

State of Washington Contracts & Procurement Division Department of Enterprise Services P.O. Box 41411 Olympia, WA 98504-1411	<b>CONTRACT AMENDMENT</b>	
	Contract No.:	21422
Haworth, Inc. One Haworth Center Holland, MI 49423	Amendment No.:	1
	Effective Date:	October 1, 2024

**FIRST AMENDMENT**  
**TO**  
**PARTICIPATING ADDENDUM FOR NASPO MASTER AGREEMENT MA3966**  
**STATEWIDE CONTRACT NO. 21422**  
**OFFICE FURNITURE AND RELATED SERVICES**

This First Amendment (“Amendment”) to Participating Addendum No. 21422 is made and entered into by and between the State of Washington acting by and through the Department of Enterprise Services, a Washington State governmental agency (“Enterprise Services”) and Haworth, Inc., a Michigan corporation (“Contractor”) and is dated as of October 1, 2024.

**RECITALS**

- A. Enterprise Services and Contractor (collectively the “Parties”) entered into that certain Participating Addendum pertaining to NASPO Master Agreement No. 21422 dated effective as of May 1, 2023 (“Participating Addendum”).
- B. The Parties now desire to amend the Contract to include a ‘pay equality provision’ as required by the Washington State Legislature. See [LAWS OF 2023, ch. 475](#), § 919(4).
- C. The Parties further desire to amend the Contract to include a ‘nondiscrimination provision’ as required by the Washington State Legislature. See [LAWS OF 2023, ch. 468](#) [codified at [RCW 39.26.245\(3\)](#) and [RCW 49.60.530](#)].
- D. The amendment set forth herein is within the scope of the Contract.

**AGREEMENT**

**NOW THEREFORE**, in consideration of the mutual covenants and agreements set forth herein, the Parties hereby agree to amend the Participating Addendum, as follows:

- 1. PAY EQUALITY. The following provision is added to the end of section 8 (General) as a new subsection:
  - 8.5 WASHINGTON STATE PAY EQUALITY FOR ‘SIMILARLY EMPLOYED’ INDIVIDUALS. Contractor represents and warrants that, among Contractor’s employees, ‘similarly employed’ individuals are compensated as equals. For purposes of this provision, employees are similarly employed if the individuals work for the same employer, the performance of the job requires comparable skill, effort, and responsibility,

and the jobs are performed under similar working conditions. Job titles alone are not determinative of whether employees are similarly employed. Contractor may allow differentials in compensation for Contractor's workers based in good faith on any of the following: a seniority system; a merit system; a system that measures earnings by quantity or quality of production; a bona fide job-related factor or factors; or a bona fide regional difference in compensation levels. A bona fide job-related factor or factors may include, but is not limited to, education, training, or experience that is: consistent with business necessity; not based on or derived from a gender-based differential; and accounts for the entire differential. A bona fide regional difference in compensation level must be consistent with business necessity; not based on or derived from a gender-based differential; and account for the entire differential. Notwithstanding any provision to the contrary, upon breach of warranty and Contractor's failure to provide satisfactory evidence of compliance within thirty (30) days, Enterprise Services may suspend or terminate this Contract and any Purchaser hereunder similarly may suspend or terminate its use of the Contract and/or any agreement entered into pursuant to this Contract.

2. NONDISCRIMINATION. The following provision is added to the end of section 8 (General) as a new subsection:

8.6 NONDISCRIMINATION.

- (a) Nondiscrimination Requirement. During the term of this Contract, beginning as of the effective date of this Amendment, Contractor, including any subcontractor, shall not discriminate on the bases enumerated at RCW 49.60.530(3). In addition, Contractor, including any subcontractor, shall give written notice of this nondiscrimination requirement to any labor organizations with which Contractor, or subcontractor, has a collective bargaining or other agreement.
- (b) Obligation to Cooperate. Contractor, including any subcontractor, shall cooperate and comply with any Washington state agency investigation regarding any allegation that Contractor, including any subcontractor, has engaged in discrimination prohibited by this Contract pursuant to RCW 49.60.530(3).
- (c) Default. Notwithstanding any provision to the contrary, Enterprise Services may suspend Contractor, including any subcontractor, upon notice of a failure to participate and cooperate with any state agency investigation into alleged discrimination prohibited by this Contract, pursuant to RCW 49.60.530(3). Any such suspension will remain in place until Enterprise Services receives notification that Contractor, including any subcontractor, is cooperating with the investigating state agency. In the event Contractor, or subcontractor, is determined to have engaged in discrimination identified at RCW 49.60.530(3), Enterprise Services may terminate this Contract in whole or in part, and Contractor, subcontractor, or

both, may be referred for debarment as provided in RCW 39.26.200. Contractor or subcontractor may be given a reasonable time in which to cure this noncompliance, including implementing conditions consistent with any court-ordered injunctive relief or settlement agreement.

