

**APPROVE ENTERING INTO AN AGREEMENT WITH TOWERS WATSON PENNSYLVANIA INC. FOR  
COMPENSATION CONSULTING SERVICES**

**THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:**

Approve entering into an agreement with Towers Watson Pennsylvania Inc. to provide Compensation services to the Talent Office at a total cost not to exceed \$225,000.00. The vendor was selected on a competitive basis pursuant to Board Rule 7-2. A written agreement for Vendor's services is currently being negotiated. No services shall be provided by Vendor and no payment shall be made to Vendor prior to execution of the written agreement. The authority granted herein shall automatically rescind in the event a written agreement is not executed within 90 days of the date of this Board Report. Information pertinent to this agreement is stated below.

**VENDOR:**

- 1) Vendor # 94561  
TOWERS WATSON PENNSYLVANIA, INC  
DBA TOWERS, PERRIN, FORSTER &  
CROSBY, INC., TOWERS PERRIN,  
TILLINGHAST  
1500 MARKET STREET  
PHILADELPHIA, PA 19102

215 246-6000

**USER INFORMATION :**

Project  
Manager: 11010 - Office of Human Capital  
  
125 S Clark St - 2nd Floor  
  
Chicago, IL 60603  
  
Wolter, Mr. William R.  
  
773-553-3807

**TERM:**

The term of this agreement shall commence on July 1, 2013 and shall end December 31, 2013. This agreement is six months long and has no renewal options.

**EARLY TERMINATION RIGHT:**

The Board shall have the right to terminate this agreement with 30 days written notice.

**SCOPE OF SERVICES:**

Vendor will provide comprehensive compensation Consulting services as follows:

- Perform Job activity analysis/evaluations of positions in Central Office and Network Organizational Units

Assign jobs to descriptive job classifications that closely reflect job functions

Align all pay/titles/banding/grade structure to ensure compensation consistency throughout the

Develop compensation practice/policies for promotions and transfer

**DELIVERABLES:**

Vendor will provide Compensation services making recommendations/updates and changes for Control

Indebtedness - The Board's Indebtedness Policy adopted June 26, 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics - The Board's Ethics Code adopted May 25, 2011 (11-0525-PO2), as amended from time to time, shall be incorporated into and made a part of the agreement.

Contingent Liability - The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year.

budget(s).

Approved for Consideration:



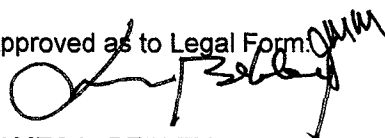
SÉBASTIEN de LONGEAUX  
Chief Procurement Officer

Approved:



BARBARA BYRD-BENNETT  
Chief Executive Officer

Approved as to Legal Form.



JAMES L. BEBLEY  
General Counsel