



# VCU

## Amendment

### FIRST AMENDMENT

Virginia Commonwealth University ("VCU" or "University") and AccessU Inc ("Firm") are amending their Agreement, C0004028 dated March 20, 2024 ("Contract/Agreement").

WHEREAS, VCU desires to continue to obtain the goods and services that Firm offers as revised herein; and

WHEREAS, Firm agrees to continue to provide the goods and services to VCU as revised herein;

WHEREAS, the University desires to renew the Agreement for an additional term in accordance with the provisions of the original Agreement;

NOW, THEREFORE, for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties agree to amend the Contract/Agreement as follows:

1. The Agreement is hereby renewed for an additional term commencing on September 1, 2025 and ending on August 31, 2027. This renewal shall constitute Renewal Number [1 of 2] under the Agreement.

**Select one of these approaches regarding your renewal pricing**

2. ☒ The pricing applicable to this renewal term shall remain unchanged from the immediately preceding term.
3. ☐ The pricing applicable to this renewal term has been revised, such pricing shall be attached hereto and incorporated into the Agreement by reference.
4. ☐ The pricing applicable to this renewal term has been updated as follows and shall replace any previous pricing terms under the Agreement:

[Insert updated pricing terms directly here.]

5. ☒ The Firm acknowledges and agrees to maintain the insurance coverage required by the Agreement, and to provide an updated Certificate of Insurance naming Virginia Commonwealth University as an additional insured, to be sent to [msmosley@vcu.edu](mailto:msmosley@vcu.edu) or mailed to VCU Risk Management, P.O. Box 843040, Richmond, VA.
6. All other terms and conditions of the Agreement not specifically amended herein shall remain unchanged and in full force and effect.

IN WITNESS WHEREOF, the parties have caused this Amendment, entered into as of the date of the last signature affixed below, to be duly executed and thereby to be legally bound.

Virginia Commonwealth University

Signed by:  
  
EE6DA7427C67468...  
Signature

Name: John McHugh

Title: Director, Procurement Services

Date: 6/12/2025

AccessU Inc

  
Signature

Name: Tony Pearman

Title: President & CEO

Date: June 11, 2025

## **MASTER SERVICES AGREEMENT**

**AGREEMENT #: C0004028**

This Master Services Agreement ("MSA") is made and entered into as of the date the last authorized signature is affixed hereto by Access U ("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 copywriting, art direction /graphic design and video production services; and

WHEREAS, VCU desires to use copywriting, art direction/graphic design and video production services on an as-needed and optional-use basis; and

WHEREAS, Contractor is willing to offer copywriting, art direction/graphic design and video production 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#: 171187234EC 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#: 171187234EC in its entirety, this MSA shall control.

**2. SERVICES.** Contractor shall provide to VCU Copywriting, Art Direction, Graphic Design and Video Production 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 August 31, 2025. This MSA will renew upon mutual agreement of authorized representatives for both parties, unless otherwise terminated, under the terms and conditions for two (2) additional two (2) year periods until August 31, 2029.

**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.

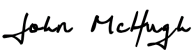
20. **NOTICES.** All notices, requests, demands and other communications which are required or permitted to be given under this MSA shall be in writing and shall be deemed to have been duly given upon the delivery or receipt thereof, as the case may be, if delivered personally or sent by registered or certified mail, return receipt requested, postage prepaid, to the respective Party hereto.

**Contractor:**  
Access U  
Tony Pearman  
701 Patterson Ave SW Roanoke,  
VA 24016  
tony@accessu.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**

Name: John McHugh  
DocuSigned by:  
Signature:   
EE6DA7427C67466...  
Title: Director, Procurement Services  
Date: 3/20/2024

**Access U**

Name: Tony Pearman  
DocuSigned by:  
Signature:   
CDF87FCC226446...  
Title: President & CEO  
Date: 3/20/2024



# VCU Procurement Services

## APPENDIX II

### OFFEROR RESPONSE FORM

RFP 171187234EC – COPYWRITING, ART DIRECTION/GRAPHIC DESIGN AND VIDEO PRODUCTION SERVICES

#### 1. General Information

- A. Contractor Name: AccessU
- B. Street Address: 701 Patterson Ave SW
- C. City: Roanoke
- D. State: VA
- E. Zip Code: 24016
- F. Phone Number: 540-798-3868
- G. Email Address: tony@accessu.com
- H. Brief history of the firm:

AccessU is a creative consulting firm focused on education — in every form it takes. It's our chosen area of specialty, and we have been doing it well for more than 27 years. Nothing inspires us like bringing students and schools together, helping both go far. We are VCU alumni founded, and our team boasts VCU grads, faculty, and parents of students. At AccessU, we're on a mission to help clients be seen, be relevant, and be unOrdinary every day. Our award-winning team of writers, designers, video editors and specialists will capture your culture, as well as your commitment to enriching lives.

