



Amendment to Exhibit B to the International Employer of Record Services Agreement

Exhibit B under the International Employer of Record Services Agreement (the “Agreement”) in effect between the Parties is hereby replaced with the following:

This Exhibit B sets forth the applicable Pebl fees and pricing structure for all Supported Workers supported under the Agreement (including existing Supported Workers and any Supported Workers engaged in the future), and Supported Worker-specific details will be set forth in the applicable Quote (defined below).

Customer Details:

Client Name:	George Mason University
Service Provider:	Velocity Global LLC, d/b/a Pebl

Purchase Details:

Service Model*	Term	Pricing Information	Deposit
Pay-as-you-go (“PAYG” or “PayGo”) Employer of Record Services	Continuous until terminated in accordance with the Agreement.	<p>Monthly Management Fee: \$950 USD per Supported Worker per month.</p> <p>Additional fees (as applicable): (i) \$45 USD wire transfer fee per country per month; (ii) 3% foreign exchange fee where the worker is paid in a different currency from the invoicing currency; (iii) applicable taxes (e.g., VAT); and iv) Pass-through Costs. Supported Worker-specific estimates will be set forth in the applicable Quote.</p> <p>Payment Terms: Net 30 upon receipt of invoice. The parties acknowledge that day one of the invoice receipt shall be the first business day for which the university is open to receive such invoice. Payment will be released by the 30th day via</p>	<p>No deposit is required for Supported Worker onboarding, provided that (i) the Client maintain enrollment and proper set-up in Paymode-X as the payment method for invoices under the Agreement; and (ii) Client maintains on-time payment history (i.e., pays all undisputed invoices by the applicable due date).</p> <p>Pebl agrees to maintain enrollment in Paymode-X.</p> <p>If Client does not maintain and ensure proper set-up Paymode-X or if Client fails to pay an undisputed invoice when due, Pebl may, upon written notice, require Client to pay a deposit for each Supported Worker (including existing and/or future Supported Workers) prior to further onboarding and/or continued services.</p> <p>Deposits will be capped at one month’s payroll for the applicable Supported Worker (excluding agreed seniority deposits). Pebl will provide written calculations and supporting payroll data for any deposit request.</p> <p>Client must notify Pebl within 10 business days of a disputed deposit invoice.</p> <p>Pebl will suspend collection of the disputed amount, investigate within 15 business days, and adjust and/or reimburse (with interest) if an error is confirmed.</p> <p>Any deposit change based on late payment history requires written justification and 30 days’ notice.</p>

		<p>Paymode-X. While most payments show up the same day, PEBL acknowledges that minor variations in the delivery of electronic funds do not constitute late payment.</p> <p>Client billing info: acctpay@gmu.edu;</p> <p>Client requires a PO number. Client's PO number is currently PO94717774</p> <p>Any purchase order or similar instrument issued by Client is for administrative purposes only and shall not be binding on Pebl, unless the Parties expressly agree in a writing, separate from such purchase order</p>	<p>No immediate increases beyond one payroll cycle will be implemented without written notice and Finance approval</p> <p>If Client fails to pay any undisputed invoice when due, Pebl may request interest payments in accordance with the Code of Virginia, as follows: § 2.2-4355. Interest penalty; exceptions.</p> <p>The rate of interest charged a state agency shall be the base rate on corporate loans (prime rate) at large United States money center commercial banks as reported daily in the publication entitled The Wall Street Journal. Whenever a split prime rate is published, the lower of the two rates shall be used. However, in no event shall the rate of interest charged exceed the rate of interest established pursuant to § 58.1-1812.</p> <p>All deposits will be paid by Client Net 30 upon receipt of invoice, but in any case must be received before Pebl extends the Employment Contract to a new Supported Worker.</p> <p>In the event a candidate is not onboarded, Client shall receive a prompt refund of the applicable deposit. All deposits will be applied to the last invoice specific to each Supported Worker; provided there are no further outstanding amounts owed.</p> <p>The amount of the Deposit is subject to change based on changes to the Supported Worker's salary or accrued seniority, Client's payment history, and for any Supported Worker for whom Pebl agrees to accept (a) a Recognition of Seniority request or (b) a request to include a severance arrangement in the Employment Agreement that exceeds any minimum requirements under Applicable Laws in the work location.</p>
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**Employer of Record ("EOR")*


"Supported Worker(s)" means the worker(s) identified by Client via the onboarding/new hire form made available through Pebl's platform or another document.


"Quote" means the individualized pricing and/or onboarding quote provided by Pebl to Client for a Supported Worker, which includes Supported Worker-specific estimates (e.g., compensation, estimated employer costs/burden and other Pass-through Costs).

Explanation of Fees/Pass-Through Costs:

Client is responsible for payment of all Pebl Fees set forth above and all applicable categories of pass-through costs payable by Client to Pebl and payable by Pebl to a Supported Worker or another third party ("Pass-Through Cost(s)"), including but not limited to each Supported Worker's salary, any bonuses, commissions or other variable compensation and all other components of the compensation package, Employment Costs, including mandatory employer burden/contributions under Applicable Laws in the work location and indirect operational costs, offboarding/termination related costs, post-termination costs, and any reimbursable expenses, Employment Agreement/ Employment Package review costs or background check costs.

Governing Terms; No Other Changes: This Amendment is governed by the terms and conditions of the Agreement, as amended from time to time. Except as otherwise set forth in this Amendment, no other changes, amendments, modifications, or deletions are made to the Agreement. This Amendment is effective upon the latest signature below.

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 *Clifford Stone*
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4/29/2026 | 4:06 PM EDT

Signed by:

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4/29/2026 | 6:00 PM EDT