


# Request For Proposal For Executive Search Firm Services Executive Director



630-756-2673 

1100 Jorie Blvd, Suite # 126   
Oak Brook, IL 60523

[www.DavidGomezPartners.com](http://www.DavidGomezPartners.com) 

*Connecting People. Sharing Ideas. Creating Solutions.*



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**Fresno Council of Governments**

*Toni Graham, Accounting Manager*  
2035 Tulara Street, Suite 201  
Fresno, CA 93721  
Email: [TGraham@Fresnocog.org](mailto:TGraham@Fresnocog.org)  
Phone: 559-233-4148

February 1, 2024

Dear Toni,

We are excited to present to you as a qualified firm, specializing in consultation and professional executive search support in the identification and recruitment of prospective diversity candidates for available executive roles for Fresno Council of Governments.

Gomez Partners, Inc. (hereinafter referred to as "GP") is proposing to assist Fresno Council of Governments in nationally recruiting a diverse talent pool of qualified applicants and successfully hire for the role of Executive Director at a competitive cost.

Since 1978, Gomez Partners has delivered our clients top tier talent solutions. We understand that solid business relationships are built on TRUST. Our team of highly skilled consultants provide human capital solutions using grit, precision, and speed. As your Executive Recruitment Partner, Gomez Partners approaches the executive search process with diligence and a niche focus on diversity inclusion. It is our specialty to provide your organization with high-performance professionals that have the passion and discipline that exceed Fresno Council of Governments' expectations.

As a Certified Minority Business Enterprise, we are mindful of the value of diversity for your organization's vitality, creativity, and future success. We recognize that diversity often transcends gender, racial, or cultural dimensions to include novel and innovative thought leaders in any industry. Applying our effectively unique search process, we maintain our competitive position in the marketplace by consistently uncovering and discovering high-performance professionals.


We appreciate your consideration and hope to have the pleasure of working with Fresno Council of Governments very soon.

Sincerely,



**David P. Gomez, President & CEO**

 [David@DavidGomezPartners.com](mailto:David@DavidGomezPartners.com)

 630-686-1410

**Connecting People. Sharing Ideas. Creating Solutions.**

## Company Details

### About Us

Headquartered in Illinois, Gomez Partners, Inc. (DGP) is a national retained executive search firm with clients spanning multiple industries in the United States. DGP offers expert executive search and human capital services with specialties in diversity and succession planning. Over the past **40+ years focused on diversity**, DGP has developed an inclusive methodology to recruit a diverse slate of candidates.

Gomez Partners is a proud diverse Executive Search Firm with a **culturally inclusive** and **competent team** of professionals. Serving you as a **Certified Minority Business Enterprise**, our executive search reach spans the United States. We understand that diversifying your workforce can be tough. Gomez Partners is relentless in our approach to bring your organization the best and brightest executive talent from a diverse pool of accomplished professionals.

### Our Mission

Gomez Partners is on a mission to **level the playing field for all professionals** by providing wisdom to the executive search process, one candidate at a time.

### Our Vision

Gomez Partners' vision is to facilitate the deployment of diverse executive candidates in inclusive environments that foster the **change needed to sustain tomorrow's workforce**.

### Our Values

We understand as recruitment professionals that we provide a service that impacts the successful growth of teams, organizations, and individuals. For this reason, we are committed to adhering to our company's core values, known as **S.E.A.R.C.H.**, which stands for **S**ervice, **E**thics, **A**ccountability, **R**esults, **C**ommunication, and **H**onesty.



## Our Placement Guarantee

If in the first 12 months of employment, the hired candidate is asked to leave for reasons of under-performance, or leaves of their own volition, provided that there has not been a material change in the nature or location of the position, we will relaunch a search for a new candidate, under the original role specifications. In such a case, we will do so for no additional professional fee.



## **Our Commitment To Diversity & Inclusion**

### ***Diversity & Representation Matters***

Comprised of a diverse executive recruiting team, we apply a culturally inclusive methodology to our approach. As emphatic advocates of diversity, equity, and inclusion, we extend support to our clients and candidates, ensuring the very best services available.

Representation of diversity in the workplace is imperative for any company or organization's success. Gomez Partners specializes in building diverse and collaborative teams of executive professionals.

### ***Our Stats for Success***

**20,000 +** Diversity & Inclusive Executive Searches

**91% +** Average Placement Rate

**200 Million +** Professional Network of Industry Professionals Nation-Wide

**55% +** Diverse Talent Pool Per Search

# Organizational Chart

**David P. Gomez**  
President & CEO

**Executive Assistant**

**Richard M. Gomez, CPA**  
Dir. of Finance & Operations

**Carrie Ann Dickson**  
Managing Director

**Michelle O'Kennard, MHS**  
Dir. of Marketing & Business Dev.

**Executive Recruiter**

# Our Team



**David P. Gomez**  
*President & CEO*



**Richard M. Gomez, CPA**  
*Dir. of Finance & Operations*



**Michelle O'Kennard, MHS**  
*Dir. of Marketing & Business Dev.*



**Carrie Ann Dickson**  
*Managing Director*



### Professional Bio

A steadfast visionary leader, David Gomez has been serving the Executive Search Industry as a leader of leaders since founding Gomez Partners in 1978.

A first-generation Mexican from immigrant parents, David comes from humble beginnings, fueling the ambition that catapulted him to business success. Overcoming racial and financial barriers that stalled his progress, David leaned on his strengths to navigate his path to reaching his dreams.

Perfecting his business craft, David's skill in diversity consulting has earned him a consistent and prominent presence on the pages of national media and trade publications including The Wall Street Journal, Latino Leaders, and Dinero Magazine.

His passion for diversity and inclusion has coined him "The King of Diversity," establishing him as a relentless diversity and inclusion advocate.

Over the years, David has served as a vital catalyst for the development of valuable organizations, alliances, and professional development programs that advance professional opportunities for executives of color. Some of these include:

- An integral role in the development of The New American Alliance.
- Assistance in the development of Harvard University's Business School certificate program, catering to the unique needs of Latino professionals.
- Member of the Executive Committee of The United States Hispanic Chamber of Commerce.
- Co-founded the University of Southern California's Marshall School of Business Executive Development Certificate of Professional Candidacy and Responsibility.
- A guest and keynote speaker for organizations that include the National Society of Hispanic MBAs and the National Black MBA Association.

