

Executive Search Consulting Services

Contract Number: DHRM20-01
Contract Title: Executive Search Consulting Services
Contract Period: October 1, 2019 through September 30, 2022 with 3 one-year renewal options
Renewal Year: N/A

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|---------------------|--|
| Company Name | Fahrenheit Advisors |
| Contact | Rich Reinecke, Co-Managing Partner & Co-Founder 1500 Mactavish Avenue Richmond, VA 23230 (804) 955-4423 (office) (804) 986-0485 (mobile) reinecke@fahrenheitadvisors.com (email) |
| SWAM Status | Yes |
| Experience | Corporate |

Cost – Full Executive Search Services

- plus expenses

| Base Salary | Fixed Fee |
|---------------------|-----------|
| \$90,000 – 109,999 | \$27,000 |
| \$110,000 – 124,999 | \$32,000 |
| \$125,000 – 149,999 | \$37,500 |
| \$150,000 – 174,999 | \$44,000 |

Cost – Limited Scope Services

| Services | Price |
|---|--|
| Position Planning | \$150 hour (estimated 12-20 hours to complete) |
| Advertising & Marketing | \$150/hour (estimated 10-80 hours to complete) |
| Sourcing | \$150/hour (in 40 hour blocks) |
| Interview Preparation & Coordination | \$150/hour (estimated 12-20 hours) |
| Background & Reference Checks | \$750-1,500 per candidate dependent on requested references and screenings |

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|---------------------|--|
| Company Name | Greenwood/ Asher & Associates |
| Contact | Dr. Jan Greenwood and Dr. Betty Turner Asher Greenwood/Asher & Associates, Inc. 42 Business Center Dr., Suite 206 Miramar Beach, FL 32550 (850) 650-2277 (office) (202) 374-2111 (mobile) team@greenwoodsearch.com jangreenwood@greenwoodsearch.com bettyasher@greenwoodsearch.com www.greenwoodsearch.com (website) |
| SWAM Status | Yes |
| Experience | Higher Education, Nonprofit |

Cost – Full Executive Search Services

- excludes candidate costs for interviews, advertisements, and background checks

| Salary Range | Professional Fee | Indirect Expenses (12% of Fee) | Consultant Travel | Total Pricing Package |
|-----------------------|------------------|--------------------------------|-------------------|-----------------------|
| Up to \$180,000 | \$60,000 | \$7,200 | \$10,000 | \$77,200 |
| \$181,000 – 249,000 | \$75,000 | \$9,000 | \$10,000 | \$94,000 |
| \$250,000 – 349,000 | \$90,000 | \$10,800 | \$10,000 | \$110,800 |
| \$350,000 - \$499,000 | \$120,000 | \$14,400 | \$10,000 | \$144,400 |
| \$500,000 and over | \$150,000 | \$18,000 | \$10,000 | \$178,000 |

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|---------------------|---|
| Company Name | GovHR USA |
| Contact | Joellen Cademartori, GovHR CEO 630 Dundee Road, Suite 130 Northbrook, IL 60062 (847) 380-3238 (office) (847)-380-3240 (main line) jcademartori@govhrusa.com (email) www.GovHRusa.com (website) |
| SWAM Status | None |
| Experience | Local Government, Nonprofit |

Cost – Full Executive Search Services

| Component | Fee |
|--------------------------------------|------------------------|
| Recruitment Fee | \$14,000 |
| Recruitment Expenses (not to exceed) | \$6,000 |
| Advertising | \$2,500 (estimate) |
| Candidate Travel | TBD and paid by agency |

Cost – Limited Scope Services

| Services | Price |
|--|---|
| Position Planning, Advertising, Marketing, & Sourcing | \$5,010 + expenses |
| Screening & Evaluation of Applicants With Recommendations & Background/Reference Checks | \$7,140 + expenses |
| Interview Preparation & Coordination | \$1,850 |
| Optional Assessment Center | \$6,500 \$750 for each additional candidate + expenses |

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| Company Name | Harvard Group International |
| Contact | Patricia Crenshaw, Managing Director 8669 E. San Alberto Dr., Ste. 100 Scottsdale AZ 85258 (678) 214-6095 (office) (602) 768-3352 (mobile) PCrenshaw@harvardsearch.com (email) www.harvardsearch.com |
| SWAM Status | None |
| Experience | Corporate, Nonprofit, Higher Education |

Cost – Full Executive Search Services

- plus expenses

| Base Salary | Fixed Fee |
|---------------------|-----------|
| \$90,000 – 109,999 | \$31,000 |
| \$110,000 – 124,999 | \$36,425 |
| \$125,000 – 149,999 | \$42,625 |
| \$150,000 – 174,999 | \$50,375 |
| \$175,000 and above | \$54,250 |

Cost – Limited Scope Services

Can negotiate an interest in limited scope services with using agencies.