

## MASTER SERVICES AGREEMENT

AGREEMENT #: C0003893

This Master Services Agreement (“MSA”) is made and entered into as of the date the last authorized signature is affixed hereto by Goose Creek Consulting, (“Contractor”) and Virginia Commonwealth University, a corporation and an institution of higher education of the Commonwealth of Virginia, (“VCU”). Contractor and VCU are sometimes referred to as a “Party” and collectively as the “Parties.”

### RECITALS

WHEREAS, Contractor provides various executive coaching services; and

WHEREAS, VCU desires to use executive coaching services on an as-needed and optional-use basis; and

WHEREAS, Contractor is willing to offer executive coaching services to VCU in the manner described herein.

**NOW, THEREFORE**, in consideration of the mutual promises set forth herein and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties hereby agree as follows:

1. **CONTRACT DOCUMENTS.** The contract documents are integrated and shall consist of:

- a) Master Services Agreement
- b) Appendix II – Offeror Response Form
- c) RFP#: 175357155CK in its entirety (incorporated herein by reference)

All of the foregoing, together, (the “Contract”). Should a conflict arise among the foregoing, Master Services Agreement, Appendix II – Offeror Response Form, and RFP#: 175357155CK in its entirety, this MSA shall control.

2. **SERVICES.** Contractor shall provide to VCU executive coaching services as set forth in “Conditions of Award” in Appendix II, and any statements of work or similar document later agreed upon between the Parties.

3. **ENTIRE AGREEMENT.** This Master Services Agreement (MSA), including Appendix II and Appendix III will serve as the complete MSA between Contractor and VCU. The contract between Contractor and VCU (the “Contract”) includes this MSA and statements of work (SOW) or other similar documents (collectively, the “contract documents”). In the event of a conflict among the contract documents, the order of precedence will be: this MSA first and then the SOW or other similar documents.

4. **TERM and RENEWAL OF CONTRACT.** The term of this MSA commences on the Effective Date and ends on September 30, 2025. This MSA will renew upon mutual agreement of authorized representatives for both parties, unless otherwise terminated, under the terms and conditions for three (3) additional two (2) year periods until June 30, 2031.

5. **EFFECTIVE DATE.** This MSA is binding on the date that the last authorized signature is affixed.

6. FEE. VCU shall pay Contractor a fee in accordance with Appendix II and Appendix III as agreed between the Parties. Unless set forth otherwise in Appendix II, all invoices shall be paid net 30 days following receipt of a proper invoice, services rendered, or goods delivered, whichever is later pursuant to and in accordance with § 42-45 of the *Rules Governing Procurement of Goods, Services, Insurance and Construction by a Public Institution of Higher Education of the Commonwealth*.

7. DEPOSIT. VCU shall not be required to pay a security deposit.

8. TERMINATION. VCU may terminate this MSA with or without cause with sixty (60) days prior written notice to Contractor. VCU shall pay any outstanding fees due for Services performed up to the termination date. If Contractor breaches this MSA, in addition to any other rights or remedies, VCU may terminate this MSA without prior notice.

9. WORK MADE FOR HIRE. VCU is engaging the services of Contractor to provide Services as described herein for or on behalf of VCU. Contractor recognizes and agrees that all work and products that Contractor creates or develops within the scope of this MSA will be Work Made for Hire that belongs to VCU and will remain the property of VCU. VCU will exclusively own, solely and completely, any work, deliverable, process, product, idea, concept, or social media page – whether such may be protected by intellectual property laws or not – that Contractor creates, conceives or develops, in whole or in part, within the scope of this MSA. To the extent that Contractor's work for VCU may not be deemed a Work Made For Hire, Contractor hereby assigns all of its ownership, interest and intellectual property rights in such works completely and exclusively to VCU.

10. INSURANCE. Contractor certifies that it has and shall maintain the following insurance coverages for the term of this MSA and that all such insurance coverage will be provided by insurance companies authorized to sell insurance in Virginia by the Virginia State Corporation Commission.

- a. COMMERCIAL GENERAL LIABILITY. \$1,000,000 per occurrence and \$2,000,000 in the aggregate. Commercial General Liability is to include bodily injury and property damage, personal injury and advertising injury, products and completed operations coverage. VCU must be named as an additional insured and so endorsed on the policy.
- b. PROFESSIONAL LIABILITY. \$1,000,000 per occurrence.
- c. AUTOMOBILE LIABILITY, where applicable. \$1,000,000 combined single limit.
- d. CYBER SECURITY LIABILITY, where applicable. \$5,000,000 per occurrence.

