

**Competitive Solicitation ITN56-001 Search Firms
Fee Structure and Contract Information**

Areas of Specialization	Search Firm Contractor	Contact Information	Proposed Professional Fees	Indirect/Administrative Fees	Direct Fees	Fee if terminated or leaves	Cancellation of search	Failed Search	Price incentives	Early Payment Discount	Additional Hires	Internal Hires	Payment Terms	ACH/SUA/Pcard Payment	University & College Aggregate Annual Spend Discount	Individual Aggregate Annual Spend Discount
Higher Ed/ Fundraising/ Finance/ Academic Senior/ Human Resources	Myers Mcrae Inc.	Emily Parker Myers Email: EmilyMyers@MyersMcrae.com Alan G. Medders Email: AlanMedders@MyersMcrae.com 515 Mulberry Street, Suite 200 Macon, Georgia 31201 Telephone No: 478-330-6222	Flat fee per tier not to exceed 28% of starting salary for salary ranges as follows:<150,000 salaries-\$35,000; \$150,000-\$249,999 salaries-\$50,000; >\$250,000-\$75,000. Other lower negotiated rate.	Flat \$1,500 or fee not to exceed 4% of the proposed fee with fee obligations not to exceed 3 months	Advertising; Videoconferencing; Candidate's travel; Consultant travel; all with receipts and no markup and with prior approval	If employee separates for any reason within 18 months, conduct another search at no cost except for direct expenses.	Fee will be cost incurred upon termination based on deliverables per payment terms.	Continue fully committed search efforts until search is completed at no additional fees.	If 2 concurrent searches by university, a 10% discount; 3 or more a 15% discount on professional fees. Ask for aggregate total spend discount.	3% if paid within 15 days	Half of fee for original search. No fee when candidate applies on their own.	Up to \$10,000 for position filled with candidate not presented by the firm.	1/3 upon signing agreement, 1/3 upon presentation of candidates, 1/3 when finalist accepts offer of employment.	ACH/credit card/SUA	Total of all Universities and Colleges aggregate spend exceeds \$500,000 a 1% discount and over \$1,000,000 an additional 1% discount for professional fees	University or College's individual total aggregate annual spend exceeds \$250,000 a 2% discount for professional fees
Higher Ed/ Fundraising/ Finance/ Academic Senior/ Human Resources	Parker Executive	Laurie C. Wilder Email: lwilder@parkersearch.com 5 Concourse Parkway, Suite 2900 Atlanta, Georgia 30328 Telephone No: 770-804-1996 ext. 102	<\$150K = \$45,000 \$150K-\$249K = \$60,000 >\$250K = \$75,000 Does not include athletics or Presidential searches...Those would be based on 30% of starting salary not to exceed \$100,000 fee.	Flat \$1,500 or fee not to exceed 6% of the proposed fee with fee obligations not to exceed the length of the search	Advertising; Videoconferencing; Candidate's travel; Consultant travel; background investigations; committee interview expenses all with receipts and no markup and with prior approval	If employee separates for any reason within 18 months, conduct another search at no cost except for direct expenses.	Fee will be cost incurred upon termination based on deliverables per payment terms.	Continue fully committed search efforts until search is completed at no cost except for indirect and direct expenses.	If 3 concurrent searches by university a 10% discount on professional fees will be applied on the third search fees.	No early payment discount.	Half of fee for original search. No fee when candidate applies on their own. To clarify the meaning of additional hires: If a candidate who is presented for an original search, is selected by the university for another position that the Hiring Authority determines they are a fit, we are asking for half of the fee of the original search. If the candidate applies to a position at the University that is not an original search on their own recognition, the university will not have to pay a fee. We accept the clarification and would reiterate our commitment to the University. No additional fees will be billed if client University hires multiple people from one search.	If the University hires a candidate that did not go through the University's articulated search process, that could create negative perceptions and impact the credibility of the University, as well as the firm. If that is a decision the University makes, Parker Executive Search should not be penalized. Our standard payment terms would apply. To ensure fairness, all internal candidates must compete in an open, national search process. Presentation of candidates (based by the University) can be within a month or up to six months. PES cannot recruit candidates for six months, having been paid only one retainer. We have represented Florida universities in over 50 searches with a clear understanding of the retained model and our commitment to this model. Parker Executive Search wants to work with the State of Florida. Our experience shows 90% of search is complete at presentation of candidates. Against our standard payment policies, we propose the following payment schedule: • 33% upon signing agreement • 33% upon initial meeting and two committee updates • 24% at presentation of candidates • Remaining 10% when finalist accepts offer of employment	Because of negotiated discounts we are not in a position to incur a credit card fee. ACH approved	Total of all Universities and Colleges aggregate spend exceeds \$1,000,000 an additional 1% discount for professional fees.	University or College's individual total aggregate annual spend exceeds \$500,000 a 2% discount for professional fees.	
