

**MODIFICATION #6
TO
CONTRACT NUMBER VA-180315-GARG
BETWEEN THE
COMMONWEALTH OF VIRGINIA
AND
GARTNER, INC.**

This Modification #6 ("**Modification**") is an agreement between the Virginia Information Technologies Agency ("**VITA**"), pursuant to § 2.2-2012 of the *Code of Virginia*, on behalf of the Commonwealth of Virginia ("**Commonwealth**"), and Gartner, Inc. ("**Supplier**"), a corporation headquartered at 56 Top Gallant Road, Stamford, CT 06902-7700, to modify and amend Contract Number VA-180315-GARG (the "**Contract**"). This Modification and any attachments thereto is, upon execution by VITA and Supplier, incorporated into and made an integral part of the Contract.

The purpose of this Modification is to document the agreement of VITA and Supplier to the following:

1. The Contract is a jointly and cooperatively procured contract under §2.2 -4304 of the *Code of Virginia*. Accordingly, VITA and Supplier agree that the Contract may be used by other public bodies outside of Virginia provided Supplier and those entities mutually agree and execute a Participating Addendum that incorporates the terms and conditions of the Contract, including all modifications thereto. Such Participating Addendum:
 - a. May include additional terms that are required by the law of the state or locality or any law governing cooperative purchasing agreements.
 - b. May include new, mutually agreed upon terms that clarify ordering procedures specific to that participating entity

In the event that the participating entity requests additional terms and conditions that may increase costs to Supplier, Supplier may, upon agreement, increase or decrease its pricing accordingly. These costs may include the following:

- c. State and local taxes
- d. Unemployment and workers compensation fees
- e. E-commerce satisfaction fees
- f. Costs associated with any additional terms and conditions that are mutually agreed upon.

Supplier's pricing for all non-Virginia public entities shall be firm and fixed for the initial term of the Contract. After the initial term of the Contract, if the Contract is renewed by the Commonwealth, the Supplier's pricing may be adjusted based on market conditions only with the mutual agreement of both the Supplier and the purchasing non-Virginia entity.

2. The following sentence is added to the definition of "Authorized User" in Section 2.C of the Contract:

Pursuant to Code § 2.2-4304, "Authorized Users" also includes those public bodies, or public agencies or institutions or localities of the several states, of the United States or its territories, the District of Columbia, the U.S. General Services Administration, or the Metropolitan Washington Council of Governments that have executed a participating addendum with the Supplier to utilize this Contract.
3. Exhibit B is deleted in its entirety.
Exhibit B is replaced by the Attachment A to this Modification #6.

The changes set forth in this Modification are effective immediately.

The foregoing is the complete and final expression of the agreement between Supplier and VITA to modify the Contract and cannot be modified, except by writing signed by duly authorized representatives of both parties.

ALL OTHER TERMS AND CONDITIONS REMAIN UNCHANGED.

PERSONS SIGNING THIS CONTRACT ARE AUTHORIZED REPRESENTATIVES OF EACH PARTY TO THIS CONTRACT AND ACKNOWLEDGE THAT EACH PARTY AGREES TO BE BOUND BY THE TERMS AND CONDITIONS OF THE CONTRACT.

GARTNER, INC.

VITA, on behalf of the
COMMONWEALTH OF VIRGINIA

By: **Eunice Appiah**

By: **Michael A. Novak**

Name: Eunice Appiah

Name: Michael A. Novak

Title: **Contracts Manager**

Title: Strategic Sourcing Consultant

Date: **03/08/2022**

Date: **03/08/2022**

Attachment A

COMMONWEALTH OF VIRGINIA

VIRGINIA INFORMATION TECHNOLOGIES AGENCY (VITA)

VA-180315-GARG EXHIBIT B Schedule of Fees

Rates are effective March 1, 2022 and apply to purchase orders received on or before February 28, 2023 with a service delivery start date no later than March 1, 2023.