David Gomez continues to serve as the fearless visionary leader of Gomez Partners, continuing to disrupt the executive professional industry by instituting effective diversity strategies that nurture diverse and inclusive corporate environments.



*"Trusting in God to bring forth the best version of myself. Heal the Soul and the Body will follow. Every Day do your best and trust God to take care of the rest!"*

**-David Gomez, Founder & CEO**

# David P. Gomez

*President & CEO*

## Resume & Experience

**David Gomez Partners (Formerly David Gomez & Associates, Inc.)**

2019 – Present

*President and CEO*

David Gomez has excelled in the Executive Search industry for over 40 years. He has driven his firm, David Gomez Partners, Inc., to INC. 500 fastest-growing status, as well as built two other businesses during his career. As CEO of DGP, Gomez serves his clients by navigating our rapidly changing economy to locate the best senior talent. He was recently applauded by the Executive Search community for spearheading an inclusive methodology that has been recognized as best in class. Under Gomez's leadership, DGP has established strategic relationships with the nation's leading companies, providing them with the talent crucial to continued business success.

**David Gomez & Associates, Inc.**

1978 – 2019

*President and CEO*

DGA is a retained search firm with clients spanning multiple industries - from the Fortune 1000, Transportation, Healthcare, Lead Consultant for the City of Chicago, Government entities, and Non-Profit Organizations. Through our unique, proprietary search process, we deliver only the most exceptional executive and managerial candidates; business leaders adept at navigating the complexities inherent to the global economy. As a Hispanic Business Enterprise, we are especially mindful of the value of diversity for an organization's vitality, creativity, and success.

## Education

Saint Xavier University, *B.A. Liberal Arts* 1974

University of Chicago, *Corporate Responsibility Program* 2005

Harvard Business School, *Best Practices in Corporate Governance* 2003 University of Southern California; *Board of Directors Certificate – Candidacy & Responsibility* 2002

## Licenses & Certifications

*Certified Hispanic Business Enterprise*





# Richard M. Gomez, CPA

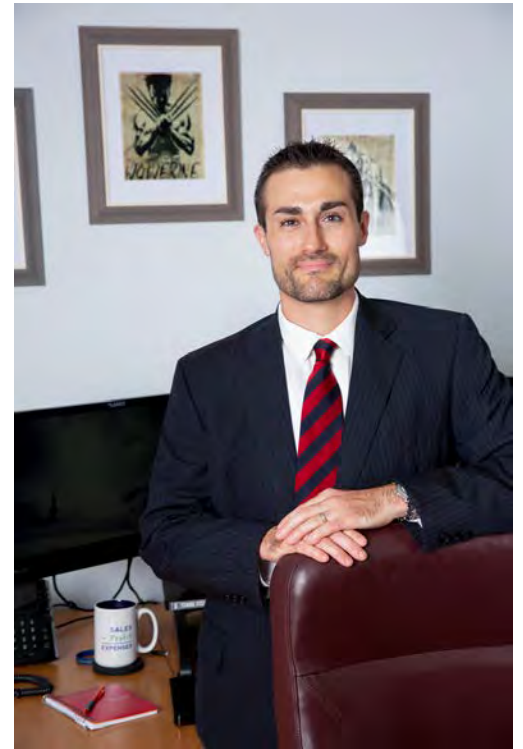
*Director of Finance & Operations*

## Professional Bio

Driven with a passion for small business management and entrepreneurship, Richard Gomez serves as the Director of Finance & Operations for Gomez Partners. A humble servant-leader, Richard leads the day-to-day operations of Gomez Partners with a strong focus on investing in his team, using professional development as the catalyst.

Applying both grit and grace to his leadership approach, Richard believes a key to success is taking the time to embrace the delicate balance between our professional and personal lives.

With more than 13 years of experience in recruiting and business finance, Richard specializes in optimizing operational performance, financial budget management, and identifying and mitigating risks. Richard came to Gomez Partners in 2018 with the hope of making an impact for diverse professionals searching for career advancement opportunities.



*"Motivation gets you going and  
habit gets you there."  
- Zig Ziglar*

Completing his higher education at The University of Illinois at Urbana-Champaign, Richard earned Bachelor of Arts and Master of Science degrees in Accounting. Richard is an active member of The American Institute of Certified Public Accountants, Illinois CPA Society, and seeks to complete the process of becoming a Chartered Financial Analyst.

Committed to personal development, Richard is an avid reader, challenging himself to improve daily. A dedicated husband and father of seven children, Richard invests his free time into raising his family and mentoring the next generation of leaders through his passion for teaching and coaching hockey.

# Richard M. Gomez

Director of Finance & Operations

## Resume & Experience

**David Gomez Partners (Formerly David Gomez & Associates, Inc.)**

2009 – Present

*Director of Finance & Operations*

- Drive the financial planning of the organization.
- Retain awareness of the company's financial position and act to prevent problems.
- Set targets for and supervise all accounting and finance personnel.
- Oversee all internal and external control operations.
- Develop strategies and manage partnerships.
- Prepare timely and detailed financial reports.
- Prepare service level agreements and invoices.

**Kenny & Kenny, P.C.**

2018 – Present

*Senior Accounting Manager*

- Help privately held business owners create businesses that work for the owners, the customer, and the team.
- Helps develop an accounting department and business plan to achieve the best version of the business.

**BDO USA, LLP**

2009 – 2018

- Providing assurance, tax, financial advisory and consulting services to a wide range of publicly traded and privately held companies.
- Provide quality service through the active involvement of experienced and committed professionals.

*Assurance Senior Manager 2017 - 2018*

*Assurance Manager 2014 – 2017*

*Assurance Senior Associate 2011 – 2014*

*Assurance Associate 2009 - 2011*

## Education

University of Illinois Urbana – Champaign, Gies College of Business, *Master's Accounting Science*

University of Illinois Urbana – Champaign, College of Business, *B.A. Accountancy*



# Carrie Ann Dickson

*Managing Director*

## Professional Bio

Raised in Texas, Carrie Ann Dickson migrated to Illinois to pursue higher education and professional growth. Attending Lake Forest College, Carrie Ann maximized her college experience by earning a bachelor's degree in Business Administration with a double minor in English Literature and Theatre.