Higher Ed/ Fundraising/ Finance/ Academic Senior/ Human Resources	Greenwood/ Asher	Dr. Jan Greenwood Email: jangreenwood@greenwoodsearch.com Dr. Betty Asher Email: bettyasher@greenwood.com 42 Business Center Drive, Suite 206 Miramar Beach, Florida 32550 Telephone No: 850-650-2277	Flat fee per tier salary ranges as follows:<150,000 salaries-\$50,000; \$150,000-\$199,999 salaries-\$55,000; \$200,000-\$250,000 = \$75,000. Other negotiated rates will apply for UF, FSU, UCF, USF, and FIU. Other negotiated rates will apply for presidential searches at all universities and for positions with salaries exceeding \$250,000. G/A has provided savings for completed searches to the Florida universities as follows: approximately \$196,775.00 in indirect expenses and \$1,417,571 in fees for a total savings to universities of \$1,614,346.00.	Indirect expenses are not fees, but are the indirect costs for doing the searches. When multiple searches are conducted at a university at the same time, the indirect expenses will be negotiated with 12% being the standard for the 1st search.	Advertising, Videoconferencing, Candidate and Consultant Travel, Meals and Lodging, Background Checks exclusive of referencing phone, committee materials, and research with Factiva	If employee separates for any reason within 18 months, conduct another search at no fee or indirect cost but will be billed all direct expenses.	Fees, indirect expenses and direct expenses are to be paid in full up to date the search is cancelled.	Continue fully committed search efforts until search is completed at no additional fees. If for reasons not under the control of G/A, the hiring authority approved schedule for the search is exceeded, monthly search continuation expenses may be due. These expenses are for the costs related to continuing the search beyond the mutually agreed to schedule. While this rarely happens, the monthly continuation expenses have been based on what has to be done and the circumstances around the search not closing as planned.	For positions with salaries over \$200,000; if 2 concurrent searches by the same university, a 5% discount; 3 or more concurrent search a 10% discount on professional fees.	2% if paid within 15 days. We can accept this term assuming our proposed structure and payment schedule are agreed upon.	To clarify the meaning of additional hires: If a candidate who is presented for an original search, is selected by the university for another position that the Hiring Authority determines they are a fit, we are asking for half of the fee of the original search. If the candidate applies to a position at the University that is not an original search on their own recognition, the university will not have to pay a fee. Greenwood answer: Half of fee for original search, plus direct expenses. All candidates will be processed by G/A to insure equity of treatment of candidates.	All candidates to be treated fairly will be presented through G/A, regardless of how the candidate came into the search. There is no discount for the search based on how the candidates came into the search. The fees are for G/A work for the entire search.	1/3 upon signing agreement, 1/3 upon presentation of candidates, 1/3 when finalist accepts offer of employment. An exception is if there is a delay (which is not controlled by G/A) in hiring a candidate past the G/A & client approved schedule, in which case the fee, indirect and direct expenses will be due in full on the approved schedule closure date.	We do not have credit card payments but we do accept electronic payments	Total of all Universities and Colleges aggregate spend exceeds \$1,000,000 in one year a 1% discount for fees over \$1,000,000 will apply for professional fees within the next calendar year.	Discounts are already built in within other categories. Fees do not include and are separate from indirect and direct expenses.
