

Executive Search Firm Proposals

Firms listed by date of receipt then in alphabetical order

Proposal Requirements:	Sierra HR Partners	Bob Murray & Associates	Gomez Partners	GovHR USA	CPS HR Consulting	Koff & Associates	The Norfus Firm
Proposal formatted as requested	✓			✓	✓	✓	✓
Letter of Interest		✓	✓	✓	✓	✓	✓
Experience and Qualifications	✓	✓	✓	✓	✓	✓	✓
Understanding of the Project	✓			✓	✓	✓	✓
References	✓	✓	✓	✓	✓	✓	✓
Project Management	✓	✓	✓	✓	✓	✓	✓
Methodology	✓	✓	✓	✓	✓	✓	✓
Project Costs	✓	✓	✓	✓	✓	✓	✓
Items of Interest:							
Project costs	20% of final candidate's estimated first year salary, no cap. Additional services for \$100 per hour	\$24,900. Optional services offered for defined fees	25% of final negotiated salary not to exceed \$40K	\$30,500	\$30,000	Not-to-exceed \$28,500. Optional recruitment video for \$4K	\$40,000 through July 1; \$13,333.33 per month after July 1
Includes consultant travel	Yes	Two onsite meetings included, then \$1,500 travel expenses billed to	Not indicated	No	Not indicated	Yes	Not indicated
Includes candidate travel	Not indicated	No	No	No	No	No	Not indicated
Placement Guarantee	Yes, 60 day	Yes, 12 month	Yes, 12 month	Yes, 12 month	Yes, 12 month	Yes, 12 month	No
Work Sample Included	No	Yes	Yes - page 34	NO	Yes	Yes	Yes
Office Location	Fresno, CA	Roseville, CA	Oak Brook, Illinois	Northbrook, Illinois	Sacramento, CA	Berkeley, CA	Miami, Florida
Timeline	12 weeks	13-16 weeks	70 days or less	14 weeks	12-14 weeks	14 weeks	Up to 8 months