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|--|------------------------------------|--|--|------------------------|
| <b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>  |                                    |  | 1. CONTRACT ID CODE<br><a href="#">Click here to enter text.</a> | PAGE OF PAGES<br>1   5 |
| 2. AMENDMENT/MODIFICATION NO.<br>PS0028  | 3. EFFECTIVE DATE<br>SEE BLOCK 16C | 4. REQUISITION/PURCHASE REQUISITION NUMBER     | 5. PROJECT NO. (If Applicable)                                   |                        |
| 6. ISSUED BY: CODE<br><br>U.S. GENERAL SERVICES ADMINISTRATION<br>SERVICE CONTRACT DIVISION 2<br>333 WEST BROADWAY, ROOM 950<br>SAN DIEGO, CA 92101            | QT2F2BA                            | 7. ADMINISTERED BY (If other than Item 6) CODE |  |                        |
| 8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)<br><br>Empower AI, Inc.<br>11730 Plaza America Dr Ste 400<br>Reston, VA 20190-4764 |                                    | (X)  | 9A. AMENDMENT OF SOLICITATION NUMBER                             |                        |
|  |                                    | <input type="checkbox"/>                       | 9B. DATED (SEE ITEM 11)  |                        |
|  |                                    | <input checked="" type="checkbox"/>            | 10A. MODIFICATION OF CONTRACT/ORDER NO.<br>47QTCK18D0055         |                        |
|  |                                    |  | 10B. DATED (SEE ITEM 13)<br>7/1/2018                             |                        |
| CODE UEI: HC6QJAM2F4E3   | FACILITY CODE CAGE: 0MX49          |  |  |                        |

**11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS**

The above numbered solicitation is amended as set forth in item 14. The hour and date specified for receipt of Offers  is extended  is not extended.

Offer's must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:

(a) By completing Items 8 and 15, and returning # copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)

**13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS  
IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.**

|                                     |   |
|-------------------------------------|---|
| <input type="checkbox"/>            | A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.  |
| <input type="checkbox"/>            | B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(B). |
| <input checked="" type="checkbox"/> | C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: FAR 43.103(a)(3) AND BY MUTUAL AGREEMENT OF THE PARTIES  |
| <input type="checkbox"/>            | D. OTHER (Specify type of modification and authority)   |

**E. IMPORTANT:** Contractor  is not  is required to sign this document and return 1 copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

The purpose of this bilateral, no-cost modification is to implement Executive Order (EO) 14398, Addressing DEI Discrimination by Federal Contractors and to incorporate the following clauses:

- 1) Revised - 52.244-6 Subcontracts for Commercial Products and Commercial Services (Oct 2025) (Deviation Apr 2026)
- 2) Added - 52.222-90, Addressing DEI Discrimination by Federal Contractors (Apr 2026) (Deviation)

The changes in this modification apply to all existing and future orders under this contract.

(See continuation page for detailed implementation procedures)

Except as provided herein, all terms and conditions of the document referenced in item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

|   |   |   |   |
|---|---|---|---|
| 15A. NAME AND TITLE OF SIGNER (Type or print)<br><b>Kimberly Sue Dobyns, Director of Contracts</b>    |   | 16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)<br><b>Diemle Phan, Contracting Officer</b> |   |
| 15B. CONTRACTOR/OFFEROR<br><br><i>Kimberly Sue Dobyns</i><br>(Signature of person authorized to sign) | 15C. DATE SIGNED<br>Click here to enter text.<br><b>5/15/26</b> | 16B. OFFICIAL TITLE OF AMERICAN<br><br><i>Diemle Phan</i><br>(Signature of Contracting Officer)       | 16C. DATE SIGNED<br><b>5/18/2026   19:19:29 BST</b> |

**CONTINUATION OF SF-30 BLOCK 14**

In accordance with **52.222-90 Addressing DEI Discrimination by Federal Contractors.**

As prescribed in 22.2203, insert the following clause:

Addressing DEI Discrimination by Federal Contractors (Deviation Apr 2026)

(a) *Definitions.* As used in this clause—

*Program participation* means membership or participation in, or access or admission to: training, mentoring, or leadership development programs; educational opportunities; clubs; associations; or similar opportunities that are sponsored or established by the contractor or subcontractor.

*Racially discriminatory diversity, equity, and inclusion (DEI) activities* means disparate treatment based on race or ethnicity in the recruitment, employment (e.g., hiring, promotions), contracting (e.g., vendor agreements), program participation, or allocation or deployment of an entity's resources.