Higher Ed/ Executive/ Academic Senior/ Finance	Korn Ferry International	Kenneth L. Kring Email: ken.kring@kornferry.com Beth Hicks Email: beth.hicks@kornferry.com Warren Ross, M.D. warren.ross@kornferry.com Tenley Bank Email: tenley.bank@kornferry.com 1450 Brickell Avenue, Suite 2610 Miami, Florida 33131 Telephone No: 786-425-8920	We do not believe a flat fee structure is a good fit with the wide range in searches. We propose that the professional fee will be 31% of first year comp with a cap of \$150,000.	We propose 8% of the professional fee, a 25% discount from our usual fee.	Advertising; Videoconferencing; Candidate's travel; Consultant travel; all with receipts and no markup and with prior approval. These terms are acceptable, although we would request clarification on how they will be executed.	If any applicant hired as a result of a search process voluntarily leaves employment for any reason other than reorganization, material change in responsibilities or compensation, death or disability within eighteen (18) months of employment, Consultant will conduct a search for that person's replacement, without any additional fees, for reasonable actual expenses only.	Fee will be cost incurred upon termination based on deliverables per payment terms. Assuming we agree on the fee structure and terms, we can accept the cancellation terms.	Continue fully committed search efforts until search is completed at no additional fees. We can agree with this language but would add that the search can be cancelled by mutual agreement.	If 2 concurrent searches by university, a 10% discount; 3 or more a 15% discount on professional fees. Ask for aggregate total spend discount. We accept this term, but will not agree to "aggregate discounts" of any kind. (see Aggregate Annual Spend Discount.)	3% if paid within 15 days. We can accept this term assuming our proposed structure and payment schedule are agreed upon.	Half of fee for original search. No fee when candidate applies on their own. To clarify the meaning of additional hires: If a candidate who is presented for an original search, is selected by the university for another position that the Hiring Authority determines they are a fit, we are asking for half of the fee of the original search. If the candidate applies to a position at the University that is not an original search on their own recognition, the university will not have to pay a fee. We accept these terms.	With long experience, we know these circumstances are unusual and frankly, frequently subject to various interpretations. For that reason, we will not accept this language.	We are unable to accommodate these payment methods through our accounts payable system.	We cannot accept this term.	University or College's individual total aggregate annual spend exceeds \$1,000,000 a 2% discount for professional fees	
Healthcare	Merritt Hawkins	Steven Price Email: Steven.Price@MerrittHawkins.com Samantha Avila, MHA Email: Samantha.Avila@MerrittHawkins.com Travis Singleton 8840 Cypress Waters Blvd., Suite 300 Dallas, Texas 75019 Telephone No: 469-524-1654	We can accommodate this request. However we would like to offer a flat fee of \$40,000 for clinical faculty positions. For example if you request that we recruit a clinical cardiologist the salary could be over \$400,000. By capping these fees we save you some money. Lastly, for a leadership search that involved our Academic Advisory Council of Dr. Phil Pizzo (former dean at Stanford), Dr. Tom Lawley (former Dean at Emory) and Dr. Arthur Rubenstein (former dean at the University of Pennsylvania) the fees would be 20% of the first year compensation. However it is up to your discretion on which searches you involve them in.	Not Applicable. Merritt Hawkins does not charge an administration fee.	Agreed.	Merritt Hawkins cannot offer an 18 month replacement guarantee. However we can offer the following: For leadership searches 12 month replacement. Director level nine months, Physician six month replacement and for Allied/Mid level a ninety day replacement.	Fee will be cost incurred upon termination based on deliverables per payment terms.	Continue fully committed search efforts until search is completed at no additional fees.	If 2 concurrent searches by university, a 10% discount; 3 or more a 15% discount on professional fees. Ask for aggregate total spend discount. Agreed. We are also open to offering an aggregate total spend discount. This would depend on the level of spend.	Unfortunately Merritt Hawkins does not currently have the billing infrastructure to support this. However we will within 12 months as we move to a new billing platform. We would respectfully request the option to revisit this in 12 months.	