Carrie Ann has over 15 years of experience in recruiting and acquiring accounts for high-growth organizations. Serving as the Managing Director for Gomez Partners, Carrie Ann is a passionate team leader that strives to mitigate gender and racial discrimination in the workplace by diligently seeking diverse minority executives and negotiating with employers to close the pay gaps between genders and racial groups.

Her savvy business acumen provides her recruiting team guidance, leading every project to success. A dedicated, lifetime learner, Carrie Ann possesses a gift for writing and research, causing her to thoroughly examine every detailed need of her clients and candidates.

Serving as the Managing Director for Gomez Partners, Carrie Ann is a passionate team leader seeking to mitigate injustices vicariously through her work. An advocate for diversity injustice, Carrie Ann strives to mitigate gender and racial discrimination in the workplace by diligently seeking diverse minority executives and negotiating with employers to close the pay gaps between genders and racial groups.

As an advocate for diversity, Carrie Ann strives to utilize her education, work experience, and life experiences by creating opportunities for both her clients and candidates throughout the U.S.



*"No matter what anyone tells you,  
words and ideas can change the  
world."*

**- Robin Williams**

# Carrie Ann Dickson

Managing Director

## Resume & Experience

### David Gomez Partners (Formerly David Gomez & Associates, Inc.)

2019 – Present

#### *Managing Director of Client Services*

- Manage all areas within organizations, including account management, recruiting, and customer service.
- Directs clients and candidates' recruitment, order management, marketing, planning, and customer service.
- Drive results for all parties involved in the search and oriented in corporate and staffing environments.
- Ensure projects are implemented according to plan.
- Provides strategic client and candidate direction and maintain relationships while
- Refine candidate and client relationships while developing and delivering specialized solutions.
- Deliver recruitment and marketing solutions across organizations.

### Beam Suntory

2014 – 2021

#### *Marketing – CBT*

- Lead marketing efforts responsible for the centralized marketing functions including:
- Media and leadership strategy
- Client management
- Project planning and processes
- Responsibility for standardization of marketing practices and processes
- Responsibility of leading project and client and executive candidate marketing
- Responsible for strategy, innovation, renovation, and communications.

### Equity Office Properties / IndCor Properties

2006 - 2013

#### *Manager*

- Solve client and candidate issues.
- Assign proper resources to all areas of the project.
- Work on projects to find the best and brightest executives
- Create a positive experience for clients and executive candidates

### Education

Lake Forest College, *B.A. Arts, Business Administration & Management*





# Michelle O'Kennard, MHS

*Director of Marketing & Business Development*

## Professional Bio

Michelle O'Kennard serves as the Director of Marketing & Business Development for Gomez Partners. An established marketing and branding expert, Michelle brings 10+ years of entrepreneurship and business consultant experience to the DGP Team.

As the lead marketer, Michelle is responsible for overseeing the day-to-day marketing activities of Gomez Partners, ensuring every marketing opportunity is maximized for every project taken on.

A Chicago native, she is a graduate of the University of Illinois at Chicago (UIC), earning her bachelor's degree in Sociology and later earned her master's degree from Governors State University with a focus on Addiction Studies.

Serving as a Global Brand Manager, Michelle specializes in developing successful, digital marketing campaigns worldwide, thus expanding the influence of her clients under the guidance of her creative tutelage.

A strategic content writer and storyteller, she offers both Gomez Partners clients and candidates marketing guidance to fill roles quickly and with ease. Michelle is a proud member of the media community and an inspiring public speaker and facilitator, focusing on the topics of branding, business, entrepreneurship, marketing strategy, and women leaders.

Michelle is a 40 Under 40 Honoree, presented by The Black Women's Professional League, celebrating her entrepreneurial efforts and work. She is also a Phenomenal Woman Awardee, presented by The Chicago Black Women's Expo, highlighting her career and commitment to the community. She shares this honor with past Phenomenal Woman Awardees that include Oprah Winfrey, Dr. Maya Angelou, and Cicely Tyson.



*"Managers share strategies. Leaders share stories. Moguls share both."*

**-Michelle O'Kennard**  
***Thee Marketing M.O.gul***

# Michelle O'Kennard, MHS

Director of Marketing & Business Development

## Resume & Experience

**David Gomez Partners (Formerly David Gomez & Associates, Inc.)**

2022 – Present

*Director of Marketing & Business Development*

- Marketing, Branding, & Business Development Activities
- Recruitment & Client Management Services
- Internal Marketing Operations & Execution
- Company Communications Liaison

**WDB Marketing, Inc.**

2020 - 2022

*Brand Manager*

- Brand Leadership
- Campaign Development & Execution
- Agency Partnership Management
- Brand Influencer
- Email Strategy & CRM
- Reputation Management
- New Business Development
- Sales
- Marketing Consumer & Product Research
- Ad Buying Strategy
- Visual Production Curator & Specialist
- Visual Design Creative
- Copywriter

**MCO Designs, Inc.**

2015 - 2022

*Founder & CEO*

- Global Brand Manager
- Global Campaign Management
- Experiential Marketing Strategist
- Film Production & Project Management

## Education

Governor's State University, *Master's of Health & Human Services: Addiction (MHS)*  
University of Illinois, Chicago (UIC), *Bachelor's of Arts: Sociology*





# Certifications

Gomez Partners Inc. (DGP) currently has less than ten full-time employees. You will find DGP’s organizational chart on the next page. DGP is on pace to match or exceed 2022 and 2023 revenues in 2024.

Should specific financial information be required we will gladly provide the information upon request. DGP has over 40 years of recruitment experience. One of DGP’s values is making an impactful difference with diversity and inclusion.

DGP has not had any mergers/acquisitions in the last five years. In addition, DGP does not have any pending litigation.

