



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:

Competency Based Performance
Management Services

Contract No./Request for Proposal No:

ETJ0057 – Amendment #3
Dated: June 9, 2025

Contract Period: October 5, 2020 – June 30, 2025

1. This Contract Amendment #3 is entered into by the State of Wisconsin Department of Employee Trust Funds (Department), and Groves Advisors, LLC, dba Talent Growth Partners (Contractor), together the “parties.” The Department is the sole point of contact for the Contract.
2. Whereby 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 the Contract by reference.
3. In Contract Amendment #1 the parties extended the Contract by one year, through June 30, 2024.
4. In Contract Amendment #2 the parties extended the Contract by one year, through June 30, 2025.
5. With this Contract Amendment #3 the parties hereby agree:
 - (a) Contractor will perform the work described in the attached Statement of Work #9 dated June 9, 2025; and
 - (b) The following language applies to the Contract:

Until the expiration or earlier termination of the Contract, the parties may agree to and sign additional Statements of Work (SOWs) that make proper reference to the Contract and are permissible under the Contract, provided that such SOWs are consistent with the then-current pricing, lead times, specifications, and payment provisions of the Contract. Contractor shall fulfill and complete the Services described in the signed SOWs that are begun but not yet completed as of expiration of the Contract unless the Department instructs otherwise. An SOW signed by the parties prior to the termination of the Contract shall survive the termination of the Contract, and all terms and conditions of the Contract shall continue to apply.
7. For purposes of administering the Contract, the order of precedence is:
 - (a) This Contract Amendment #3 and the attached SOW #9;
 - (b) SOW #8 signed by the Department on July 25, 2024;
 - (c) Contract Amendment #2 signed by the Department on March 15, 2024;
 - (d) SOW #7 signed by the Department on July 24, 2023;
 - (e) Contract Amendment #1 signed by the Department on May 30, 2023;
 - (f) The following SOWs signed by the Department on the dates specified: SOW #1, November 11, 2020; SOW #2, February 4, 2021; SOW #3, May 18, 2021; SOW #4, November 30,

- 2021; SOW #5, February 14, 2022; Revised SOW #5, September 29, 2022; and SOW #6, April 29, 2022;
- (g) The Contract signed by the Department on October 9, 2020, including Exhibit A – Contract Changes, dated October 5, 2020;
 - (h) The Department’s Request for Proposal (RFP) ETJ0057 released on August 3, 2020, including all Appendices and Forms made a part thereof, as amended by Addendum No. 1 dated August 14, 2020; and
 - (i) Contractor’s proposal dated August 24, 2020, including Contractor’s RFP Form H – Cost Proposal Best and Final offer received by the Department on September 14, 2020.

Contract Number & Service: RFP ETJ0057 – Competency Based Performance Management Services

This Contract Amendment #3 shall become effective upon the date of last signature below (the “Effective Date”).

State of Wisconsin Department of Employee Trust Funds
By (Name): Pamela S. Henning, Assistant Deputy Secretary
Signature: <i>Pamela S Henning</i>
Date of Signature: 6/12/2025
If questions arise regarding this document, contact: Beth Bucaida Email: beth.bucaida@etf.wi.gov Phone: (608) 267-3933

Contractor
Legal Company Name: Groves Advisors, LLC
Trade Name: Talent Growth Partners
Contractor Address (Street Address, City, State, Zip): W252N4304 Sussex Street, Pewaukee, WI 53072
Name & Title (print name and title of person authorized to legally sign for and bind Contractor): Maria Nicholas-Groves, CEO
Signature: <i>Maria Nicholas-Groves</i>
Date of Signature: 6/12/2025
Email: maria@talentgrowthpartners.com Phone: 262.853.7991

Contract ETJ0057 - Talent Growth Partners & ETF - Competency Project - SOW #9		6/9/2025	
Task		Estimated Hours*	Budgeted Amount**
A. Projects in Motion			
● Participate in recurring project meetings between June 30, 2025 and June 30, 2026 (24 mtgs)		24	\$6,000.00
● Continuation from prior Implementation Map: multi-rater feedback, goal weighting, system tech training, gather stakeholder input: Development Career Pathing		25	\$6,250.00
● Clarify impact of system changes downstream (Korn Ferry language, training materials, one-page summaries, system updates – if/then)		10	\$2,500.00
A. Projects in Motion		59	\$14,750.00
B. Support & Review			
● Engage in OTM FY26 strategic planning process post feedback from Strategic Council Journey Map recommendations		30	\$7,500.00
● Align and/or integrate surveys and assessments to support the annual Employee Engagement Survey findings. Build out recommendation to integrate action planning to drive accountability and ownership of outcomes.		10	\$2,500.00
B. Support & Review		30	\$7,500.00
C. Resources			
● Provide proven methods, strategies and recommendations for increasing calibration of talent management practices		10	\$2,500.00
C. Resources		10	\$2,500.00
D. Governance			
● Provide list of questions for consideration. Example: Proficiency language and/or stage changes to Korn Ferry (examples: values differences, develops talent) Clarify system changes impact downstream (Korn Ferry language, training materials, one-page summaries, system updates – if/then)		25	\$6,250.00
● Document the performance management cycle including dates; clarify process to change/extend/approve			
Research & Build		25	\$6,250.00
● Use information from 1:1's to build governance recommendations			
● Provide calibration recommendations and increasing level of maturity: best practices to increase calibration within and across departments			
D. Governance		50	\$12,500.00
E. Expanded Projects			
Leadership Development Program - Multi-tier		185	\$46,250.00
● Consulting guidance for L&D officer and team on program development			
● Guide integration of existing levels of core, leadership and functional competencies into program components aligned with performance management expectations			
● Assist in identifying, defining and driving data-based metrics to depict the organizational value and impact of the leadership development program, including outlining recommendations for survey integration and communicating success in outcomes.			
Performance Management – New Process Review		20	\$5,000.00
● Review the ongoing impact and engagement of ETF's performance management process/system and outline future calibration recommendations			
Skills Project		180	\$45,000.00
● Continue collaboration with L&D officer post pilot IAS survey to outline project scope and plan for effectively operationalizing organizational skills-based infrastructure			
Coaching		5	\$1,250.00
● 1:1’s with new or former coaching participants (\$250 per hour)			
E. Expanded Projects		390	\$97,500.00
Total for FY 26		539	\$134,750.00
*Allocated hours may be moved between defined categories as ETF's needs require. The total amount of all line items will not exceed the amount stated above. **The hourly rate for all work under the contract is \$250 per hour.			
Agreed to by ETF: <div>Pamela S Henning</div>		6/12/2025	
Agreed to by TGP: <div>Maria Nicholas-Groves</div>		6/12/2025	