Northwest Florida State College Presidential Search Executive Search Firm - Quick Reference Submission Data

Firm Name (Alphabetically Listed) AGB Search, LLC	Location	Years in Business	Services Offered?	Presidential Search Experience	Fees	Timeline	Process	Firm's Team for the Project	Three References	Disclosed Connections to NWFSC
us search, LLC	DC (Operate in 50 states)	14 years (2010-Present)	Yes	Florida Presidential Search Experience Examples: Broward College, Florida State College at Jacksonville, Indian River State College, Miam Dade College, Santa Fe College, Seminole State College of Florida,		Projected 4-6 Months Will provide services for 1 year from the search start date	See timeline and deliverables: Pre-search study Final search profile	Fred Moore, J.D., MBA, Senior Executive Search Consultant, and Jeanne Foster Jacobs, Ph.D., Executive Search Consultant	Yes In Florida, Florida State College at	None disclosed
				and Valencia College	Fixed Search Fee: 33% of first year base	Organize search: June - July 2024	Advertising and outreach plan Solicit candidates	Namative: "Mr. Moore and Dr. Jacobs are an effective team, having	Jacksonville and Seminole State	Purchasing Department Review: None
				(See proposal for full list of searches completed in Florida and other states, pages 5-6.)	salary of appointed candidate (Minimum: \$65,000)	Recruit candidates: August - October 2024 Evaluate candidates: October 2024	Mid-search meeting Platform to access candidate application	worked together on many executive leadership searches for higher education institutions. Of particular interest to NWFSC, they have	Compe	UP Department Review: None found
					Client Service and Support Fee: \$5,000	Facilitate interviews: November - December	Assistance during interview process Reference checks	College, Northeastern Illinois University (in process), Rhote Island College, and Wauhorsee Community College, Additionally, they		THE DESIGNATION OF THE PARTY OF
					Estimated additional search expenses (travel, advertising, background checks): \$6,250	Support appointment process: December '24 - January 2025	All search-related outreach	each station in aniations. Or particular interests to were 50, they have recently conducted presidential searches for Howard Community College, Mortheastern Illinois University (in process), Rinde Island College, and Wautonsee Community College, Additionally, they recently conducted searches for Santa Fe College's Provest and Vice President, Advancement (in process), as well as Seminole State College of Florida's I Vice President of Academic Affairs.		
					\$6,250	Transition planning: Early 2025		State College of Florida's Vice President of Academic Affairs."		
uffkin / Baker	TN (Team members in NC, TN, VA, and MA)	25 years (1999-Present)	Yes	No listed Florida searches.	Total: \$79,000 (plus expenses related to	Projected 6 months Will provide services until position is filled	See timeline and proposed process:	*Ann Yates will personally manage your search at every level. We do not delegate key communications and meetings to a junior associate, unlike many other firms. Ann will be supported by Ken Carrick, Partner, and a team of researchers, associates, and	Yes	None disclosed
				(See proposal for full list of experience, page 5.)	Billed in 3 invoices (1/3 each invoice)	Month 1: Plan search complete position profile	position profile Advertising and outreach Solicit candidates	associate, unlike many other firms. Ann will be supported by Ken Carrick, Partner, and a team of researchers, associates, and	No Florida references	Purchasing Dengtment Review None
					Waived administrative fee	research candidate pool Month 2.4: Record candidates	Provide evaluation report and client nortion to access	project coordinators."		Found
					Will bill additional for expenses related to search (e.g., travel, advertising, background checks)	Month 5: Candidate review and interviews Month 6: Finalist interviews and selection	candidate applications Interview candidates			HR Department Review: None found
					,		Develop interview questions, process, and scheduling Reference checks			
							Reference checks Recruit, notify, and onboard the candidate			
Charter Oak Recruitment	CT	Principal has 10 years of experience	Proposal provided a link to the firm website. Website does not directly reference presidential searches; instead,	No listed Florida searches.	Total: \$13,800 (\$12,300 base + \$1,500 background check)	Projected 3-4 Months	See proposed process "5-Step Approach": Search launch: College completes an intake form and submits a detailed position description. Search firm creates personalized search parameters.	Grant Underwood, Principal Recruiter	Yes	None disclosed
