

**REQUEST FOR QUALIFICATIONS#2020-010**  
**Organizational Development and Human Resources Professional Services**  
**RESPONSE ADDENDUM #03**

**DATE: January 8, 2020**

**CLARIFICATION**

Clarification to Specifications/Scope of Work in Section 1.1.4. , as follows:

- Institutional Effectiveness
  - Organizational planning, assessment and/or metrics
  - Diversity and inclusion
  - Executive services (recruitment , placement, Board development) **change to Executive services (recruitment and executive search, placement, Board development)**
  - Risk Management