

Exhibit C: Updated Proposed Condition 11 Regarding Faculty and Staff

In response to questions raised by the Zoning Commission at the October 11, 2006 public hearing, the University has updated its proposed Condition 11 to further address the issue of “outsourced” employees in connection with Campus Plan compliance reporting (new language in **bold**):

For the duration of this Plan, the Foggy Bottom faculty and staff population shall not exceed a total of 12,529 on a headcount basis, and 10,550 on a full-time equivalent basis.

- a. For the purposes of these Conditions, “Foggy Bottom faculty and staff headcount” shall include : regular full-time faculty and staff; regular part-time faculty and staff; wage account staff that are not Foggy Bottom students accounted for pursuant to Condition 10; temporary part-time faculty (excluding part-time clinical faculty who are not paid employees of the University); and visiting instructional and research faculty. For the purposes of these Conditions, Foggy Bottom faculty and staff shall not include faculty and staff whose primary office locations are not on the Foggy Bottom campus; employees of non-GW owned or controlled entities which are located on the Foggy Bottom campus; and contractors that provide ancillary campus-related service functions who are not employees of the University.
- b. For the purposes of these Conditions, “Foggy Bottom faculty and staff full time equivalent” shall be determined by assigning a fraction to part-time employees included in the Foggy Bottom faculty and staff headcount number based generally on the number of hours worked as compared to the standard full-time 40 hour work week.
- c. As part of the report required in connection with each second stage Planned Unit Development application (as set forth in Condition 6), GW shall provide a list of any “outsourcing activities” that have occurred since the last second stage application. For the purposes of these Conditions, an “outsourcing activity” shall be defined as termination within any thirty-day period of 50 or more Foggy Bottom faculty or staff who are assigned to a specific University department or unit and are permanently replaced with contractors or other persons not employed by the University to perform on the Foggy Bottom campus the services of the terminated faculty or staff.