RESEARCH AND ADVISORY SERVICES	Mar-01-2022 to Feb-28-2023
IT TEAM PLUS SOLUTIONS	ANNUAL FEE
Global CIO Team Plus ¹ - Invitation Only	
Global CIO	202,365
Renewing Subscriber ⁶ - For license purchase before Mar-01-2022 with continuous renewal.	196,355
Divisional CIO	151,275
Global IT Leader	151,275
Global IT Leadership Team Plus ¹ - Invitation Only	
Global Team Leader	138,309
Global Partner Member	126,120
Advisor Member	48,020
Executive Programs Leadership Team Plus for Global Enterprises ¹	
Global Enterprises Team Leader	150,182
Global Enterprises IT Executive (may purchase IT Leadership Team Plus Members)	150,182
Global Enterprises Partner (may purchase Enterprise IT Leadership Team Plus Members)	129,753
Delegate Team Leader - Renewal Only ⁶ (may purchase IT Leadership Team Plus Members)	53,704
Advisor Team Leader (may purchase IT Leadership Team Plus Members)	39,382
Cross Function Team Member	27,487
Executive Programs Leadership Team Plus ¹	
Leader	101,959
Renewing Subscriber ⁶ - For license purchase before Mar-01-2022 with continuous renewal.	101,119
IT Executive Team Member or IT Executive Team Leader (IT Executive Team Leader must purchase IT Leadership Team Plus Members)	101,959

Renewing Subscriber ⁶ - For license purchase before Mar-01-2022 with continuous renewal.	101,119
Partner Team Member or Partner Team Leader (Partner Team Leader must purchase Enterprise IT Leadership Team Plus Members)	90,015
Renewing Subscriber ⁶ - For license purchase Feb-01-2021 to Mar-01-2022 with continuous renewal.	86,230

RESEARCH AND ADVISORY SERVICES	Mar-01-2022 to Feb-28-2023
- For license purchase before Feb-01-2020 with continuous renewal.	82,311
Delegate Team Member or Delegate Team Leader - Renewal Only ⁶ (Delegate Team Leader must purchase IT Leadership Team Plus Members)	53,704
Advisor Team Member or Advisor Team Leader (Advisor Team Leader must purchase IT Leadership Team Plus Members)	39,382
Cross Function Team Member	27,487
Gartner for CIOs Team Plus ¹⁰	
Team Leader	64,374
Advisor Team Member or Advisor Team Leader (Advisor Team Leader must purchase IT Leadership Team Plus Members)	39,382
Cross Function Team Member	27,487
Enterprise IT Leadership Team Plus for Global Enterprise ¹	
Global Team Leader	107,097
Global Advisor Team Leader (may purchase Enterprise IT Leadership Team Plus Members)	35,724
Advisor Team Member	35,724
Cross Function Team Member	21,103
Enterprise IT Leadership Team Plus ¹	
Team Leader	80,186
Renewing Subscriber ⁶ - For license purchase Feb-01-2020 to Jan-31-2021 with continuous renewal.	77,026
- For license purchase before Feb-01-2020 with continuous renewal.	71,120
Advisor Team Member	35,724
Cross Function Team Member	21,103
IT Leadership Team Plus ¹	
Team Leader	35,724
Advisor Team Member	35,724
Cross Function Team Member	21,103
IT TEAM SOLUTIONS	ANNUAL FEE
Executive Programs Leadership Team ¹	
Leader	93,652

Renewing Subscriber ⁶ - For license purchase before Mar-01-2022 with continuous renewal.	92,924
IT Executive Team Member or IT Executive Team Leader (IT Executive Team Leader must purchase IT Leadership Team Members)	93,652
Renewing Subscriber ⁶ - For license purchase before Mar-01-2022 with continuous renewal.	92,924
RESEARCH AND ADVISORY SERVICES	Mar-01-2022 to Feb-28-2023
Partner Team Member or Partner Team Leader (Partner Team Leader must purchase Enterprise IT Leadership Team Members)	82,573
Renewing Subscriber ⁶ - For license purchase Feb-01-2021 to Mar-01-2022 with continuous renewal.	79,102
- For license purchase before Feb-01-2020 with continuous renewal.	75,506
Delegate Team Member or Delegate Team Leader - Renewal Only ⁶ (Delegate Team Leader must purchase IT Leadership Team Members)	49,304
Advisor Team Member or Advisor Team Leader (Advisor Team Leader must purchase IT Leadership Team Members)	36,131
Cross Function Team Member	25,192
Role Team Member	17,552
Executive Programs Leadership Team Essentials ¹ - Limited Availability ³	
Leader	93,652
Renewing Subscriber ⁶ - For license purchase before Mar-01-2022 with continuous renewal.	92,924
Essentials Team Member - Limited Availability ³	9,796
Enterprise IT Leadership Team ¹	
Team Leader	73,805
Renewing Subscriber ⁶ - For license purchase Feb-01-2020 to Jan-31-2021 with continuous renewal.	70,909
- For license purchase before Feb-01-2020 with continuous renewal.	65,371
Advisor Team Member	32,941
Cross Function Team Member	19,375
Role Team Member	12,185
Essentials Team Member	9,796
IT Leadership Team ¹	
Team Leader	32,941
Advisor Team Member	32,941
Cross Function Team Member	19,375
Role Team Member	12,185
Essentials Team Member	9,796
IT TEAM SOLUTIONS	ANNUAL FEE