***Gomez Partners Inc. is a member in good standing with the NMSDC.***



# OUR CLIENTS



Northern Illinois University



Dallas County Community College District



DALLAS/FORT WORTH INTERNATIONAL AIRPORT



Indianapolis Airport Authority



# GOVERNMENTAL & PUBLIC SECTOR WORK EXPERIENCE



*Position(s) Filled:*

- Controller
- Leasing Manager



Indianapolis Airport Authority

*Position(s) Filled:*

- Director of Concessions



Greater Cleveland RTA

*Position(s) Filled:*

- Executive Director of Office Management



*Position(s) Filled:*

- Director of Customer Experience



*Position(s) Filled:*

- City Manager



Florida Municipal Power Agency

*Position(s) Filled:*

- Chief Executive Officer (CEO)
- General Manager



*Position(s) Filled:*

- Deputy Chief of Health Regulations
- Program Manager II, Q1-QA
- Regional Health Director



*Position(s) Filled:*

- Vice President of Human Resources



*Position(s) Filled:*

- Police Superintendent



*Position(s) Filled:*

- 40 + Executive Positions and counting

# HIRING SUCCESS



The Metropolitan Transportation Authority, New York, NY



**The Metropolitan Transportation Authority (The MTA)** is the largest public transit authority in North America, serving 12 counties in Downstate New York, along with two counties in southwestern Connecticut under contract to the Connecticut Department of Transportation, carrying over 11 million passengers on an average weekday systemwide, and over 850,000 vehicles on its seven toll bridges and two tunnels per weekday.

The Metropolitan Transportation Authority (The MTA) hired Gomez Partners to perform a national executive search to hire a diversity candidate to fill multiple legal roles at various executive levels that include: (1)- *Associate General Counsel & Contracts Director*, (2)- *General Counsel*, (3)- *Senior Vice President of Contracts*, and 2 roles for the position of *Deputy General Counsel*.

Gomez Partners sourced a variety of candidates with a focus on diversity and inclusion, filling each role successfully in less than 70 days, from start to finish.

# HIRING SUCCESS



The mission of **The Chicago Zoological Society** is to inspire conservation leadership by engaging people and communities with wildlife and nature. The Chicago Zoological Society is a private nonprofit organization that operates Brookfield Zoo on land owned by the Forest Preserves of Cook County. The Society is known throughout the world for its international role in animal population management and wildlife conservation.

Its Center for the Science of Animal Care and Welfare is at the forefront of animal care that strives to discover and implement innovative approaches to zoo animal management.

*The Chicago Zoological Society* hired Gomez Partners to perform a national executive search to hire a diversity candidate to fill the role of *Vice President of Information Technology*.

Gomez Partners sourced a variety of candidates with a focus on diversity and inclusion, filling the role of *Vice President of Information Technology* successfully in less than 70 days, from start to finish.



## FEEDING<sup>®</sup> AMERICA

*Feeding America, Chicago, IL*



**Feeding America** is a United States-based nonprofit organization that is a nationwide network of more than 200 food banks that feed more than 46 million people through food pantries, soup kitchens, shelters, and other community-based agencies. Forbes ranks it as the largest U.S. charity by revenue.

*Feeding America* hired Gomez Partners to perform a national executive search to hire a diversity candidate to fill multiple roles that include: (1) Director of Talent Management, (2) Vice President, Finance Controller, (3) Vice President, Financial Planning, and (4) Vice President of Compensation & Performance.

Gomez Partners sourced a variety of candidates with a focus on diversity and inclusion, filling multiple executive roles successfully in less than 70 days, from start to finish.



***The Toho Water Authority*** is a central Florida-based public utility agency that manages water and wastewater services. Established to serve the community, it ensures a clean and safe water supply while responsibly handling wastewater.

With a focus on infrastructure, conservation, and customer service, the authority plays a vital role in sustaining water resources and supporting the well-being of residents and businesses in its service area.

Toho Water Authority hired Gomez Partners to perform ongoing national executive searches to hire diversity candidate to fill multiple technical roles within their organization.



**The Los Angeles County Metropolitan Transportation Authority (LA Metro)** is a prominent public transportation agency serving the expansive Greater Los Angeles area. Established in 1993, it ranks as the third-largest public transportation agency in the United States.

Covering an extensive service area of over 1,433 square miles, including 88 cities and unincorporated regions in Los Angeles County, LA Metro offers diverse transportation options.

LA Metro operates a comprehensive rail and bus network, providing essential services for millions of residents. The rail system encompasses multiple lines such as Red, Purple, Blue, Expo, Green, Gold, and Crenshaw/LAX Lines, connecting various parts of the city and extending into neighboring areas.

LA Metro hired Gomez Partners to perform a national executive search to hire a diversity candidate to fill the role of **Chief People Officer**.

Gomez Partners sourced a highly qualified candidate with a focus on diversity and inclusion, filling the role of Chief People Officer successfully in less than 70 days, from start to finish.





THE COMMUNITY AND ECONOMIC DEVELOPMENT  
ASSOCIATION OF COOK COUNTY, INC



***The Community and Economic Development Association (CEDA)***, is an organization dedicated to fostering community development and economic growth. With a mission to empower individuals and communities, CEDA implements programs and initiatives that address various aspects of community well-being. This may include initiatives related to housing, education, job training, and economic opportunities.

By working collaboratively with communities, CEDA aims to enhance the overall quality of life, promote economic stability, and create a positive impact on the individuals it serves.

CEDA hired Gomez Partners to perform national executive searches to hire diversity candidate to fill the roles of Chief Executive Officer (CEO) and Director of Programs.

We successfully filled both roles seamlessly in under 70 days from start to finish.

## Workforce Solutions Alamo San Antonio, TX



**Workforce Solutions Alamo (WSA)** serves as the governing board for the regional workforce system, a network of service providers and contractors that brings people and jobs together. Their mission is to strengthen the Alamo regional economy by growing and connecting talent pipelines to employers.

*Workforce Solutions Alamo (WSA)* hired Gomez Partners to perform a national executive search to hire a diversity candidate to fill the roles of: *Executive Director, Deputy Executive Director, and Executive Director of Nursing.*

Gomez Partners sourced a variety of candidates with a focus on diversity and inclusion, filling the roles of *Executive Director, Deputy Executive Director, and Executive Director of Nursing* successfully in less than 70 days, from start to finish.