11. CONFIDENTIALITY. Contractor may obtain confidential and proprietary information from VCU during the performance of the services under this MSA. Such confidential and proprietary information may be disclosed in writing, orally or contained via any other media. "Confidential Information" is defined as any information designated as confidential by VCU, including but not limited to information about VCU personnel and students of VCU to the extent such information is not available to the public domain in accordance with the laws of the Commonwealth of Virginia and the Family and Education Records Privacy Act (FERPA).

Contractor agrees that all Confidential Information shall be held in the strictest confidence and shall not be used for purposes other than its business with VCU. Contractor agrees not to release, copy or discuss in any format any Confidential Information. Contractor shall disclose Confidential Information only to its officers, directors, or employees with a specific need to know who are held to the confidentiality standards of this MSA. Contractor shall not disclose, publish or otherwise

reveal any Confidential Information received from VCU to any other party whatsoever, except with the specific prior written authorization of VCU.

Upon the completion of the services and upon request of VCU, Contractor shall return all Confidential Information received in written format, including copies or reproductions of or other media containing Confidential Information within seven (7) calendar days of such request. At Contractor's option, any such documents or other media developed by Contractor containing Confidential Information may be destroyed by Contractor provided that Contractor provides VCU a written acknowledgement that all media containing Confidential Information has been destroyed by Contractor.

12. ADVERTISING. All advertising and promotion materials, whether print or electronic, that display a VCU trademark, logo, or otherwise refers to VCU must be reviewed and approved by VCU's Division of University Relations prior to use. VCU retains all rights, title and interest to its trademarks, logos and other intellectual property.

13. LIMITATION OF LIABILITY.

- a. THE TOTAL CUMULATIVE LIABILITY OF VCU, ITS OFFICERS, EMPLOYEES AND AGENTS IN CONNECTION WITH THIS MSA OR IN CONNECTION WITH ANY GOODS, SERVICES, ACTIONS OR OMISSIONS RELATING TO THIS MSA, SHALL NOT UNDER ANY CIRCUMSTANCE EXCEED PAYMENT OF THE MAXIMUM PURCHASE PRICE. REGARDLESS OF ANY PROVISION HEREIN, CONTRACTOR SHALL BE LIABLE FOR ALL PERSONAL INJURY AND PROPERTY DAMAGE RESULTING FROM CONTRACTOR, ITS AGENTS, OFFICERS, DIRECTORS, AND AFFILIATES NEGLIGENCE, GROSS NEGLIGENCE, OR WILLFUL MISCONDUCT.
- b. Contractor shall be liable for the actual damages caused by the negligence of itself, its officers, employees and agents in connection with this MSA or in connection with any goods, services, actions, or omissions relating to this MSA.

14. INDEMNITY. Contractor agrees to indemnify, defend, and hold harmless VCU, the Commonwealth of Virginia, and their officers, employees and agents from any claim, damage, liability, injury, expense or loss, including defense costs and attorneys' fees, arising from Contractor's negligence under this MSA. Accordingly, VCU shall promptly notify Contractor of any claim or action brought against VCU in connection with this MSA. Upon such notification, and at the request and direction of VCU and/or the Office of the Attorney General, Contractor will immediately defend any such claim or action pursuant to the provisions and requirements of § 2.2-514 of the *Code of Virginia (Virginia Code)*.

15. REGULATIONS. During the performance of this MSA, Contractor will not discriminate against any employee or applicant for employment because of race, religion, color, sex, national origin, age, disability, or other basis prohibited by state law relating to discrimination in employment, except where there is a bona fide occupational qualification reasonably necessary to the normal operation of Contractor. Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices setting forth the provisions of this nondiscrimination clause. Contractor, in all solicitations or advertisements for employees placed by or on behalf of Contractor, will state that Contractor is an equal opportunity employer; and (2) Contractor agrees to (a) provide a drug-free workplace for Contractor's employees; (b) post in conspicuous places, available to employees and applicants for employment, a statement notifying employees that the unlawful manufacture, sale, distribution, dispensation, possession, or use of a controlled substance or marijuana is prohibited in Contractor's workplace and specifying the actions that will be taken against employees for violations of such prohibition; (c) state in all

solicitations or advertisements for employees placed by or on behalf of Contractor that Contractor maintains a drug-free workplace; and (d) include the provisions of the foregoing clauses in every subcontract or purchase order of over \$10,000, so that the provisions will be binding upon each subcontractor or vendor.