(b) In connection with the performance of work under this contract, the Contractor agrees as follows:

(1) The Contractor will not engage in any racially discriminatory DEI activities;

(2) The Contractor will furnish all information and reports, including providing access to books, records, and accounts, as required by the Contracting Officer, for purposes of ascertaining compliance with this clause;

(3) In the event of the Contractor's or a subcontractor's noncompliance with this clause, this contract may be canceled, terminated, or suspended in whole or in part, and the Contractor or subcontractor may be declared ineligible for further Government contracts;

(4) The Contractor will report any subcontractor's known or reasonably knowable conduct that may violate this clause to the Contracting Officer and take any appropriate remedial actions directed by the Contracting Officer; and

(5) The Contractor will inform the Contracting Officer if a subcontractor sues the Contractor and the suit puts at issue, in any way, the validity of this clause.

(6) The Contractor recognizes that compliance with the requirements of this clause are material to the Government's payment decisions for purposes of 31 U.S.C. 3729(b)(4).

(c) The Contractor must include the substance of this clause, including this paragraph (c), in subcontracts at any tier, including those for commercial products and commercial services, except those where the place of delivery or performance is outside the United States.

(End of clause)

In accordance with **52.244-6 Subcontracts for Commercial Products and Commercial Services.**

As prescribed in 44.403, insert the following clause:

Subcontracts for Commercial Products and Commercial Services (Oct 2025) (Deviation Apr 2026)

(a) *Definitions.* As used in this clause—

*Commercial product, commercial service and nondevelopmental item* have the meanings contained in Federal Acquisition Regulation (FAR) 2.101.

*Subcontract* has the meaning at FAR 44.401

(b) *Requirements.*

(1) To the maximum extent practicable, the Contractor shall incorporate, and require its subcontractors at all tiers to incorporate, commercial products, commercial services, or non-developmental items as components of items to be supplied under this contract.

(2) If a clause in the following table is included in the contract, the Contractor shall insert the clause in subcontracts for commercial products or commercial services and must flow down the requirements of the clause to subcontracts as indicated in the specific clause:

| Number     | Title  | Date        |
|------------|--|-------------|
| 52.203-13  | Contractor Code of Business Ethics and Conduct                                     | NOV<br>2021 |
| 52.203-17  | Contractor Employee Whistleblower Rights   | NOV<br>2023 |
| 52.203-19  | Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements | JAN<br>2017 |
| 52.204-9   | Personal Identity Verification of Contractor Personnel                             | JAN<br>2011 |
| 52.219-8 * | Utilization of Small Business Concerns   | JAN<br>2025 |
| 52.222-35  | Equal Opportunity for Veterans   | JUN<br>2020 |
| 52.222-36  | Equal Opportunity for Workers with Disabilities                                    | JUN<br>2020 |
| 52.222-37  | Employment Reports on Veterans   | JUN<br>2020 |

|                         |   |             |
|-------------------------|---|-------------|
| 52.222-40               | Notification of Employee Rights Under the National Labor Relations Act  | DEC<br>2010 |
| 52.222-41               | Service Contract Labor Standards  | AUG<br>2018 |
| 52.222-50               | Combating Trafficking in Persons  | NOV<br>2021 |
| 52.222-50 with<br>Alt I | Combating Trafficking in Persons, with its Alternate I  | MAR<br>2015 |
| 52.222-51               | Exemption from Application of the Service Contract Labor Standards to Contracts for Maintenance, Calibration, or Repair of Certain Equipment—Requirements | MAY<br>2014 |
| 52.222-53               | Exemption from Application of the Service Contract Labor Standards to Contracts for Certain Services—Requirements   | MAY<br>2014 |
| 52.222-54               | Employment Eligibility Verification   | JAN<br>2025 |
| 52.222-62               | Paid Sick Leave Under Executive Order 13706   | JAN<br>2022 |
| 52.222-90               | Addressing DEI Discrimination by Federal Contractors  | APR<br>2026 |
| 52.224-3                | Privacy Training  | JAN<br>2017 |
| 52.224-3 with<br>Alt I  | Privacy Training, with Alternate I  | JAN<br>2017 |

|                          |   |             |
|--------------------------|---|-------------|
| 52.225-26                | Contractors Performing Private Security Functions Outside the United States | OCT<br>2016 |
| 52.232-40                | Providing Accelerated Payments to Small Business Subcontractors             | MAR<br>2023 |
| 52.240-91                | Security Prohibitions and Exclusions  | DATE        |
| 52.240-91 with<br>Alt I  | Security Prohibitions and Exclusions, with its Alternate I                  | DATE        |
| 52.240-92                | Security Requirements   | DATE        |
| 52.240-92 with<br>Alt II | Security Requirements, with its Alternate II                                | DATE        |
| 52.247-64                | Preference for Privately Owned U.S.-Flag Commercial Vessels                 | NOV<br>2021 |

\* Include only if the subcontract offers further subcontracting opportunities. If the subcontract (except subcontracts to small business concerns) exceeds the applicable threshold specified in FAR 19.109(a) on the date of subcontract award, the subcontractor must include 52.219-8 in lower tier subcontracts that offer subcontracting opportunities.

(c) *Subcontracts*. The Contractor shall include the terms of this clause, including this paragraph (c), in subcontracts awarded under this contract.

(End of clause)