# HIRING SUCCESS

## LISC SAN ANTONIO



### Local Initiatives Support Corporation (LISC) *San Antonio, TX*



San Antonio's office of **Local Initiatives Support Corporation (LISC)**, is a national non-profit that provides financing and support for community development around the country. As one of almost 40 local offices, LISC San Antonio works with local government, community development corporations and other nonprofits to revitalize neighborhoods and catalyze opportunity.

LISC is the nation's largest community development intermediary organized in 1980 to assist community development corporations (CDCs) as well as other private and public community development-oriented entities in their efforts to create and maintain healthy sustainable communities.

*Local Initiatives Support Corporation (LISC)* hired Gomez Partners to perform a national executive search to hire a diversity candidate who is energetic and an entrepreneurial leader to fill the role of *Executive Director* to lead the new office in San Antonio, TX.

Gomez Partners sourced a variety of candidates with a focus on diversity and inclusion, filling the role of *Executive Director* successfully in less than 70 days, from start to finish.

# HIRING SUCCESS



## Wellstar Kennestone Regional Medical Center *Marietta, GA*



***Wellstar Kennestone Regional Medical Center*** offers the most advanced care available for all your surgical, medical, rehabilitative and emergency care needs. In addition to a highly qualified team of physicians, nurses and clinical staff, they offer the very latest in technology and diagnostic imaging capabilities.

*Wellstar Kennestone Regional Medical Center* hired Gomez Partners to perform a national executive search to hire a diversity candidate to fill the role of *Executive Director of Nursing*.

Gomez Partners sourced a variety of candidates with a focus on diversity and inclusion, filling the role of *Executive Director of Nursing* successfully in less than 70 days, from start to finish.

# HIRING SUCCESS



**South Carolina**  
Commission on Higher Education  
*Access · Affordability · Excellence*

## The South Carolina Commission on Higher Education Columbia, SC



**The South Carolina Commission on Higher Education (CHE)** is the state's coordinating board for public higher education and strives to promote quality and efficiency in the state system of higher education with the goal of fostering economic growth and human development in South Carolina.

*The South Carolina Commission on Higher Education* hired Gomez Partners to perform a national executive search to hire a diversity candidate to fill the role of *Executive Director*.

Gomez Partners sourced a variety of candidates with a focus on diversity and inclusion, filling the role of *Executive Director* successfully in less than 70 days, from start to finish.

# HIRING SUCCESS



## Vanguard Health Systems

Chicago, IL



**Vanguard Health Systems'** vision is to create life-long relationships by changing the way health and healthcare are delivered in our communities and our mission is to help people achieve health for life. The communities that Vanguard serves in the Chicago area reflect the areas diverse, growing multicultural population. Vanguard Health System's in Chicago include four full-service, acute care Chicago-area hospitals: Mac Neal Hospital, Weiss Memorial Hospital, Westlake Hospital, and West Suburban Medical Center and several Ambulatory locations, including Genesis labs, Occupational Health, Physician Services, and Home Health.

Vanguard Health Systems hired Gomez Partners to perform a national executive search to hire a diversity candidate to fill the role of *Executive Director of Physician Alignment* to develop and strengthen physician relationships with Vanguard Health Chicago.

Gomez Partners sourced a variety of candidates with a focus on diversity and inclusion, filling the role of *Executive Director of Physician Alignment* successfully in less than 70 days, from start to finish.

# HIRING SUCCESS



## Spanish Community Center Joliet, IL



***The Spanish Community Center*** helps improve the quality of life for Latinos, immigrants and low income people through educational and social services. The Vision of The Spanish Community Center is a bridge to the well-being of all members in an inclusive and engaged community.

*The Spanish Community Center* hired Gomez Partners to perform a national executive search to hire a diversity candidate to fill the role of *Executive Director* to lead the organization.

Gomez Partners sourced a variety of candidates with a focus on diversity and inclusion, filling the role of *Executive Director* successfully in less than 70 days, from start to finish.

# HIRING SUCCESS



## Greater Cleveland Regional Transit Authority Cleveland, OH



**The Greater Cleveland Regional Transit Authority** is the public transit agency for Cleveland, Ohio, United States and the surrounding suburbs of Cuyahoga County. RTA is the largest transit agency in Ohio, with a ridership of 19,104,900, or about 67,300 per weekday as of the first quarter of 2023.

*The Greater Cleveland Regional Transit Authority* hired Gomez Partners to perform a national executive search to hire a diversity candidate to fill the role of *Executive Director of Management & Budget*.

Gomez Partners sourced a variety of candidates with a focus on diversity and inclusion, filling the role of *Executive Director of Management & Budget* successfully in less than 70 days, from start to finish.



## REFERENCES

Listed below are five client references for recruitments which were completed by David Gomez Partners. You will find our contacts names, email addresses, and phone numbers.

**Reference No. 1:** 4 Deputy Chief Positions, CAO and COS, MTA - [www.mta.info](http://www.mta.info)

- Executive Search for the 4 Deputy Chief positions, CAO, and COS for the Metropolitan Transportation Authority
- Chief People Officer, Paul Fama, [pfama761@gmail.com](mailto:pfama761@gmail.com) , 203-260-2304

**Reference No. 2:** VP – Level Positions, MTA - [www.mta.info](http://www.mta.info)

- Executive Search for 21 VP Level positions for the Metropolitan Transportation Authority
- Chief Administrative Officer, Shawn Moore, [shawn.moore@mtacd.org](mailto:shawn.moore@mtacd.org), 646-252-4294

**Reference No. 3:** Chief Operations Officer, Chicago Family Health Center - <https://chicagofamilyhealth.org>

- Executive Search for the COO for Chicago Family Health Center
- Chief Executive Officer, Barrett Hatches, [bhatches@chicagofamilyhealth.org](mailto:bhatches@chicagofamilyhealth.org), 773-364-2201

**Reference No. 4:** Chief Executive Officer, South Shore Hospital - [www.southshorehospital.com](http://www.southshorehospital.com)