			not directly reference presidential searches; instead,	(See proposal for full list of experience, page 1.)	background check) Additional \$1,500 fee for background check Additional \$12,300 if more than one candidate hired from pool Option to add additional services for	Search Launch – 1 Day Candidate Sourcing – 30 to 60 Days	submits a detailed position description. Search firm creates personalized search parameters.		After research, the references do not appear to be Florida-based	Purchasing Department Review: None
			it refers to assisting "schools," which appear to be a mixture of K-12, public and private.		Additional \$12,300 if more than one candidate hired from pool	Initial Interview – 15 Days Onsite Interview – 15 Days	Solicit candidates Assists with initial and onsite interview logistics			Found
			of K-12, public and private.			Offer Decision – 7 Days	Assistance with making offer Reference checks			HR Department Review: None found
					within 90 days of start date					
Preenwood/Asher and Associates, LLC	FL	20 years (2004-Present)	Yes	Florida Presidential Search Experience Examples: Embry-Riddle	Total: Minimum \$80,500 (\$13,300 +	Projected 5-6 Months	See Scope of Work:	Dr. Jim Johnsen would serve as the principal and lead for the	Yes	Disclosed: GA&A Executive Search
				Florida Presidential Search Experience Examples: Embry-Riddle Aeronautical University, Florida Atlantic University, Florida Gulf Coast University, Florida International University, University of Florida,	\$7,200 + \$60,000)		See Scope of Work: Phase 1: Initiate search, conduct needs analysis, conduct listening sessions, establish search profile,	presidential search and serve as your primary point of contact. He would also be responsible for furnishing milestone reports and pertinent information as requested.	In Florida, Florida Gulf Coast	Consultant, Julie Schrodt, was employe by NWFSC from July 2016 – Septembe 2021. She served as the Foundation
	1			University, Florida International University, University of Florida, University of South Florida, University of West Florida	Search Fee Range: 33% of total first ear's estimated cash compensation (Minimum:	Week of June 10: Planning meeting June -July: Advertise, outreach, finalize search profile	conduct fistering sessions, establish search profile, schedule, and budget Phase 2: Recruit candidates, gather candidate information, pro-quality candidates Phase 3: Candidate evaluation through gathering materials and completing reference/background check Phase 4: Candidate selection, facilitate interview process.	pertinent information as requested.	University	2021. She served as the Foundation Donor Relations and Communications
				(See proposal for full list of searches completed in Florida and other states, pages 7-9.)	estimated cash compensation (Minimum: \$60,000) Estimated search fee: \$74,667-\$112,000	August 19-30: Conduct focus groups; hold first committee meetings; complete position profile	information, pre-qualify candidates Phase 3: Candidate evaluation through gathering	GASA executive search consultants/recruiters strategically market and recruit for the position and reference prospects/candidates. For	,	Donor Relations and Communications Coordinator, the Executive Assistant to the President and, most recently, the Executive Director of Strategic
				states, pages 7-9.)	(Based on estimated first-year candidate cash compensation between \$200,00- \$300,000)	Sept. 2 - Oct. 11: Advertise and recruit Week of Oct. 14: Present condidates to search	materials and completing reference/background check Phase 4: Cardinate selection, facilitate interview	GASA executive search consultants/recruiters strategically market and recruit for the position and reference prospectalcandicates. For this search, Julie Schrodt, Lois Stetson, or Sheliey Sullivan Feathe will be assigned.	r	Executive Director of Strategic Communications
					\$300,000) Willing to negotiate fee or offer a flat rate	profile August 19-30: Conduct focus groups; hold first committee meetings; complete position profile Sept. 2 - Oct. 11: Advertise and recruit Weak of Oct 14: Present candidates to search committee and identify candidates to interview Weak of Oct 21: Round 1 interviews and finalize	process Phase 5: Support final selection and assist with			
					Indirect expenses (admin support, contract, billing, research): 12% of professional fee	Week of Nov. 8 - Nov. 25: Conduct carrous	transition Phase 6: Provide post-hire monitoring and check in calls for the first 4 months			Purchasing Department Review: Found purchase orders in the past five years
					billing, research): 12% of professional fee (estimated minimum \$7,200)	visits; reference and background checks Week of Nov. 25: identify final candidate,	calls for the first 4 months			purchase orders in the past five years related to speaking at the President's Leadership Academy by Betty Asher, a
					Direct expenses estimate (travel, advertising, background checks): \$13,300	support negotiations, announcements, and transition				Leadership Academy by Betty Asher, a former principal with the firm.