16. FORCE MAJEURE. Neither Party will be responsible for any losses resulting from delay or failure in performance resulting from any cause beyond either Party's reasonable control, including without limitation, war, strikes or labor disputes, civil disturbances, fires, natural disasters, pandemics, including if VCU, in its sole discretion, must close a campus location or take other restrictive actions due to concerns related to the COVID-19 pandemic or acts of God. If the delay or failure in the performance of the Party claiming Force Majeure continues for thirty (30) days or more, then the Party not claiming Force Majeure may terminate this MSA by written notice to the other Party without penalty. Any funds paid will be reimbursed pro rata based on Services not provided.

17. GOVERNING LAW AND FORUM. This MSA shall be construed, governed, and interpreted pursuant to the laws of the Commonwealth of Virginia without regard to choice of law principles. Contractor agrees that all disputes arising under this MSA will be brought before a court of competent jurisdiction located in Richmond, Virginia. VCU does not waive its right to jury trial.

18. SOVEREIGN IMMUNITY. VCU is an agency of the Commonwealth of Virginia and is afforded the protection of sovereign immunity under Virginia law. Any claims against VCU or the Commonwealth of Virginia are subject to the requirements established under Virginia law for bringing such claims against VCU or the Commonwealth of Virginia, including the Virginia Tort Claims Act (*Virginia Code* §§ 8.01-195.1 et seq.) and other applicable statutes relating to claims against the Commonwealth or its agencies. Notwithstanding any other provision, nothing in this MSA shall be deemed to be or construed as a waiver of VCU's or the Commonwealth of Virginia's sovereign immunity, or any other applicable requirements under Virginia law for bringing claims against VCU or the Commonwealth of Virginia.

19. ENTIRE AGREEMENT. This Master Services Agreement (MSA) and Appendix II will serve as the complete contract between Contractor and VCU. The contract between Contractor and VCU may include statements of work (SOW), a data protection addendum (DPA), or other similar documents as necessary. In the event of a conflict among the contract documents, the order of precedence will be: this MSA, Appendix II, if applicable, the DPA, SOW, and then the RFP.

20. MISCELLANEOUS. This MSA may be executed in any number of counterparts, each of which shall be deemed an original, but all such counterparts together shall constitute but one and the same instrument. The relationship between VCU and Contractor created by this MSA is that of independent contractors. Nothing contained herein shall be construed as constituting any other relationship between VCU and Contractor. Contractor shall not assign this MSA to another party without the written consent of VCU. The conditions and covenants herein contained shall inure to the benefit of and are binding upon the parties hereto, their personal representatives, successors and permitted assigns. As a registered vendor in eVA and/or RealSource, Contractor is responsible for the security of its portal account, including restricting access to it, maintaining the confidentiality of login information, and taking any other actions necessary to protect the security of the Contractor's account. VCU will not be responsible for a third party's fraudulent collection of VCU payments due to the Contractor's failure to update or protect its account information.

20. NOTICES. All notices, requests, demands and other communications which are required or permitted to be given under this MSA shall be in writing and shall be deemed to have been duly given upon the delivery or receipt thereof, as the case may be, if delivered personally or sent by

registered or certified mail, return receipt requested, postage prepaid, to the respective Party hereto.

**Contractor:**

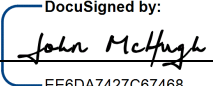
Goose Creek Consulting  
Attention: Jayson Blair  
5675 Stone Rd #230  
Centreville, VA 20120  
703?584?6271  
jayson@goosecreekconsulting.com

**VCU:**

Virginia Commonwealth University  
Procurement Services  
912 W. Grace Street, 5<sup>th</sup> Fl  
Richmond, VA 23284  
procurement\_services@vcu.edu

IN WITNESS WHEREOF, the Parties to this MSA by their duly authorized representatives have executed this MSA the day and year below.

**Virginia Commonwealth University**


By:  \_\_\_\_\_  
DocuSigned by:  
EE6DA7427C67468...

Printed Name: John McHugh

Title: Director, Procurement Services

Date: 3/4/2024

**Goose Creek Consulting**

By:  \_\_\_\_\_  
Digitally signed by JAYSON  
THOMAS BLAIR  
Date: 2024.02.13 11:09:33  
05'00'

Printed Name: Jayson Blair

Title: Managing Partner

Date: February 13, 2024



# VCU Procurement Services

## APPENDIX II

### OFFEROR RESPONSE FORM

RFP 175357155CK – EXECUTIVE COACHING SERVICES

#### 1. General Information

- A. Contractor Name: Goose Creek Consulting LLC
- B. Street Address: 5675 Stone Rd #230
- D. City: Centreville
- E. State: Virginia
- F. Zip Code: 20120
- G. Phone Number: 703-584-6271
- H. Email Address: jayson@goosecreekconsulting.com
- I. Brief history of the firm:

Goose Creek Consulting’s mission is to “redefine help” through unconventional and creative ways of helping the lives of people and improving the performance of organizations. Goose Creek was founded in 2010 as a firm focused primarily on mental health and career coaching. Goose Creek has been servicing clients within leadership development for close to 15 years with large clients within Higher Education, the Federal Government, public sector organizations as well as the private sector. Goose Creek Consulting specializes in executive coaching, leadership coaching, facilitations, succession management and talent strategy. We also specialize in assessing our client’s motivations and derailleurs that make-up key attributes to their workplace performance.