Merritt Hawkins fees are per position. We cannot offer this discount. However if you signed up for multiple search initially you will receive the price incentives listed previously in this agreement. Merritt Hawkins junior level searches are non-exclusive and so if a candidate applies on their own there is no fee from Merritt Hawkins. The only exception is leadership searches. These are exclusive as our clients typically want all candidates to see the same exact search process. This removes any perceived bias on the candidates part. This applies to internal candidates as well.	Up to \$10,000 for position filled with candidate not presented by the firm. Agreed. As previously mentioned, the full fee will apply regardless of whether the candidate was internal or external. These searches are exclusive as our clients typically want all candidates to see the same exact search process. Merritt Hawkins defines leadership searches as those that involve our Academic Advisory Council of Dr. Phil Pizzo (former dean at Stanford), Dr. Tom Lawley (former Dean at Emory) and Dr. Arthur Rubenstein (former dean at the University of Pennsylvania). For those searches the fees would be 20% of the first year compensation. That contract is exclusive and the entire fee is due regardless if the position is filled with an internal or external candidate. However, it is up to your discretion on which searches you involve them in. Merritt Hawkins rationale is that for this level of service FIU will want every candidate (regardless of internal or external) to see the same exact search process. This will remove any perceived bias towards internal candidates. Therefore all candidates will be screened and vetted by Merritt Hawkins.	ACH/credit card/SUA	Total of all Universities and Colleges aggregate spend exceeds \$500,000 a 1% discount and over \$1,000,000 an additional 1% discount for professional fees	University or College's individual total aggregate annual spend exceeds \$250,000 a 2% discount for professional fees	
Fundraising/ Academic Senior/ Business/Reservist/ Executive	Diversified	Kim M. Morrison, PH.D. Email: Kim.morrison@divsearch.com John Mestepey Email: John.Mestepey@divsearch.com One Commerce Square 2005 Market Street, 13th Floor Philadelphia, Pennsylvania 19103 Telephone No: 215-732-6666	Proposed Professional Fees: Our professional fees are 33 1/3% of the total cash compensation. We are prepared to offer the following: 33 1/3% on the first search awarded in a calendar year. We will reduce our fees on searches 2 through 7 awarded in a calendar year to 30%, and for searches 8 and above, the fee shall be further reduced to 28 3/4%. All searches are subject to a minimum fee of \$50,000, and a maximum fee of \$300,000.	Indirect/Administrative Fees: Our indirect expenses are 11% for the first search awarded in a calendar year, and reduced to 10% for searches 2 through 7, and to 9% for searches 8 and above.	Direct Fees: Advertising, videoconferencing, consultant and candidate travel, miscellaneous; all with receipts and no markup and with prior approval on expenses greater than \$1,000. "Miscellaneous" is defined as all other direct expenses related to the search. We are willing, for ease of administration, to reduce the need for approval on expenses greater than \$500.00, instead of \$1000. Obtaining approval for "all expenses" is too burdensome.	Candidate leaves or is terminated: If employee separates for any reason within 18 months, conduct another search at no further fee, except for direct and indirect expenses.	Cancellation of search: If a search is cancelled, the fee and expense liability will be limited to the cost incurred up to the termination date, based on the deliverables per payment terms.	Failed Search: Continue fully committed search efforts until search is completed at no additional fees.	Price Incentives: See "Proposed Professional Fees"	Early Payment Discount: We offer no early payment discounts	Additional Hires: Our fee for additional hires is 25% of the total cash compensation, not salary.	Internal Hires: No, because the work associated with these candidates is no fees, and we do not support a contract that potentially would place us in conflict, or competition, with our client.	Payment terms: 1/3 upon signing the agreement, 1/3 upon presentation of candidates, 1/3 when finalist accepts the offer of employment, plus true-up, if needed.	ACH/SUA/P-Card payment: We will accept electronic payment and wire transfers.	University and College Aggregate Annual Spend Discount: Total of all Universities and Colleges aggregate spend exceeds \$1,000,000, then a 1% discount on the next and following searches in that calendar year.	Individual Aggregate Annual Spend Discount: No. A discount is already included in the volume of searches indicated in column "B" and Proposed Professional Fees, and it applies to one, or more, Universities and Colleges in the SUS.