					advertising, background checks): \$13,300					HR Department Review: Confirmed prio employee disclosure (Julie Schrodt)
Myers McRae Consulting LLC	GA (Also Incated in	40 years (Founded 1969 focus	Yes	Florida Presidential Search Evnerience Evanniles: Reacon College	Total: Minimum \$74 300 (\$68 500 +	No specific projected months: annears to track	See Deliverables (starting on page 10):	Our President Kenny Daumberty and Vice President Brianna	Yes	Disclosed: Searches for President; Vice
nyera mercan consuming eco	GA (Also located in TN, MT, IL, NJ, and VA)	40 years (Founded 1969, focus on higher education as of 1984 Present)	-	Florida Presidential Search Experience Examples: Beacon College, Lake-Sumter State College, Northwest Florida State College, Palm Beach State College, Pasco-Hernando State College	Total: Minimum \$74,300 (\$68,500 + \$2,800 + \$1,500 + \$1,500)	No specific projected months; appears to track with 4 - 6 months, similar to others Will provide services until position is filled	Phase 1: search nian committee briefing materials	Our President, Kerny Daugherty, and Vice President. Britanna Douglas will serve as your lead consultants. Kerny has personally extended 558 General content of the Content of the Content of Content o	In Florida, Pasco-Hernando State	President for Academic Affairs; Dean of Career Education; Vice President for Student Success; Vice President of Business Operations and Finance
	177	ricacii)		/See proposal for full list of examines completed in Elevida and other	Professional Free - \$68,500		Phase 1: search plan, committee briefing materials, position profile, and announcements Phase 2: candidate recruitment, recruitment progress reports, identify leading applicants, portal access, candidate ranking report, resume review	search at NWFSC for the previous president. He brings decades of	College	Student Success; Vice President of
				(See proposal for full list of searches completed in Florida and other states, pages 13-19.)	Expense - Advertising: \$2800 - \$3800 Expense - Consultant Travel: \$1500 (\$500/trio with at least 3 trios)	Phase 1: Gather information, develop position profile and search plan, develop marketing materials	reports, identify leading applicants, portal access,	institutions to each search. Brianna has proven experience in		Purchasing Department Review: Found
					(\$500/rnp with at least 3 trips) Expense - Candidate Travel: \$500 - \$1,000 per finalist (\$1,500 assuming 3 finalists at \$500/candidate)	Phase 2: Recruit and vet candidates	Phase 3: facilitate semi-finalist interviews and organize			purchases orders related to search firm services in the past 5 years
					\$500/candidate) If candidate leaves within first 12 months.	Phase 3: Firm conducts initial review of candidates followed by search committee reviewing candidates. Mivers coordinates all	finalist interviews, candidate vetting reports Phase 4: Negotiations, notifications and	See page 6 for full staff on project.		
					will conduct new search on expense-only	interviews, including planning onsite visits. Phase 4: Complete background checks, assist	announcements, and post-search report Phase 5: Plan for welcome and orientation			
					Casa	with negotiations as requested, and notify				
						candidates. Phase 5: If requested, Myers will assist in				
						Unbounding.				