In addition, Goose Creek Consulting utilizes a custom approach with each client to tailor programs based off client’s needs and goals. Goose Creek Consulting program emphasizes custom approaches, assessments and client collaboration. Goose Creek Consulting has worked with various higher education institutions in the past which includes working with the University of Maryland and Georgia Tech within their leadership and development departments. Deliveries include executive coaching, facilitations, assessments, and leadership coaching. Goose Creek Consulting also has a bench of coaches that have worked with higher education institutions such as John Hopkins University, University of Texas-Austin, George Washing University and Georgetown University. Goose Creek Consulting utilizes a custom approach with each client to tailor programs based off client’s needs and goals. This includes a heavy focus on assessments and client collaboration to maximize client growth.

- J. Client Reference List: (Provide at least one business reference)

Reference Name: Nation Science Foundation                      Contact: Macey Cox, Learning and Development Specialist

Address: 2415 Eisenhower Avenue Alexandria, VA              Phone #: 703-292-7485  
223147

E-mail address: mcox@nsf.gov

Description and date(s) and services provided: Executive Coaching and Leadership Development

K. Experience

Provide Curriculum vitae, Resumes or capabilities statement for all personnel that may be assigned to the University. Include relevant experience or certifications. You may attach additional pages.

Resumes Attached Separately

L. Other

Provide any other information the University should consider in evaluating the firm's proposal:

Testimonials/Feedback from Previous Clients

Department Health Agency(2021) C-Suite Executive: "The coaching and assessment were the best leadership development experience I've had in my 34-year career and I wish I had something like this much earlier in my career"

Washington Metropolitan Area Transit Authority (2022) Supply Chain Manager: "What an amazing facilitation yesterday. It was so amazing to see so much vulnerability and sharing. I could Feel the breakthroughs. Hopefully we can continue this momentum"

Bank of America (2022) Executive: " I don't know who came up with these assessments but, I am shocked at how accurate they are. I feel you have known me my whole life. I could not relate any more to the comments. This, by far, is the most eye-opening conversation I have had in years"

Goose Creek Consulting will use assessments, reporting, and client feedback to shape the custom program for VCU. The specific assessments that will be used are 360 assessments that evaluate the entire person including workplace personality, leadership types, and workplace decision making. Goose Creek Consulting will deliver remote sessions and or in-person sessions that are structured to support VCU's values and any competency model that maybe already been implemented. Goose Creek will have an on-project analyst that will provide evaluation surveys and reports on progress, results and recommendations within coaching sessions. Goose Creek Consulting recommends a maximum number of 20 clients at a given time during coaching deliveries. With the combination of executive coaching, assessments, reporting, and facilitations Goose Creek Consulting plans to partner with VCU to develop a tailored executive coaching and leadership development program.

**2. eVirginia (eVA) Registration Status**

A. Is Contractor currently eVA registered and active:  Yes  No

**3. Small, Women, and Minority Owned Business Information: (Complete A-G)**

A. Small:  Yes  No

B. Minority-Owned:  Yes  No

B. Women-Owned:  Yes  No

D. Virginia DSBSD Certified:  Yes  No

G. Virginia DSBSD Certification #: Click or tap here to enter text.

**4. Conditions of Award**

Please check each box below confirming agreement with the conditions of award. Terms that contain a check box must be checked to confirm acceptance.

A. RealSource Registration

The Contractor agrees to maintain or become registered as a vendor within the VCU RealSource Vendor Registration network upon being invited to register.

B. Detailed Scope of Work

- The Contractor will provide a detailed statement of work prior to any project, summarizing specific services, deliverables, delivery dates and cost – without additional terms or conditions requiring VCU signature. VCU has a signatory authority policy that allows only specified individuals to sign contracts.

C. Purchase Orders

- The Contractor will accept a VCU issued Purchase Order as the commitment to start a project and will not start work on a project until a Purchase Order is received.

D. Invoicing

- The Contractor agrees to invoice in accordance with the procedures outlined on the VCU Purchase Order.