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

Reference Name: Kimberly P. Blair

Contact: VP for Advancement, Roanoke College

Address: 221 College Lane, Salem, VA  
24153

Phone #: 540-553-5935

E-mail address: [kblair@roanoke.edu](mailto:kblair@roanoke.edu)

Description and date(s) and services provided: AccessU has worked with Roanoke College for more than 20 years. Our collaboration began in 1997 with a \$65M capital campaign which exceeded its goal by 43% and was recognized with a CASE Award. We've supported development efforts and alumni relations with print collateral, advertising, video, and digital design. We've also created tools for admissions and provided brand research for this historic institution. Roanoke College is facing the same forces impacting all liberal arts colleges around the country as student target audiences and their parents struggle to identify the right school amidst a sea of options. AccessU provided target audience insights with student and parent research to help guide the college's leaders evolve to meet challenging times in higher education. Please see page 6 of RFP response for two additional references.

- J. 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.



See pages 11-13 of RFP Response to learn more about our team and capabilities.

Tony Pearman, President & CEO, began his advertising career with his first graphic design job before he even graduated from VCU and has worked since then to refine his craft and learn from amazing mentors and clients. Founding AccessU in 1996, he built an award-winning agency that delivers exceptional client service, strategy, and creative work while striving to help our clients live their mission. Tony is the recipient of numerous awards and recognitions, including the AAF Silver Medal for Lifetime Contributions, serving as the former National ADDY Committee chair, and being named Outstanding Alumni of the Year by Virginia Western Community College and VCU. With a Bachelor of Fine Arts in Communication Arts and Design from Virginia Commonwealth University, Tony's expertise spans client service, brand strategy, advertising, communications, video storytelling, graphic and web design, and digital media. Tony comes from two generations of educators and spent time as an adjunct faculty member of Virginia Tech. He now focuses his love of education on his clients, which include Virginia Community College System, Virginia Tech, Roanoke College, the Accelerated Training in Defense Manufacturing (ATDM) Program, and more than 20 other schools.

Dontrese Brown, Executive Vice President of Strategic Partnerships and Community Engagement, has created positive change throughout the state using a combination of business acumen, marketing, design, and strategic planning. He has a strong commitment to community development and social justice. Dontrese brings a distinguished educational background, including a Bachelor of Fine Arts in Graphic Design from Georgetown College, a Master of Arts in Graphic Design from Morehead State University, and a Master of Fine Arts in Graphic Design from Savannah College of Art and Design. He is the proud recipient of the Georgetown College (KY) Distinguished Alumni Award and has been inducted into the Georgetown College Hall of Fame, Georgetown College Athletic Hall of Fame, and the New Albany High School (IN) Hall of Fame.

Randy Belcher, Senior Vice President, Creative Services, is one of those rare creative directors who excels at both the art of building brands and the science of direct marketing. He cares as much about KPIs and success metrics as groundbreaking creative. With over 30 years of experience, Randy is comfortable working across all media and industries, including education, insurance, healthcare, home services, and consumer packaged goods. An uncommon thinker, he once "trapped" people in oversized pill bottles on the streets of Cleveland to make a point for an opioid prevention campaign. Randy has won over 100 awards for his work, including an Emmy. Most notably, he gave birth to the GEICO Gecko and created adventures for the Pink Panther and Duke, the spokesdog for Bush's Beans. He earned a Bachelor of Arts in Theater and Journalism from the University of Richmond and a Master of Arts in Theater and Speech from Wake Forest University.

K. Other

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

**To be disruptive, hire a disruptor.**

You're on a mission to be *unOrdinary*. We can be a part of that journey.

Given our background, our similar values, plus the talent and resources we can bring to any project, we think AccessU and VCU are a perfect fit.

It would be a privilege to create marketing materials for you.

You'll always be a priority. More than that, you'll always be our passion. Let's do something big.

**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-E)**

- A. Small: ☒ Yes ☐ No
- B. Minority-Owned: ☐ Yes ☒ No
- C. Women-Owned: ☐ Yes ☒ No
- D. Virginia DSBSD Certified: ☒ Yes ☐ No
- E. Virginia [DSBSD](#) Certification #: 673224

**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)**

- ☒ N/A

G. 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.

AccessU's hourly rate of \$165 will be discounted to \$125 per hour on all work performed for this contract. Scopes of work will be fully loaded per the contract and inclusive of estimated travel and expenses charged separately. Project billing terms may be set per project or as monthly service agreements. Client will never be charged for time not used and monthly service agreements will be reconciled each quarter to stay within parameters and credits issued if accrued. If at any point the project exceeds the agreed scope of work, the Client will be alerted immediately. Total project fees never exceed estimated projections without client awareness and 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/>

- H. ☒ The Contractor shall be able to provide the goods and services as described in IV. Statement of Needs.

**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.

[Click or tap here to enter text.](#)

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: AccessU

Authorized Officer/Signatory: Tony Pearman

Title: President/CEO

Authorized Officer/Signatory Email Address: tony@accessu.com

Date: 12/21/2023

- ☒ **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.**

## **NEGOTIATED CLARIFICATIONS, MODIFICATIONS, AND ADDITIONS TO CONTRACT**

**Date** March 5, 2024

**RFP #** 171187234EC – COPYWRITING, ART DIRECTION/GRAPHIC DESIGN AND VIDEO PRODUCTION SERVICES

**Purchasing Agency and Contractor agree as follows:**

*Vendor will provide a 30% discount off their hourly rates. Rates will now be \$115.00 per hour and not \$125.00 per hour as initially quoted.*

*The vendor will provide a 10% in-kind discount for purchase exceeding \$100,000.00 or more per year.*

C0004028 Access U