Higher Ed/ Executive/ Academic Senior /Finance	Spelman & Johnson Group	Ellen T. Heffernan Email: eth@sjsearch.com Julie D. Smith Email: jds@sjsearch.com 3 Chapman Avenue Easthampton, Massachusetts 01027 Telephone No: 413-529-2895	Flat fee per tier not to exceed 28% of starting salary for salary ranges as follows:<150,000 salaries= \$35,000; \$150,000-\$249,999 salaries=\$50,000; >\$250,000=\$75,000. Other lower negotiated rate. Fee can be 28% and caps are acceptable but our minimum fee is \$33,000 so we will not go below that amount if a salary is lower than \$99,010	Flat \$1,500	Advertising; Videoconferencing; Candidate's travel; Consultant travel; all with receipts and no markup and with prior approval	If employee separates for any reason within 12 months, conduct another search at no cost except for direct expenses.	Fee will be cost incurred upon termination based on deliverables per payment terms.	Continue fully committed search efforts until search is completed, billing only for expenses.	If 2 concurrent searches by university, a 10% discount; 3 or more a 15% discount on professional fees. Ask for aggregate total spend discount.	no early payment discount	If a candidate applies for a position that is not a search being conducted by Speiman Johnson, no fee will be charged.	All candidates who enter the search are considered part of the pool being built by Speiman Johnson.	1/3 upon signing agreement, 1/3 upon presentation of candidates, 1/3 when finalist accepts offer of employment.	no ACH/Credit card/SUA payments	Total of all Universities and Colleges aggregate spend exceeds \$500,000 a 1% discount and over \$1,000,000 an additional 1% discount for professional fees	University or College's individual total aggregate annual spend exceeds \$250,000 a 2% discount for professional fees
Facilities/ Construction/ Engineering	Helbling	Wesley R. Miller Email: wesm@helblingsearch.com Tracy L. Boczkowski Email: tracyb@helblingsearch.com 9000 Brooktree Road, Suite 150 Westford, Pennsylvania 15090 Telephone: 724-935-7500 ext 120	We have built our business off of treating existing and new clients the same. We would keep our fee at one-third (33.3%) of first year's compensation to maintain consistency.	Our standard is 2.5% of the estimated fee per month, not to exceed three months	This is our standard and agree; we would also ask for reimbursement of background checks, if Helbling is asked to conduct those.	Our standard policy is 6 months which we extended to 12 months for FIU. We would not be able to extend beyond this point.	Full fee would be incurred at any time of cancellation. We dedicate resources to assignments to insure they are successfully completed.	Continue fully committed search efforts until search is completed at no additional fees. This is our standard practice	If two searches are concurrent we can extend a 10% discount.	We do not offer an early payment discount.	Helbling's revised response: If a candidate presented by Helbling during the original search, is hired (within 2 years of when the candidate is presented to FIU) for another position for which the Hiring Authority determines they are a fit, we will offer a 10% discount off of our standard 33.3% fee. If a candidate presented by Helbling during the original search applies on his or her own for a position that was not part of the original search, Helbling will not be owed a fee.	If we are going through our search process and dedicating time and effort we would expect our full fee. Part of our process is to not only bring qualified candidates, but to provide market intelligence which provides confidence for our clients when they make a final selection. We are not about placing a body, but providing our clients the information needed to hire the correct candidate.	We can accept this, but would advise not receiving payments after acceptance, but only after start. Candidates and/or employers can change their minds after acceptance. Our standard practice is to submit our final invoice after the candidate starts.	We can accept ACH payments. At this time, we do not accept credit card or SUA payment.	Agree	We will provide a 1% discount for this scenario.