E. Payment Method (Check the box AND select an option from the dropdown)

VCU is migrating away from processing payments via paper check and strongly encourages the use of our electronic payment options.

- ACH - Paymode-X Premium (Net 20)

F. Early Payment Discount (EPD): (Check the box AND select an option from the dropdown)

- 2% Net 15

G. Experience

1. Contractor has a least 4 years of experience.

- Yes
- No

2. Contractor has worked with clients in the higher education sector.

- Yes
- No

3. Contractor has experience providing coaching and development services to employees at several levels of an organization.

- Yes
- No

4. Contractor has experience providing coaching and development services in a variety of formats, including workshops, seminars, and one-on-one coaching.

- Yes
- No

5. Contractor has experience working with virtual teams and providing virtual coaching and development services.

- Yes
- No

H. Fees

The following pricing / fees will be charged for the Services. The fee structure includes rates charged for all personnel or service that may be provided to VCU.



## 1.0 Hourly Rates

Title or Labor Category	Hourly Rate
Executive Coach	\$369.30
Leadership Coach	\$343.43

## 1.1 Executive Coaching Tiered Session Rates

Number of Sessions (1hour per session)	Rates
1	\$369.30
5	\$1,683.30
8	\$2,668.80

## 1.2 Leadership Coaching Tiered Session Rates

Number of Sessions (1hour per session)	Rates
1	\$343.43
5	\$1,553.93
8	\$2,461.80

## 2.0 Assessment Tools

Assessment Tool	Description	Cost Per Assessment Administration and Reports
Hogan 360	Developed for directors, executives, managers, and high potential who want to assess their effectiveness, the Hogan 360 compares a manager's self-evaluation with their employees' honest reviews. It also compares a manager's overall score with Hogan's global database of managerial benchmarks respective to industry and job level. With both soft and hard skills thoroughly evaluated, leaders will gain deeper	\$427.50

	insight into the expectations they face and be able to prioritize specific areas for improvement.	
Denison Culture 360	The Denison Culture 360 is a 360-degree assessment that provides feedback on the culture people create.	\$247
Korn Ferry 360 (KF 360)	The KF 360 is a 360-degree assessment that is based on the KFLA competency model and it allows raters to measure the importance of competencies to an individual's role.	\$427.50
Customized 360 using Custom Insight	This is a customized 360-degree assessment that would be customized to a VCU's specific department competency model.	\$175.75
PROFILOR 360	The PROFILOR is a 360-degree assessment that measures competencies based on the Lominger model.	\$266.60
Leadership Practices Inventory 360 (LPI 360)	The Leadership Practices Inventory is a 360-degree assessment based on the Leadership Challenge model.	\$285
DiSC Work for Leaders	DiSC Work for Leaders is a leadership development learning assessment that measures preferences and tendencies based on the DiSC model.	\$180.50

Travel will be billed separately for approval.

VCU prefers fully loaded rates inclusive of travel and expenses. If travel and expenses must be charged separately, the Contractor must receive written approval from VCU before initiating travel to any VCU campus or location. For travel that is approved in writing by VCU, Contractor shall submit its reasonable

out-of-pocket expenses to VCU. Travel expenses must be clearly documented in the form of receipts. VCU shall reimburse Contractor for its reasonable out-of-pocket expenses in accordance with, and limited by, the VCU Travel Guidelines & Procedures. VCU reserves the right to dispute the reasonableness of, and reject, any travel expense. Contractor shall adhere to VCU's current guidance for on-campus visits available at <https://together.vcu.edu/>

**5. Proprietary or Confidential Information:**

- A. The Contractor's proposal contains proprietary or confidential information.:  Yes  No
- B. If Contractor answered "Yes" above, provide additional details.

Pricing and Rates

Note: See RFP, Section "Confidential / Proprietary Data and Information" for more information.

**6. Acceptance**

This document will be incorporated into the Master Services Agreement (MSA) between your Firm and the VCU. The contract between your Firm and VCU may include statements of work, a data protection addendum, or other similar documents as necessary. The MSA will have precedence over all other contract documents.

Contractor Name: Goose Creek Consulting LLC

Authorized Officer/Signatory: Jayson Blair

Title: Managing Partner

Authorized Officer/Signatory Email Address: jayson@goosecreekconsulting.com

Date: 10/16/2023

- Electronic Signature:** By typing the name of the firm's authorized representative/signatory into the field above, the firm certifies that it is providing a binding "Electronic Signature" and further specifically validates that the individual affixing the Electronic Signature below is fully authorized to bind the firm with respect to the goods, services, pricing, terms and conditions listed herein. **No award will be made without a fully executed MSA.**