Ramiro Consulting LLC	Proposal states "Nationwide" - No office location listed	1 year	Proposal provided a link to the firm website, and the website	No specific searches listed in proposal. See page 1 for narrative.	Total: \$50,000	Projects 4 months to delivering list of candidates	See page 2	Arthur Milith, Managing Partner	Yes	None disclosed
	office location listed		states the firm offers higher education executive search			May 31: Selected as search firm	2-weeks post contract. Meet with Search Committee	This search will engage much of our board of consultants, which	In Florida, listed Associate Dean,	Purchasing Department Review: None Found
			services.			June 15: Consult with Board regarding criteria July 1: Call for applications and reach out to	30-days post meeting: Create an opportunity packet and advertisement, call with candidates, outreach Upon completion of open application period: Search	Includes senior academics at America's top universities: Dr. Bradford P. Wilson	Phil Smith Professor & Madden Center Executive Director, Florida Atlantic University.	HR Department Review: None found
						August 15: Review applications and interview and vet candidates September 1: Deliver list of candidates to search	firm vets and interviews top candidates September 1: Provide list of select candidates to	Mr. Todd Zywciki Dr. Daniel A. Bonevac	Amine Girerary.	THE DEPARTMENT POPULATION OF THE POPULATION OF T
						September 1: Deliver list of candidates to search	Search Committee	Dr. Darrier A. Bonievac		
						Commune				
Renaissance Search and Consulting (RSC)	CA	4 years (2020-Present)	Yes	No listed Florida presidential searches; listed two head coach positions at Florida A&M University.	Total: \$45,000	Projected 3 months	See page 7: Deliverables include developing job description,	The following consultants will lead the presidential search efforts to NWFSC:	Yes	None disclosed
					Professional fee is <u>inclusive</u> of all expenses, such as travel and advertising.	June 3 - 21: Candidate attraction/recruitment	Deliverables include developing job description, articulating an employee value proposition, updates on process, as needed conference calls, candidate recommendations and final report, as needed interim	Dr. Marcus Bright - Higher Education Lead Consultant	In Florida, listed the President of Florida A&M University	Purchasing Department Review: None Found
				(See proposal for full list of searches completed in Florida and other states, page 5.)		June 24: Provide a shortlist to committee June 26 - July 12: 8-10 video interviews July 15 - 19: 3-4 video interviews	recommendations and final report, as needed interim	Kevin Anderson - Senior Consultant		HR Department Review: None found
					If the search is unsuccessful or the candidate leaves within 180 days of hire date, firm will complete a new search free of charge	July 15 - 19: 3-4 video interviews July 22 - 28: 2-3 finalist onsite interviews July 29 - August 2: Offer and negotiations August 5: Announcement	meetings, timeline for search, arranging interviews, and candidate portal. Firm will also assist in selecting advertising venues from online posting locations.			Police in the second second
					of charge	August 5: Announcement				
Spelman Johnson	MA	33 years (1991-Present)	Yes	No listed Florida presidential searches.	Total: Minimum is 22% of first war-bor-	Projected 3 months	See page 7:	The below individuals are involved in the representation of this	Yes	None disclosed
	_	years (1001-F1838III)		No isted Honda presidential searches. (See proposal for list of experience, page 3.)	Total: Minimum is 33% of first year base + \$4,500 + Expenses (No ranges or estimates provided for direct	Month 1: Review the process and limeline: draft	Gather information about the institution and draft	proposal: Mark Hall President	No Florida references	Purchasing Department Review: None
				(comparison)	summary report, marking plan, position profile, and timeline Month 2: Search for candidates for 30-40 days	necessary documents Advertise through approved plan through online and professional networks	proposat Mark Hall, President Ellen Hefferman, CEO Sharon Meager, Consultant		Found
					Retainer Fee: 33% of first year base salary of annointed condidate	Month 2: Search for candidates for 30-40 days	professional networks	See page 9 for full staff on project.		HR Department Review: None found
					Admin Charge: \$4,500	Morth 2: search for cardidates for 30-40 days and begin initial application review Morth 3: Firm conducts introductory interviews; search committee determines semi-finalists and	processional networks Assess candidates through materials, conversation, extensive vetting, including social media review May complete an optional leadership assessment	and a second control of the second control o		
					Search Expenses (Advertising, travel.	conducts semi-finalist interviews; finalists selected and on-site conducted; background	Provide information on competitive market salaries and			
					background checks): Additional charges, no fee listed	checks	compensation packages After assisting in managing interviews, notify selected and non-selected candidates			
						Firm offers transition support as needed				
IRG Partners, LLC.	NJ (30 North	25 years (1999-Present)	Yes	Florida Presidential Search Experience Examples: Jacksonville State	Total: Minimum is 28% of first year base	Projected 5 - 6 months	See page 8:	Gene E. Head, Jr. Global Education and No n-Profit Practice Leader	Yes	None disclosed