- Executive Search for the Chief Executive Officer for South Shore Hospital
- President / Chief Executive Officer, Tim Caveney, [tcaveney@sshcorp.org](mailto:tcaveney@sshcorp.org), 773-356-5200

**Reference No. 5:** President & Chief Executive Officer, CEDA - [www.cedaorg.net](http://www.cedaorg.net)

- Executive Search for the President & Chief Executive Officer and Chief Program Officer for CEDA
- President / Chief Executive Officer, Harold Rice, [hrice@apcc-chgo.org](mailto:hrice@apcc-chgo.org), 312-795-8876

*Note: Additional references available upon request*

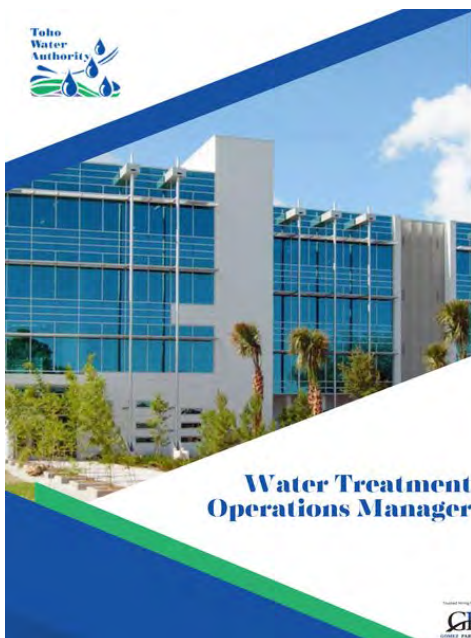
# SAMPLE MARKETING MATERIALS



Gomez Partners will design a customized marketing promotional strategy and plan that will market the position to prospective candidates directly using marketing materials produced in house within our Marketing Department to highlight the benefits of working for Fresno Council of Governments.

Additionally, with the permission of Fresno Council of Governments, Gomez Partners will distribute customized marketing materials highlighting the available role and distribute this executive opportunity in various ways, including but not limited to: Gomez Partners' Diversity Today Newsletter, Gomez Partners Social Media accounts, Internal network distribution, display on Gomez Partner website, share with colleagues, partners, and affiliates.

Below are sample customized marketing materials Gomez Partners created to promote roles for The Toho Water Authority that include: (1) 8-10 page Job Proposal, (1) Official Press Release, and (2) Social Media Graphics.



Job Proposal



Press Release



Social Media Graphic

## Our Similarities to Orangeburg County

Our mission, vision, and values are like those of Fresno Council of Governments, we both aim to provide exceptional services while providing value and transparency for all. We understand as recruitment professionals that we provide a service that impacts the successful growth of teams, organizations, and individuals. For this reason, we are committed to adhering to our company's core values, S.E.A.R.C.H.

## Our S.E.A.R.C.H. Approach

### Service

Gomez Partners serves you as a strategic hiring partner and advocate for infusing diversity and inclusion into the work environments we place our candidates. Our goal is to serve Fresno Council of Government's vision and mission by selecting candidates that align with Fresno Council of Governments' future endeavors. future endeavors.

### Ethics

We maintain our standard of professional ethics with an active commitment to respecting the power of our influence over hiring outcomes while sourcing prospective candidates and mediating the interview process.

### Accountability

We honor accountability and exceed expectations, with our sights on a bright future ahead. Our timeline process is simple and upholds the standard of accountability needed for our team to get the job done with excellence every time.

### Results

We drive real results by leveraging our in-house technology to its highest capabilities, ensuring a diversified and successful executive search every time.

### Communication

Effective communication is the leading factor in building thriving relationships. We take the time needed to build strong relationships with both our clients and candidates, using proactive communication and transparent process planning.

### Honesty

Building trust with our candidates and clients is our top priority. Our code of honesty puts your team at ease in knowing your organization receives the very best recruitment services available.

DGP will lead, direct, and execute (but not limited to) the following:

## DISCOVERY

Meet with human resources/key stakeholders initially to obtain information regarding the culture, expectations, requirements challenges, and responsibilities of the position. DGP will meet weekly thereafter to ensure expectations are being met.

## INITIATE & IDENTIFY

Develop the position profile by learning and understanding the position specifics, ideal candidate profile, job requirements, experience, education, knowledge, skills, and abilities as well as prepare and distribute information through specified marketing materials (i.e., recruitment brochure, advertisements, mailing lists) announcing the recruitment services/positions for the Client.

## VALIDATE & VERIFY

Discuss and develop job specific strategies to obtain a diverse and highly qualified candidate pool. Prepare a recruitment plan with timeline that reflects key milestones. Conduct preliminary interviews with human resources/key stakeholders to include sample interview questions, rating system, matrix, and marketing materials.

## ENGAGE

Recruit aggressively through job boards, social media, referrals, internal database, events, partnerships, competitors, and target companies (industry specific). Conduct the initial resume screening with matrix to ensure minimum qualifications are met. Conduct preliminary interviews with interview questions and rating system to evaluate candidate qualifications. Provide updates and status reports weekly on candidate pool and assessments. Provide the Client with at least ten professionally qualified (most closely fitting the requirements) and diverse candidates which meet the qualifications including credentials, compensation, benefits, relocation, and desire for the role. Assist the Client in the selection of finalists by providing a summary and rating of the finalists.

## SERVE & SUPPLY

Provide any assistance to the Client with the selection, including interview preparation, scheduling, travel, and lodging, as well as being present during the interviews. Review interview results with human resources/key stakeholders and provide advice and counsel to ensure the most qualified professional is selected. Conduct in - depth reference checks (include employment qualifications, attitude, and strengths) and other background checks (may include, but not limited to TRW, Media, Criminal Background and Credentials). Assist in employment offer (including compensation and benefits package) and negotiations as needed, including any final negotiations and communications. Provide additional candidates, should the first candidate decline, until the position is filled. Notify non selected/ non-hired candidates with appropriate communication. Attend any meetings requested by human resources/key stakeholders to successfully complete the project.

## EVALUATE

If the hired candidate discontinues his or her employment with the Client for any cause within 12 months, DGP will refill the vacant position at no additional cost to the Client. Stay in close contact with all parties to address any potential difficulties and to ensure a smooth transition which occurs at 30, 60, 90, 180, and 360 days.