Research Board for Global Executives - Invitation Only	
Global CIO	218,557
Executive Programs	
Member (Single User)	103,265
RESEARCH AND ADVISORY SERVICES	Mar-01-2022 to Feb-28-2023
Renewing Subscriber ⁶ - For license purchase before Mar-01-2022 with continuous renewal.	102,609
Member (Multi User)	91,760
Renewing Subscriber ⁶ - For license purchase before Mar-01-2022 with continuous renewal.	91,047
Gartner for CIOs	
Individual Access (Single User)	70,749
Individual Access (Multi User)	64,374
IT Leaders	
Individual Access Advisor (Single User)	43,610
Individual Access Advisor (Multi User)	32,941
Reference (Single User)	29,293
Reference (Multi User)	18,594
Core Connect	
Advisor (Single User)	35,980
Advisor (Multi User)	26,254
Reference (Single User)	23,098
Reference (Multi User)	13,305
IT MULTI-USER SOLUTIONS	
Technical Professionals ⁴ (per agency)	
Advisor Department	127,474
Reference Department	85,875
Technical Professionals Team ^{4, 5}	60,785
Additional Team Member	11,743
Technical Professionals Small & Midsize Business (SMB) ^{4, 5} (per agency)	
Advisor SMB	67,629
Reference SMB	44,846
IT Associates 100 Research Notes - Limited Availability ^{3, 4}	30,104

IT TEAM PLUS WITH INDUSTRY SOLUTIONS	
Global CIO Team Plus with Industry ² (one industry) - Invitation Only	
Global CIO	227,732
Divisional CIO	178,351
Global IT Leader	178,351
RESEARCH AND ADVISORY SERVICES	Mar-01-2022 to Feb-28-2023
Global IT Leadership Team Plus with Industry ² (one industry) - Invitation Only	
Global Team Leader	164,330
Global Partner Member	149,691
Advisor Member	53,609
Executive Programs Leadership Team Plus with Industry for Global Enterprises ² (one industry)	
Leader	178,454
Global Enterprises IT Executive (may purchase Industry Advisory Services Leadership Team Plus Members)	178,454
Global Enterprises Partner (may purchase Enterprise IT Leadership Team Plus with Industry Members)	154,330
Advisor Team Leader (may purchase Industry Advisory Services Leadership Team Plus Members)	49,691
Cross Function Team Member	33,196
Executive Programs Leadership Team Plus with Industry ² (one industry)	
Leader	122,269
Renewing Subscriber ⁶ - For license purchase before Mar-01-2022 with continuous renewal.	114,330
IT Executive Team Member or IT Executive Team Leader (IT Executive Team Leader must purchase Industry Advisory Services Leadership Team Plus Members)	122,269
Partner Team Member or Partner Team Leader (Partner Team Leader must purchase Enterprise IT Leadership Team Plus with Industry Members)	113,918
Advisor Team Member or Advisor Team Leader (Advisor Team Leader must purchase Industry Advisory Services Leadership Team Plus Members)	49,691
Cross Function Team Member	33,196
Gartner for CIOs Team Plus with Industry ¹⁰ (one industry)	
Team Leader	70,722
Advisor Team Member or Advisor Team Leader (Advisor Team Leader must purchase Industry Advisory Services Leadership Team Plus Members)	55,361
Cross Function Team Member	36,083
Enterprise IT Leadership Team Plus with Industry for Global Enterprises ² (one industry)	
Global Team Leader	139,073
Global Advisor Team Leader (may purchase Enterprise IT Leadership Team Plus with Industry Team Members)	44,949

