

**AMENDMENT #4**  
**to**  
**AGREEMENT # 2021-005**  
**TEMPORARY STAFFING SERVICES**

This AMENDMENT (“Amendment”) to the Services **Agreement #2021-005** (“Original Contract”) is made and entered into effective the date of last signature below by and between the NORTH CENTRAL TEXAS COUNCIL OF GOVERNMENTS, a Texas political subdivision and non-profit corporation, hereinafter referred to as “NCTCOG”, and

**Recruiting Source International, LLC.**  
**21210 Kingsland Blvd., Suite 2000**  
**Katy, TX 77450**  
**Attn: John Norwood**  
**(281) 277-1411**  
[jnorwood@recruiting-source.com](mailto:jnorwood@recruiting-source.com)

hereinafter referred to as “Service Provider”, (collectively, “the Parties”).

WHEREAS, the Parties entered into the Original Contract on **July 13, 2021**; and

WHEREAS, Section 9.15 of the Original Contract allows for amendments; and

WHEREAS, the Parties agree to amend the Original Contract in accordance with the terms of the Original Contract, as well as the terms provided herein.

NOW, THEREFORE, in consideration of the mutual covenants expressed herein, NCTCOG and the Service Provider mutually covenant and agree to:

- Extend the term of the Original Contract through **September 25, 2026**.
- Amend Article X by adding the following:

10.25 **Whistleblower Protection.** PROVIDER agrees to comply with whistleblower rights and protections under 41 USC 4712 and 2 CFR 200.217. NCTCOG, the PROVIDER, and its subcontractors shall not discharge, demote, or otherwise discriminate against an employee as a reprisal for disclosing to a person or body described in paragraph (a)(2) of 41 U.S.C. 4712 information that the employee reasonably believes is evidence of gross mismanagement of a Federal contract or grant, a gross waste of Federal funds, an abuse of authority relating to a Federal contract or grant, a substantial and specific danger to public health or safety, or a violation of law, rule, or regulation related to a Federal contract (including the competition for or negotiation of a contract) or grant. NCTCOG and the PROVIDER must inform their employees in writing of employee whistleblower rights and protections under 41 U.S.C. 4712.


10.26 **Internal Controls.** The PROVIDER agrees to comply with all applicable provisions of 2 CFR 200.303 to establish, document, and maintain effective internal control over the federal award in compliance with federal statutes, regulations, and the terms and conditions of the federal award, including reasonable cybersecurity and other measures to safeguard information.

This Amendment binds and benefits both Parties and any successors or assigns. This document, including the Original Contract, is the entire agreement between the Parties.

All other terms of the Original Contract remain unchanged and in full force and effect.

IN WITNESS WHEREOF, the authorized representatives of the Parties hereby execute this Amendment.

**Recruiting Source International, LLC.**

DocuSigned by:  
 6/24/2026  
49A6D873A5F247A...  
 Signature Date

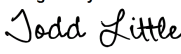
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John Norwood  
 Printed Name

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John Norwood  
 Title

**North Central Texas Council of Governments**

Signed by:  
 6/24/2026  
349D83204E7946E...  
 Signature Date

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Todd Little  
 Executive Director