(d) Remedies for Breach. Notwithstanding any provision to the contrary, in the event of Contract termination or suspension for engaging in discrimination, Contractor, subcontractor, or both, shall be liable for contract damages as authorized by law including, but not limited to, any cost difference between the original Contract and the replacement or cover contract and all administrative costs directly related to the replacement contract, which damages are distinct from any penalties imposed under Chapter 49.60, RCW. Enterprise Services and/or Purchasers shall have the right to deduct from any monies due to Contractor or subcontractor, or that thereafter become due, an amount for damages Contractor or subcontractor will owe Enterprise Services and/or Purchasers for default under this provision.

3. NO CHANGE OTHER THAN AMENDMENT. Except as amended herein, the Contract is unaffected and remains in full force and effect.
4. INTEGRATED AGREEMENT; MODIFICATION. This Amendment constitutes the entire agreement and understanding of the Parties with respect to the subject matter and supersedes all prior negotiations and representations. In the event of any conflict between this Amendment and the Contract or any earlier amendment, this Amendment shall control and govern. This Amendment may not be modified except in writing signed by the Parties.
5. AUTHORITY. Each party to this Amendment, and each individual signing on behalf of each party, hereby represents and warrants to the other that it has full power and authority to enter into this Amendment and that its execution, delivery, and performance of this Amendment has been fully authorized and approved, and that no further approvals or consents are required to bind such party.
6. ELECTRONIC SIGNATURES. An electronic signature or electronic record of this Amendment or any other ancillary agreement shall be deemed to have the same legal effect as delivery of an original executed copy of this Amendment or such other ancillary agreement for all purposes.
7. COUNTERPARTS. This Amendment may be executed in one or more counterparts, each of which shall be deemed an original, and all of which counterparts together shall constitute the same instrument which may be sufficiently evidenced by one counterpart. Execution of this Amendment at different times and places by the parties shall not affect the validity thereof so long as all the parties hereto execute a counterpart of this Amendment.

EXECUTED AND EFFECTIVE as of the day and date first above written.

**HAWORTH, INC.,  
A MICHIGAN CORPORATION**

By: Matthew Corl  
Matthew Corl (Oct 1, 2024 12:53 EDT)  
Name: Matthew Corl  
Title: Manager of Pricing & Contracts  
Date: 10/01/24

**STATE OF WASHINGTON  
DEPARTMENT OF ENTERPRISE SERVICES**

By: Nick Ioanna  
Name: Nicholas Ioanna  
Title: Procurement Supervisor  
Date: 10/01/24

State of Washington Contracts & Procurement Division Department of Enterprise Services P.O. Box 41411 Olympia, WA 98504-1411	<b>CONTRACT AMENDMENT</b>	
	Contract No.:	21422
Haworth, Inc. One Haworth Center Holland, MI 49423	Amendment No.:	2
	Effective Date:	March 25, 2025

**AMENDMENT**  
**TO**  
**PARTICIPATING ADDENDUM FOR NASPO MASTER AGREEMENT MA3966**  
**STATEWIDE CONTRACT NO. 21422**  
**OFFICE FURNITURE AND RELATED SERVICES**

This Second Amendment (“Amendment”) to Participating Addendum No. 21422 is made and entered into by and between the State of Washington acting by and through the Department of Enterprise Services, a Washington State governmental agency (“Enterprise Services”) and Haworth, Inc., Michigan Corporation (“Contractor”) and is dated as of March 25, 2025.

**RECITALS**

- A. Enterprise Services and Contractor (collectively the “Parties”) entered into that certain Participating Addendum pertaining to NASPO Agreement No. 21422 dated effective as of May 1, 2023 (“Contract”).
- B. The Parties previously amended the Contract as follows:
  - (1) By instrument titled First Amendment to Participating Addendum (dated October 1, 2024) to add two new sections 8.5 (Pay Equality) and 8.6 (Nondiscrimination) to the Participating Addendum.
- C. The Parties now desire to amend the Participating Addendum Exhibit A Subcontractor Rates.
- D. The amendment set forth herein is within the scope of the Contract.