Advisor Team Member	44,949
Cross Function Team Member	27,526
Enterprise IT Leadership Team Plus with Industry ² (one industry)	
Team Leader	106,186
Advisor Team Member	44,949
RESEARCH AND ADVISORY SERVICES	Mar-01-2022 to Feb-28-2023
Cross Function Team Member	27,526
Industry Advisory Services Leadership Team Plus ² (one industry)	
Team Leader	44,949
Advisor Team Member	44,949
Cross Function Team Member	27,526
IT TEAM WITH INDUSTRY SOLUTIONS	
Executive Programs Leadership Team with Industry ² (one industry)	
Leader	112,165
IT Executive Team Member or IT Executive Team Leader (IT Executive Team Leader must purchase Industry Advisory Services Leadership Team Members)	112,165
Partner Team Member or Partner Team Leader (Partner Team Leader must purchase Enterprise IT Leadership Team with Industry Members)	104,227
Advisor Team Member or Advisor Team Leader (Advisor Leader must purchase Industry Advisory Services Leadership Team Members)	45,671
Cross Function Team Member	30,413
Role Team Member	21,650
Enterprise IT Leadership Team with Industry ² (one industry)	
Team Leader	97,217
Advisor Team Member	41,238
Cross Function Team Member	25,361
Role Team Member	14,537
Essentials Team Member	10,104
Industry Advisory Services Leadership Team ² (one industry)	
Team Leader	41,238
Advisor Team Member	41,238
Cross Function Team Member	25,361
Role Team Member	14,537
Essentials Team Member	10,104
IT INDIVIDUAL ACCESS WITH INDUSTRY SOLUTIONS	
Executive Programs with Industry (one industry)	
Member (Single User)	122,372

Member (Multi User)	109,794
Gartner for CIOs with Industry (one industry)	
Individual Access (Single User)	77,836
Individual Access (Multi User)	70,722
RESEARCH AND ADVISORY SERVICES	Mar-01-2022 to Feb-28-2023
Industry Advisory Services (one industry)	
Individual Access Advisor (Single User)	53,403
Individual Access Advisor (Multi User)	41,238
Reference (Single User)	35,980
Reference (Multi User)	24,537
GARTNER BUSINESS SERVICES	
Customer Service & Support Leaders Team ⁷	
Team Leader	33,189
Advisor Team Member	33,189
Reference Team Member	13,856
Customer Service & Support Leaders Individual Access	
Advisor (Single User)	43,950
Advisor (Multi User)	33,189
Chief Financial Officers Team ⁷	
Team Leader	87,082
Advisor Team Member or Advisor Team Leader (Advisor Team Leader must purchase Finance Leaders Team Members)	33,189
Reference Team Member	14,358
Chief Financial Officers Individual Access	
Advisor (Single User)	95,929
Advisor (Multi User)	87,082
Finance Leaders Team ⁷	
Team Leader	33,189
Advisor Team Member	33,189
Reference Team Member	14,358
Finance Leaders Individual Access	
Advisor (Single User)	43,950
Advisor (Multi User)	33,189
Chief Human Resources Officers Team ⁷	

Team Leader	87,082
Advisor Team Member or Advisor Team Leader (Advisor Team Leader must purchase Human Resources Leaders Team Members)	33,189
Reference Team Member	16,876
RESEARCH AND ADVISORY SERVICES	Mar-01-2022 to Feb-28-2023
Chief Human Resources Officers Individual Access	
Advisor (Single User)	95,929
Advisor (Multi User)	87,082
Human Resources Leaders Team ⁷	
Team Leader	33,189
Advisor Team Member	33,189
Reference Team Member	16,876
Human Resources Leaders Individual Access	
Advisor (Single User)	43,950
Advisor (Multi User)	33,189
Human Resources Professionals ⁷	
Reference - Up to 20 HR Professionals	41,003
Reference - Up to 5 HR Professionals	25,488
TalentNeuron™	
Single Country	32,225
Single Country Reference	24,614
Additional 5 Users	4,650
Additional Workbench	10,987
Legal, Risk and Compliance Leaders Team ⁷	
Team Leader	28,484
Advisor Team Member	28,484
Reference Team Member	11,318
Legal, Risk and Compliance Leaders Individual Access	
Advisor (Single User)	37,680
Advisor (Multi User)	28,484
Marketing Leaders Team ⁷	
Team Leader	44,021
Advisor Team Member	44,021
Reference Team Member	17,320

