature

Print Name

Print Name

Title

Title

Date

Date

GSA (GS-35F-0247Y) Specific Information

In the event of any conflict between this Contract Employee Rate Agreement and Insight Global's GSA MAS GS-35F-0247Y, the GSA MAS GS-35F-0247Y will govern and prevail.

GSA Labor Category:

Job Title:

Job Description:

Worksite Location:

Security Clearance:

***Contract Employee End Date:**

**Only complete if Contract Employee requires a Security Clearance*

Applicable Performance Standards: Contract Employees will perform services as directed by the Client in a professional and workmanlike manner.

INSIGHT GLOBAL, LLC

CLIENT

Signature

Signature

Print Name

Print Name

Title

Title

Date

Date