Higher Ed/ Healthcare/ Academic Senior	Isaacson Miller	John Fahy Email: jfahy@mssearch.com 263 Summer Street Boston, Massachusetts 02210 Telephone No: 617-986-7101	Isaacson, Miller's retainer fee is one-third of the amount that you agree to pay the hired candidate for the first year of employment, including without limitation salary, special deferred executive compensation, signing and performance bonuses, but not including pension plans that are available to all employees, with a minimum fee of \$60,000.	FIU will pay an amount equal to 11% of the Retainer Fee to cover indirect expenses for this Engagement and administrative assistance. Such indirect Expenses will be billed in monthly installments, along with our retainer. Original receipts are not available for these expenses.	Direct expenses will be billed as incurred on a monthly basis, upon the submission of a correct invoice and receipts to FIU.	If you hire a candidate whom we have evaluated and recommended, and if you choose to terminate the person for any reason excepting disability, change of ownership or organizational realignment, or if the person leaves for any reason excepting death or disability, or change of ownership or organizational realignment, within one year from the hired person's employment start date, we will reopen this search and replace the person for no additional professional fee, provided that the new search commences within three (3) months of the employment termination date, unless we mutually agree on a later re-launch date. You will be responsible only for ordinary reimbursable expenses and an additional 11% of the original fee to cover additional indirect expenses	If you choose to terminate or discontinue our relationship at any time, your obligation to us would be limited to all fees invoiced and all reimbursable expenses incurred through the date of termination. If there is a significant change in the scope of the search or the agreed upon role definition, if the search is placed on hold by you for more than 60 days or if the search has not resulted in a hire within one year of start date, we will consider this contract terminated and a revised contract with adjusted fees, if necessary, will be negotiated. Our fees are non-contingent and non-refundable.	We will consider the contract terminated and a revised contract with adjusted fees, if necessary, will be negotiated.	Any applicable discounts will be negotiated at the time of the award of the multiple searches.	N/A	N/A	We bill our retainer monthly in three equal installments based on an estimate of the cash compensation at the start of the search and make any necessary adjustment at the conclusion of the search. The first retainer is billed at the time the search begins with subsequent billings at 30 and 60 days. Payment is due within 30 days of the billing date.	We cannot process payment by ACH/SUA/Pcard.	N/A	N/A	
Healthcare	Assurgent	Dan McNamara Email: dmcnamara@assurgentmedical.com Kenneth Masker Email: kmasker@assurgentmedical.com 3355 Lenox Road, Suite 825 Atlanta, Georgia 30326 Telephone No: 470-427-0617	All Searches \$0-\$1,000,000 in salary range will be \$31,850 unless for Section Chief, Chairman or higher rank positions; those will be at \$9,850.	Flat \$2,000.00 for on site profile - travel expenses.	Advertising; Videoconferencing; Candidate's travel; Consultant travel; all with receipts and no markup and with prior approval	Assurgent will Guarantee candidate placements for up to 12 months. If candidate leaves prior (regardless of reason) Assurgent will replace candidate at no additional cost to client.	Fee will be cost incurred upon termination based on deliverables per payment terms.	Continue fully committed search efforts until search is completed at no additional fees.	If 2 concurrent searches by university, a 10% discount; 3 or more a 15% discount on professional fees. Ask for aggregate total spend discount. In addition to defined above, Assurgent will provide a discount of 20% when and individual University contracts for 2 or more of same specialty and position/rank type. This is the total discount value and cannot be combined with other discounts already offered	3% if paid within 15 days	Half of fee for original search. No fee when candidate applies on their own. To clarify the meaning of additional hires: If a candidate who is presented for an original search, is selected by the Hiring Authority determines they are a fit, we are asking for half of the fee of the original search. If the candidate applies to a position at the University that is not an original search on their own recognition, the university will not have to pay a fee. It is not uncommon for our team to be able to identify multiple candidates for a particular search in which the client wishes to contract, even though the original agreement is for a different quantity. Additionally, we have on occasion identified a candidate who's spouse (medical professional) requires a position as well and client agrees to employ, hire or share this candidate with another department or facility, which turn will result in a successful placement. The fee earned on these candidates is valued 50% of the total cost of the original search agreement. (50% of \$1,850 or \$93,850 depending on search)	Up to \$10,000 for position filled with candidate not presented by the firm.	Fees are defined as \$15,850 due upon signing of agreement for faculty positions (\$18,850 for chief, chair or higher rank) and a placement fee due upon a verbal or written acceptance of an offer from university of \$16,000 for faculty and \$21,000 for chief, chair or higher rank.	ACH/credit card/SUA	We agree to the proposed arrangement if an additional discount if all Universities and Colleges aggregate, within a single calendar year, spend exceeds \$500,000 of 1% and additional 1% discount when the aggregate eclipses \$1,000,000 for all future professional fees incurred.	We agree to the proposed arrangement of a single college or University who's total professional fees exceed \$250,000.00 in one calendar year that we will provide that institution an additional 2% discount on all future professional fees incurred.