Marketing Leaders Individual Access	
Advisor (Single User)	52,887
Advisor (Multi User)	44,021
RESEARCH AND ADVISORY SERVICES	Mar-01-2022 to Feb-28-2023
OTHER SERVICES	UNIT PRICE
News and Insights	743
Strategic Advisory Services ⁴ - for clients with research services	
Internal Advisory Session	18,248
Remote Advisory Services	9,073
Add-on for Executive Programs, Enterprise IT or Enterprise Supply Chain Leaders	
Two Additional Meetings Add-on - Limited Availability ³	18,420
Conferences - North America ⁸ (price per ticket) - <i>2022 ticket pricing expires December 31, 2022</i>	
2022 IT Symposium/Xpo	5,129
2022 Summit (BI, Data Center, Security, or Apps)	3,480
2022 Summit (excludes BI, Data Center, Security, and Apps)	2,964
2022 Finance Conference	3,016
2022 ReImagineHR Conference	3,325
2022 Marketing Symposium/Xpo	3,660
RENEWAL ONLY LEGACY SERVICES	
Executive Programs Member Basic - Renewal Only ⁶	
Member Basic (Single User)	70,598
Member Basic (Multi User)	63,160
Executive Programs Member Basic with Industry (one industry) - Renewal Only ⁶	
Member Basic (Single User)	87,217
Member Basic (Multi User)	79,176
IT Executives - Renewal Only ⁶	
IT Executives CIO Signature	116,985
IT Executives CIO (Single User)	105,787
IT Executives CIO (Multi User)	93,829
IT Executives CIO Essentials (Single User)	70,598
IT Executives CIO Essentials (Multi User)	63,160
Delegate Add-on to CIO Signature - Limited Availability ³	50,144
Enterprise IT Leaders - Renewal Only ⁶	

Individual Access (Single User)	85,248
Renewing Subscriber ⁶ - For license purchase before Feb-01-2020 with continuous renewal.	78,315
Individual Access (Multi User)	70,909
Renewing Subscriber ⁶ - For license purchase before Feb-01-2020 with continuous renewal.	65,683
RESEARCH AND ADVISORY SERVICES	Mar-01-2022 to Feb-28-2023
PUBLIC AND NON-PROFIT HIGHER EDUCATION IT STUDENTS INSTITUTIONS ONLY	
Core IT Research Reference for Higher Education ⁹ (per student campus)	
Core Reference for a community college	32,887
Core Reference for a college or university with 1 to 4,999 Student FTE	32,887
Core Reference for a college or university with 5,000 to 9,999 Student FTE	65,774
Core Reference for a college or university with 10,000 to 24,999 Student FTE	98,661
Core Reference for a college or university with 25,000+ Student FTE	131,548
Technical Professionals for Higher Education ⁹ (per student campus)	
Technical Professional Advisor for IT Staff only of a college or university	67,629
Technical Professional Reference for IT Staff only of a college or university	44,846
IT PROFESSIONAL SERVICES	HOURLY RATES
Vice President	477
Senior Director	439
Director	408
Associate Director	343
Senior Consultant	274
Consultant	210
Associate Consultant	152

Purchasing guidelines:

"Single User" applies to a buying center that has one individual license; "Multi User" applies to a buying center that has at least two qualifying licenses within the same agency or named client. To qualify for Multi User price levels, services must be ordered on the same Service Agreement or Purchase Order and reflect a common "Bill To" address. Strategic Advisory Services, Conferences, and Add-on services do not contribute towards Multi User pricing qualification.

¹ **Team** licenses require the purchase of a team configuration and are not available for purchase as standalone licenses. Certain team solutions are invitation only services as indicated in the pricing table. A maximum of one Leader per team. Each Leader type license must have three (3) to ten (10) team member licenses. A minimum of three (3) Advisor and/or Cross Function team member licenses required per Enterprise IT Leadership Leader and per Partner license. Executive Programs Leadership team solutions with one Leader and less than three (3) team member licenses is permissible so long as one of the team member licenses is an IT Executive or a Partner Leader with at least three (3) Advisor and/or Cross Function team member licenses per Partner license. Global CIO team solutions with one Leader and less than three (3) team member licenses is permissible. All licenses in a Team must be coterminous and of the same team type. For example, a Team Plus configuration may only contain Team Plus licenses and cannot include other types of team licenses such as Team Plus with Industry, Team (non-Plus), Global CIO Team etc.