Additionally, Gomez Partners agrees to:

## **Execute Director Recruitment Process**

Develop a recruitment schedule that includes all the tasks identified with a final completion date of candidate selection no later than July 1, 2024.

## **Fresno COG Policy Board Member Interviews**

Prepare a list of questions that will be utilized to interview each member of the Fresno COG Board to determine each Board member's on Executive Director qualifications.

## **Develop Executive Director Job Description, Salary Range, & Job Announcements**

Develop an Executive Director Job Description; Perform a salary survey based on comparable executive level positions for Fresno County, San Joaquin Valley, and the State of California; and develop a job announcement that includes the recruitment flyer and brochure that outlines the job description and qualifications.

## **Fresno COG Executive Director Recruitment Process**

Identify active and passive executive candidates; Review submitted items by prospective executive candidates; Conduct reference checks of candidates; Provide a debriefing for Fresno COG staff on candidacy status, materials, and review of findings.

## **Fresno COG Executive Director Process**

Provide professional expertise in the formulation of the assessment/selection process and upon request, administer that assessment/selection process and/or participate as an observer during the Fresno COG Executive Director process.

# STRATEGY & METHODOLOGY



## Strategy

Each project begins with an intake meeting which focuses on understanding the organization's operations, objectives, culture, and the technical requirements of the role. At the beginning of each search, we take the information gathered from the meeting and create a customized work and customer service plan. Prior to submitting a candidate presentation, we discuss qualifications and requirements of the role and transpose this information onto our sample candidate matrix.

The search overview is a detailed guide that leads a search committee through an executive search process. Our search overview allows a committee the ability to participate in the planning and stay on track. Additionally, we help our clients revamp their role descriptions. Once the role description has been developed, we will conduct an interview questionnaire that is comprised of traditional and behavioral based questions.

## Execution

Successful identification of exceptional talent requires active investigation and direct recruitment. Passive talent helps drive results for your organizations which we leverage by networking, databases, social media, and referrals. We pride ourselves on being a 100% minority firm to ensure our searches are done with the highest possible intention to be inclusive of all underrepresented groups. DGP has created a "best practice," standard by encouraging each candidate to present a written explanation on their qualifications and their interest in your unique opportunity which provides insight into their communication capabilities.

We carefully screen and qualify candidates to assess their performance, qualifications, and compatibility. As potential candidates are identified, they are taken through In-Depth Interviews and Assessments. After screening candidates, we send a candidate presentation to the stakeholders and discuss each recommended candidate's fit. Our candidate presentations start by offering our search committees analytics on their search which are updated each time we present.

## Close

We fulfill our searches in **70 days or less**. We can assist our clients in offer negotiations. Our strong experience in this stage of the process allows us to negotiate all components effectively and quickly of the offer with both sides. Our service extends beyond the finalized offer.

We stay in close contact with all parties during the transition period to address any potential difficulties and to ensure a smooth transition which occurs at 30, 60, 90, 180, and 360 days. In the event an individual voluntarily leaves our clients within twelve months of start date, DGP will reinitiate a search to fill the position at no additional fee.

# WORK DIRECTIVE TIMELINE



## DISCOVERY

### WEEK 1

Letter of Engagement completed and signed by both parties.

Discovery: Gather key company, position, & project information.

Pre-planning: Discuss & brainstorm all areas of the project to ensure a successful & seamless search result including setting clear and concise expectations.

### WEEKS 1 - 2

Plan of Action: Create and Approve Timeline and Calendar, SLA, Matrix, Interview Questions, Rating System, Marketing Materials, and Job Description.

Completion of First Invoice/First Payment.

## EXECUTION

### WEEKS 2 - 4

Sourcing: Identify qualified candidates, both passive and active, through discussed & approved target markets & different channels.

### WEEKS 3 - 6

Interview Process: Complete in-depth interviews and gather documents for qualified candidates.

### WEEKS 6 - 7

Presentation: Prepare & present candidate presentation with proper.

Completion of Second Invoice/Payment.

### WEEKS 7 - 8

Client Interview: Coordinate interviews with candidates & client and prepare both parties for interview.

### WEEK 8

Interview Conclusion: Provide any feedback & any additional material or assistance needed for next steps.

## IMPLEMENTATION

### WEEKS 8 - 9

Finalization: Complete background checks & references and assist in job offers, negotiations, communications & actions between the client & candidate. Confirm offer acceptance, start date & proper completion of search.

### WEEK 10

Start Date & Beyond: Complete quality checks, with candidate & client, every 30, 60, 90, 180, & 360 days.

