



January 27th, 2024

Jerry Barberio, Village Manager

Village of Mamaroneck

123 Mamaroneck Avenue, Mamaroneck, NY 10543

**Subject: Termination of Consulting Services Agreement**

Dear Mr. Barberio,

I hope this letter finds you well. I am writing to address our current consulting services agreement, dated December 8th, 2023, between Radical Gadfly Consulting Group, LLC and the Village of Mamaroneck.

As outlined in our agreement, our collaboration was contingent upon timely communication and the provision of necessary resources and information from your end to facilitate the effective commencement and execution of the DEI workshops. Unfortunately, we have encountered significant delays and challenges in this regard.

Despite our best efforts to adhere to the agreed-upon schedule, there has been a notable lack of responsiveness and communication from your office. These delays have impeded our ability to start the sessions within the contractually agreed timeframe. Additionally, the minimal responsiveness has significantly affected our planning and delivery of the workshops, compromising the effectiveness of our services.

Given these circumstances, and after considerable deliberation, it has become evident that the organizational capacity and scheduling alignment necessary for the successful delivery of our services are not currently feasible. Therefore, it is with regret that I must inform you of our decision to terminate the consulting services agreement, effective immediately.

In accordance with Section 15 of our agreement, this termination is being communicated to you with more than 30 days' notice. As per the contractual terms, we will provide an invoice for any fees and expenses incurred up to the date of this termination.

We appreciate the opportunity to have planned this important initiative with the Village of Mamaroneck and regret that we are unable to proceed under the current circumstances. We remain committed to the principles of Diversity, Equity, and Inclusion and hope that the Village of Mamaroneck continues to pursue these essential goals with the vigor and commitment they deserve.

Thank you for your understanding in this matter. We wish the Village of Mamaroneck the best in its future endeavors. Should the situation change, or should you wish to revisit this collaboration under different circumstances, please feel free to contact me.

Sincerely,

A handwritten signature in black ink that reads "Phillip D. Marcus Jr." in a cursive script.

Phillip Marcus Jr.

Principal Consultant

Radical Gadfly Consulting Group, LLC