

*NOTE: Please refer to the attached instructions regarding the Good Faith Efforts required to support a waiver request.*

To: City Colleges of Chicago Office of M/WBE Contract Compliance

Re: **Request for waiver from the City Colleges of Chicago MBE/WBE Contract Participation Plan**

The undersigned respectfully requests a waiver of the City Colleges of Chicago’s M/WBE Contract Participation Plan as detailed below. The request is made with the express understanding that the approval is not automatic and the circumstances and supporting documentation will be reviewed accordingly.

Project Name & Number: \_\_\_\_\_

Type of waiver:      Full MBE (25%)                       Partial MBE (percentage to be waived)  \_\_\_\_\_%

                                Full WBE (7 %)                       Partial WBE (percentage to be waived)  \_\_\_\_\_%

Reason for waiver:

- Sole Source Manufacturer
- Distributor – No Subcontractors
- Limited subcontracting opportunities
- Other \_\_\_\_\_

Submitted by: \_\_\_\_\_  
Peter DeVries, President & COO  
Name and Title of authorized representative  
Modern Campus Inc.  
\_\_\_\_\_  
Name of Bidder/Proposer Company

**For CCC use only:**

Granted:      Full MBE       Partial MBE  \_\_\_\_\_%      Full WBE       Partial WBE  \_\_\_\_\_%

Denied:       Insufficient supporting documentation       Sufficient pool of direct M/WBE vendors

User Department concurrence (for scope issues): \_\_\_\_\_

CCO initials/date: \_\_\_\_\_ Compliance Director/date \_\_\_\_\_

## **Modern Campus Diversity Policy**

Modern Campus is committed to the highest level of software application performance and support. In order to maintain the highest quality SaaS platform and accompanying services, all coding, support, development, administration, implementation, training, and sales work is done by Modern Campus employees.

### *Modern Campus Sub Bid Opportunities*

Although Modern Campus does not have sub bidding opportunities, we actively strive to foster Diversity in the workplace.

We are proud to be one of the most diverse technology companies in North America, with a very strong presence of visible minorities throughout the organization, and higher than the industry average for percentage of women. Close to 30% of our company is female which is more than the industry standard in technology companies (25%). Women are also part of our Upper Management and Tech Lead positions. In addition, Modern Campus boasts a majority (2:1 ratio) of visible minorities to non-minorities. We believe this sets us apart from most companies and is proof that we are very committed to diversity and minority interests.

Our employees include people from different age groups, sexual orientations, ethnicities, and religions, working in an environment of mutual respect and acceptance.

### *Modern Campus Equal Employment Opportunity Practices (from our Employee handbook)*

We do not discriminate at our Company. We welcome diversity and the synergy stemming from all perspectives as a result of different backgrounds and experiences. We provide respect and equal employment opportunities for all Company individuals and applicants. Decisions pertaining to recruitment, hiring, training, transfers, dismissals, layoffs, counselling, compensation, hours of work, benefits, and performance reviews are based on job performance, merit, and qualifications. Family members and relatives may be considered for employment on their merits in accordance with our policies on this subject. Our practice has been, and will continue to be, one of honest evaluation of each individual's qualifications and business contributions.