



**State of Wisconsin**  
**Department of Employee Trust Funds**  
 4822 Madison Yards Way  
 Madison, WI 53705-9100  
 P. O. Box 7931  
 Madison, WI 53707-7931

## Contract

**Commodity or Service:**

**Contract No./Request for Proposal No:**

**Staffing Services for Professional Non-Employee Positions**

**ETI0003 – Amendment #3**

**Contract Period:** November 4, 2020 through November 1, 2024, followed by 1 optional, 1-year renewal.

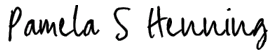
1. This Contract is entered into by the State of Wisconsin Department of Employee Trust Funds (Department), and ManpowerGroup US Inc. on behalf of itself and its affiliates and subsidiaries including Experis US LLC. for itself and its Jefferson Wells division (Contractor). Contractor's address and principal officer appear below. The Department is the sole point of contact for this Contract.
2. The Department agrees to direct the purchase and Contractor agrees to supply the Contract requirements in accordance with the documents specified in the order of precedence below, which are hereby made a part of this Contract by reference.
3. For purposes of administering this Contract, the order of precedence is:
  - (a) This Contract Amendment #3;
  - (b) The Contract between Contractor and the Department signed November 4, 2020;
  - (c) [2023 Updated Appendix 5 – Contractor & Consultant Policy](#);
  - (d) [Updated Appendix 9 – Department Terms and Conditions dated 07-01-2020](#);
  - (e) [Updated Appendix 11 – Contracted Personnel Confidentiality Agreement](#);
  - (f) Request for Proposal (RFP) ETI0003 dated April 17, 2020, including all appendices, and Q & A dated April 29, 2020;
  - (g) Contractor's Proposal dated May 8, 2020; and,
  - (h) ETI0003 Rate Card.
4. RFP pg. 26, 9.2 Payment Terms, 9th Bullet, is hereby amended to read:
 

Invoices must reference the PO. Vendors must e-mail each worker's combined timesheet and invoice bi-weekly to [ETFsmbAccountsPayable@etf.wi.gov](mailto:ETFsmbAccountsPayable@etf.wi.gov).
5. ETF will have a standardized feedback loop to measure staffing company quality by confidentially surveying the people that a staffing company places at ETF ("Workers"). Staffing company agrees that:
  - (a) ETF will conduct the survey.
  - (b) ETF will determine the survey tool.
  - (c) ETF may choose to but need not share results with the staffing company.
  - (d) To maintain the survey's integrity, the names of Workers who participated will be held confidential from the staffing company. Staffing company will not penalize or retaliate against any Worker for responding to ETF's survey.
  - (e) ETF will conduct the survey at least annually, or more often, at ETF's discretion.
6. Staffing company agrees to participate in ETF's affirmative action efforts, as applicable to its business of providing contingent labor. ETF is seeking diverse candidate pools and ability to provide them will figure into the Contractor's quarterly scorecard review and other reviews of the Contractor's ability to perform, as maintaining a diverse staff is essential to ETF's mission.
7. ETF reserves the right to use Other Positions as Needed rates anytime, including where a recruitment did not result in a placement and needs to be re-solicited. ETF reserves the right to allow staffing companies to partner with other professional recruiting firms for such efforts and re-coup the cost within the Other Positions as Needed hourly rate. ETF encourages the participation of certified MBE's and disabled veteran owned businesses in such recruiting efforts.
8. ETF will not make material changes in any Contractor staff's job duties without Contractor's prior written approval.


**Contract Number & Service: ETI0003 – Amendment #3 Staffing Services for Professional Non-Employee Positions**

**Amendment #3 shall become effective upon the date of the last signature below.**

<b>State of Wisconsin Department of Employee Trust Funds</b>
<b>Address:</b>  4822 Madison Yards Way, 8 <sup>th</sup> Floor P.O. Box 7931 Madison, WI 53707-7931
<b>By (print the name of person authorized to legally sign this document and bind the agency):</b>
Pamela S. Henning
<b>Title (print title of person named above):</b>
Assistant Deputy Secretary

<b>Signature:</b>  
<b>Date:</b>  11/1/2023

<b>ManpowerGroup US Inc.</b>
<b>Address:</b>  100 Manpower Place Milwaukee, WI 53212
<b>Taxpayer ID Number (for payment purposes):</b> [REDACTED]
<b>By (print the name of person authorized to legally sign this document and bind the entity):</b>
Wayne Crowley
<b>Title (print title of person named above):</b>
Senior Vice President

<b>Signature:</b>   <small>DocuSigned by: Wayne Crowley 0EA8F7F224FC427...</small>
<b>Date:</b>  October 27, 2023