² **Team with Industry** licenses require the purchase of a team configuration and are not available for purchase as standalone licenses. Certain team solutions are invitation only services as indicated in the pricing table. A maximum of one Leader per team. Each Leader type license must have three (3) to ten (10) team member licenses. A minimum of three (3) Advisor and/or Cross Function team member licenses required per Enterprise IT Leadership Leader and per Partner license. Executive Programs Leadership team solutions with one Leader and less than three (3) team member licenses is permissible so long as one of the team member licenses is an IT Executive or a Partner Leader with at least three (3) Advisor and/or Cross Function team member licenses per Partner license. Global CIO team solutions with one Leader and less than three (3) team member licenses is permissible. All licenses in a Team must be coterminous and of the same team type. For example, a Team Plus with Industry configuration may only contain Team Plus with Industry licenses for the same industry and cannot include other types of team licenses such as Team with Industry (non-Plus), Team Plus, Team (no industry, non-Plus), Global CIO Team etc. Team solutions with Industry Advisory Services is for one industry and all licenses in the team must purchase access to the same industry.

³ Availability is limited. Please check with your Gartner Sales representative before ordering.

⁴ Purchasing prerequisite and/or eligibility requirements apply. Check with Sales representatives before purchasing.

⁵ Technical Professionals Team licenses require the purchase of a team configuration and are not available for purchase as standalone licenses. Each Technical Professionals Team consists of one (1) Team Leader and four (4) Team Member coterminous licenses. Up to six (6) additional Team Members may be added for a maximum total of ten (10) Team Members per Team Leader. Technical Professionals SMB is a per agency license available only to eligible small and medium size agencies with 4,000 or fewer employees. Please check with Sales representatives before purchasing.

⁶ **Renewal Only** and **Renewing Subscriber** services and pricing are available to eligible license holders who purchased the service listed on or before the date specified above or below and continuously purchase the service thereafter. Please check with Sales Representative for availability and eligibility before ordering.

Team Delegate Member and Delegate Leader licenses: purchased on or before February 1, 2020

Executive Programs Member Basic and Member Basic with Industry: purchased on or before April 1, 2019

IT Executives: purchased on or before September 1, 2015 *

* Industry Advisory Services Add-on IT Executives must be coterminous with the base IT Executives license and requires the purchase of the same Industry Add-on license for each user within the IT Executives license (CIO Signature must purchase for the Member and each Delegate).

⁷ Gartner Business Services Team licenses require the purchase of a team configuration and are not available for purchase as standalone licenses. A maximum of one Team Leader per Team. Each Team Leader type license must have three (3) to ten (10) Team Members coterminous with the Leader license. A Customer Service & Support Team or Legal & Compliance Leaders Team with one Team

Leader and two Team Members is permissible. All licenses in a Team must be of the same business domain; for example, a Finance Leaders Team may only consist of Finance Leaders Team licenses. Human Resources Professionals requires the purchase and maintenance of a coterminous Chief Human Resources Officers Team or Human Resources Team.

⁸ Ticket prices apply to orders received by December 31st of the year indicated for the start of each term. For example, ticket prices for Year 2022 or term "Mar 1, 2022 to Feb 28, 2023" applies to orders received on or before December 31, 2022. Future ticket prices have not been released; please check with account representatives for future pricing at the time of purchase.

⁹ Higher Education products are only available to eligible public and not-for-profit Higher Education colleges or universities with undergraduate students pursuing two-year associate or four-year baccalaureate degrees in information technology. A Core IT Research Reference for Higher Education license is for one designated, student campus based on the total full-time equivalent (FTE) student enrollment of the college or university, as assessed at the time of purchase. Purchasing prerequisites apply. Check with Sales representatives before purchasing.

¹⁰ Gartner for CIOs team solutions require the purchase of a team configuration and are not available for purchase as standalone licenses. A maximum of one Leader per team. Each Leader type license must have **one (1) to ten (10) team member** licenses. All licenses in a Team with Industry solution must purchase access to the same industry. All licenses in a team must be coterminous and of the same team type. For example, a CIOs Team Plus with Industry configuration may only contain CIOs Team Plus with Industry licenses for the same industry and cannot include other types of team licenses such as Team Plus (no Industry), Team (no industry, non-Plus), Global CIO Team etc.