**AGREEMENT**

**NOW THEREFORE**, in consideration of the mutual covenants and agreements set forth herein, the Parties hereby agree to amend the Contract, as previously amended, as follows:

1. EXHIBIT A. Pursuant to Exhibit A of the Participating Addendum, the pricing for the goods/services is hereby amended by deleting the existing Exhibit A – Subcontractor Service Rates in its entirety and inserting the attached Exhibit A – Subcontractors and Service Rates.

2. NO CHANGE OTHER THAN AMENDMENT. Except as amended herein, the Contract is unaffected and remains in full force and effect.
3. INTEGRATED AGREEMENT; MODIFICATION. This Amendment constitutes the entire agreement and understanding of the Parties with respect to the subject matter and supersedes all prior negotiations and representations. In the event of any conflict between this Amendment and the Contract or any earlier amendment, this Amendment shall control and govern. This Amendment may not be modified except in writing signed by the Parties.
4. AUTHORITY. Each party to this Amendment, and each individual signing on behalf of each party, hereby represents and warrants to the other that it has full power and authority to enter into this Amendment and that its execution, delivery, and performance of this Amendment has been fully authorized and approved, and that no further approvals or consents are required to bind such party.
5. ELECTRONIC SIGNATURES. An electronic signature or electronic record of this Amendment or any other ancillary agreement shall be deemed to have the same legal effect as delivery of an original executed copy of this Amendment or such other ancillary agreement for all purposes.
6. COUNTERPARTS. This Amendment may be executed in one or more counterparts, each of which shall be deemed an original, and all of which counterparts together shall constitute the same instrument which may be sufficiently evidenced by one counterpart. Execution of this Amendment at different times and places by the parties shall not affect the validity thereof so long as all the parties hereto execute a counterpart of this Amendment.

EXECUTED AND EFFECTIVE as of the day and date first above written.

**HAWORTH, INC.,  
A MICHIGAN CORPORATION**

**STATE OF WASHINGTON  
DEPARTMENT OF ENTERPRISE SERVICES**

By: Matthew Corl  
Matthew Corl (M37-71-0045-0001-0001)  
Name: Matthew Corl  
Title: Manager of Pricing & Contracts  
Date: 03/31/2025

By: Shantel Wight  
Name: Shantel Wight  
Title: Interim Procurement Supervisor  
Date: 2025-03-31

## SUBCONTRACTORS AND SERVICE RATES

### DESIGN, INSTALLATION, LAYOUT, AND RECONFIGURATION SERVICE RATES.

Charges for these services will be negotiated by the Purchasing Entity on a project-by-project basis with the Designated Subcontractor and included as a line item in the quote provided by the Designated Subcontractor. Contractor may offer, through its Designated Subcontractors or approved freight carrier(s), liftgate services and other non-standard delivery services which are outside of Contractor's standard freight costs, such as palletization, storage, special permits, etc.; should Contractor be able to offer such non-standard delivery services, these services will be negotiated on a project-by-project basis and approved by the Purchasing Entity. Charges for non-standard delivery services will be included as a line item in the quote provided by the Designated Subcontractor.

### SUBCONTRACTORS/POINTS OF CONTACT

Eastern Washington	Western Washington
<b>HiTouch Business Services</b>	<b>HiTouch Business Services</b>
10102 E Knox Ave, Suite 300	721 Legion Way SE
Spokane, WA 99206	Olympia, WA 98501
Joe Vaccaro	Joe Vaccaro
<a href="mailto:joe.vaccaro@hitouchbusinessservices.com">joe.vaccaro@hitouchbusinessservices.com</a>	<a href="mailto:joe.vaccaro@hitouchbusinessservices.com">joe.vaccaro@hitouchbusinessservices.com</a>
360.556.7403	360.556.7403
<b>Business Interiors of Idaho dba Freeform</b>	<b>Systems Source</b>
715 E Sprague Ave #40	1200 5 <sup>th</sup> Avenue, Suite 200
Spokane, WA 99202	Seattle, WA 98101
Fernando Jaureche	Tricia Sullivan
<a href="mailto:fernando@freeformspaces.com">fernando@freeformspaces.com</a>	<a href="mailto:tsullivan@systemssource.com">tsullivan@systemssource.com</a>
	206.308.7107
<b>Business Interiors of Idaho dba Freeform</b>	<b>Interior Office Solutions dba peoplespace</b>
2501 N Columbia Center Blvd	821 2 <sup>nd</sup> Ave, Suite 400
Richland, WA 99352	Seattle, WA 98104
Keila Gordon	Howard York
<a href="mailto:keila@freeformspaces.com">keila@freeformspaces.com</a>	<a href="mailto:hyork@peoplespace.com">hyork@peoplespace.com</a>
	206.422.5007