*\*Calendar excludes federal holidays listed below:*

Monday, January 1, 2024: New Year's Day

Monday, January 15, 2024: Martin Luther King Day

Monday, February 19, 2024: Presidents' Day

Monday, May 27, 2024: Memorial Day

Wednesday, June 19, 2024: Juneteenth

Thursday, July 4, 2024: Independence Day

Monday, September 2, 2024: Labor Day

Monday, October 14, 2024: Columbus Day

Monday, November 11, 2024: Veterans Day

Thursday, November 28, 2024: Thanksgiving

Wednesday, December 25, 2024: Christmas Day



# COST PROPOSAL



## COST PROPOSAL



### CONFIDENTIAL

<b>CLIENT</b>	Fresno Council of Governments
<b>POSITION</b>	Executive Director

### PROJECT DETAILS

	Gomez Partners, Inc. (herein referred to as "GP") will assist Fresno Council of Governments (FCOG) with recruitment services.
<b>WORK AGREEMENT AND CLIENT PARTICIPATION</b>	<p>This agreement will take effect when the Letter of Engagement is signed by an FCOG executive.</p> <p>Throughout the course of any project, we will provide you with incremental information as we receive it. Should you wish to alter the scope, sequence, target organization, any facet of the project, or decide to hire an internal candidate, please notify the Client Relationship Manager, David Gomez. Should the changes materially affect the a) feasibility, b) projected completion time, or c) cost, we will need to mutually agree on a Role Specification and fee structure.</p>
<b>FEE AND MISC. FEES</b>	<p>The Expected Fee, payable in multiple installments as outlined in the below Fee Structure section, is a 25% fee of the candidate's final negotiated salary, not to exceed \$40,000 in total, per position filled. The above Expected Fee excludes all travel and expenses for candidate's interviews to be covered by FCOG.</p> <p><b>Note: The fee percentage is lowered when multiple positions are awarded.</b></p>
<b>PAYMENTS</b>	<p>In consideration of the Services provided by GP pursuant to this LOE, both parties agree that:</p> <ol style="list-style-type: none"> <li>a. The Expected Fee will be divided into multiple payments as outlined in the subsequent paragraphs.             <ol style="list-style-type: none"> <li>I. FCOG will remit the first one-third of the Expected Fee upon signing by both parties of this Letter of Engagement and upon submittal of the GP work plan.</li> <li>II. FCOG will remit the second one-third of the Expected Fee upon acceptance of three (3) candidates as bona fide candidates for the position under search and is due upon receipt.</li> <li>III. FCOG will remit the remainder of the Expected Fee after the successful candidate's signing of an offer letter and mutually agreed start date. This final payment is due upon receipt but will be adjusted based on the final base salary of the hired candidate.</li> </ol> </li> </ol>
<b>PERFORMANCE GUARANTEE</b>	<p>If in the first 12 months of employment the hired candidate is asked to leave for reasons of under-performance, or leaves of their own volition, <u>provided that there has not been a material change in the nature or location of the position</u>, we will relaunch a search for a new candidate, under the original Role Specifications. In such case, we will do so for no additional professional fee, though charging expenses as provided for in this original search. If the nature, location, or reporting structure has changed materially since we closed on the original hire, we will need to mutually agree on a revised Role Specification and fee structure.</p>



# Certificate of Insurance



Gomez Partners has business insurance that is up-to-date. Below is our pertinent insurance information. We are happy to provide an official copy of our Certificate of Insurance as needed to execute services listed within this proposal.

## Insurance Agency Information:

Lauri Eversole, *Account Manager*

### **State Farm Insurance**

Lanham Insurance Agency

1N149 Gary Avenue

Carol Stream, IL 60188

Phone: 630-260-1900

Fax: 630-260-1925

## ***Insurance Type and Policy Information***

**Workers' compensation Carrier-** *State Farm Fire and Casualty Company*

Policy number 93-K9-W336-9

**General Liability Insurance Carrier-** *State Farm Fire and Casualty Company*

Policy number 93-KG-M263-7

**Professional Liability Carrier -** *State Farm and Fire and Causality Company*

Policy number# PS0000006388602

Certificate Holder read:

Fresno Council of Governments  
2035 Tulare Street, Suite 201  
Fresno, CA 93721

# EQUAL EMPLOYMENT OPPORTUNITY STATEMENT



Gomez Partners, Inc. is committed to providing equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, marital status, or veteran status. In addition to federal law requirements, Gomez Partners complies with applicable state and local laws governing nondiscrimination in employment.

This policy applies to all terms and conditions of employment, including but not limited to hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

Gomez Partners, Inc. expressly prohibits any form of workplace harassment based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, marital status, or veteran status. Improper interference with the ability of Gomez Partners' employees to perform their job duties may result in discipline up to and including discharge.

We are dedicated to ensuring a diverse and inclusive work environment, where all individuals are treated with respect and dignity. Our commitment to equal opportunity is a fundamental principle guiding our employment practices and decisions.

Gomez Partners, Inc. encourages qualified candidates from all backgrounds to apply and join us in our mission to foster innovation and excellence in the workplace.

# W-9 FORM

<b>Form W-9</b> (Rev. October 2018) Department of the Treasury Internal Revenue Service	<b>Request for Taxpayer Identification Number and Certification</b> ▶ Go to <a href="http://www.irs.gov/FormW9">www.irs.gov/FormW9</a> for instructions and the latest information.	Give Form to the requester. Do not send to the IRS.
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Print or type. See Specific Instructions on page 3.	1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank. <u>David Gomez Partners, Inc.</u>	
	2 Business name/disregarded entity name, if different from above	
	3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only one of the following seven boxes. <input type="checkbox"/> Individual/sole proprietor or single-member LLC <input type="checkbox"/> C Corporation <input checked="" type="checkbox"/> S Corporation <input type="checkbox"/> Partnership <input type="checkbox"/> Trust/estate <input type="checkbox"/> Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ▶ _____ <small>Note: Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is not disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner.</small> <input type="checkbox"/> Other (see instructions) ▶ _____	4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3): Exempt payee code (if any) _____ Exemption from FATCA reporting code (if any) _____ <small>Applies to accounts registered outside the U.S.</small>
	5 Address (number, street and apt. or suite no.) See instructions. <u>1100 Torie Boulevard, Suite 126</u>	Requester's name and address (optional)
	6 City, state, and ZIP code <u>Oakbrook, IL 60523</u>	
	7 List account number(s) here (optional)	

### Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the Instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

**Note:** If the account is in more than one name, see the Instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number													
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### Part II Certification

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
- I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
- I am a U.S. citizen or other U.S. person (defined below); and
- The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

**Certification instructions.** You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign this certification, but you must provide your correct TIN. See the instructions for Part II, later.

<b>Sign Here</b>	Signature of U.S. person ▶ <u><i>David Gomez</i></u>	Date ▶ <u>10/23/2019</u>
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### General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

**Future developments.** For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to [www.irs.gov/FormW9](http://www.irs.gov/FormW9).

### Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-DIV (dividends, including those from stocks or mutual funds)
  - Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
  - Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
  - Form 1099-S (proceeds from real estate transactions)
  - Form 1099-K (merchant card and third party network transactions)
  - Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
  - Form 1099-C (canceled debt)
  - Form 1099-A (acquisition or abandonment of secured property)
- Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.
- If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding, later.*




# THANK YOU

FOR YOUR CONSIDERATION



## Contact Us



630-756-2673 

[www.DavidGomezPartners.com](http://www.DavidGomezPartners.com) 

1100 Jorie Blvd, #126, Oak Brook, IL 60523 

*Connecting People. Sharing Ideas. Creating Solutions.*