	American offices)			University (See proposal for full list of searches completed in Florida and other	+ \$7,000 + Expenses (No ranges or estimates provided for direct comparison)	Week 1-2: Kick off meetings to develop search	Step 1: Develop job description and employee value	Global Education and No n-Profit Practice Leader Barry Vines	In Florida, listed Vice President for	Purchasing Department Review: None
				(See proposal for full list of searches completed in Florida and other states, page 4.)	Comparison)	profile and additional needs materials Week 3: Draft position profile, advertisement, communication plan, and complete candidate	proposition Step 2: Customized "Z Score" creation for candidates Step 3: Develop search strategy Step 4: Firm provides a Z Score assessment on	Barry Vines Managing Director Global Healthcare Services & Solutions and Higher Education Practice	Business Operations & Finance, St. Petersburg College and Vice President for Facilities and Business Operations at University of Central Florida	Found
					Professional fee: 28% of first year base salary, which includes targeted annual bonus, and any sign on bonus of appointed candidate		Step 4: Firm provides a Z Score assessment on	Higher Education Practice	Business Operations at University	PRINCIPLE SEVIEW: None found
					bonus, and any sign on bonus of appointed candidate	Week 4: Committee approves materials and timeline Week 4-16: Recruit candidates and firm	Step 5: Recruit candidates and give College access to	Stephanie Franklin, Senior Associate	or central Florida	
					Direct expenses (travel, interviewing	week 4-16: Recruit candidates and firm conducts initial interviews	candidates Step 5: Recruit candidates and give College access to a platform to review candidates Step 6: Assist in onboarding			
					expenses, technical fees): Additional charges, no fee listed	Week 17-18: Develop first round interview				
					Technical Fee: \$7,000	process, conduct interviews with committee, select finalists				
						Week 21: Board interviews finalists, background checks and reference checks Weeks 22-23: Assist in negotiation and				
						Weeks 22-23: Assist in negotiation and communication with candidates				

Response to Trustees' Questions						
Firm Name (Alphabetically Listed)	limited to, guarantee placement, payment o fees upon placement, or bonus upon placement)?	candidates you would recommend for the f NWFSC President position or who would be included in the pool for the NWFSC president position?	charges beyond those disclosed in your original administration.	completes on candidates and, if applicable, whether there are any additional charges beyond those disclosed in your original submission.	describe the scope of such a review and whether there are any additional charges beyond those disclosed in your original submission.	and of the sea region of the season of the s
Addi Barrol, LLC	No. ACT Search does not shake any controlled individual region to the rest of conditions.	Not applicable, bound on Proporate I above.	Vis. The Stand Commission is undersided to break the commission that the control of the control	These Continues Sections Of Continues in the Continues of	The ballogue of powers that we she did not reclaim a could. The ballogue of the country of the	ASS freet in recognised water in motion, handled parameters in closely as previous and makes in decisional. It is easily actived that could be a series of the could be a few of the same of the series of the could be a few of the same of the could be a few of the
Cultur / Bular	Saffer (Earl action on this, and off on those, any controlled for any		Chairs Their and conduction due of section of the objects of the operation of the object of the object of conduction control of the object of conduction control of the object of conduction control of the object of conduction conduction control of the object of conduction of conduct	Comment of execution (PMCs) are related to the product of chair of the seal free configuration and only designed of a supply or an execution of the configuration of the configu	includes a credit filter physics of the ch.	products any only employed management and products of the control
Charter Oak Recruitment	No.	Yes.	Yes. We input the candidate into multiple search engines, match the candidate against a list of owr 1,000 positive and negative reference points, and then send the report to an external learn to review for legal compliance before releasing the report to the thring manager. This is an optional service that costs an additional \$1,000.	Our background check uncovers felony oriental consistions, misdemeanor oriental consistions, and infractional/chibitons (depending on jurisdiction). We cross-check with federal, national, county, SSN, global washfuld, see Celefonder, and Frust Abuse Control Into Systems (FACIS) databases. This is an optional service that costs an additional \$1,000.	If legal in the applicable jurisdiction, we can engage an employment credit check which reseals accounts and balances, payment history, and foreclosuresh spossessions. This is an optional service that costs an additional \$1,500.	Each report includes a CV, cover letter, answers to the interview questionnaire, a Charter Clab occommendation ("shoring yes," "yes," "neutral," "no," or "definitely not"), and applicable artifacts (ex. cartifications).
Greeneood/Asher and Associates, LLC	CAAA do an et contract with candidate to produce upon search guarantees, purpressi, or brusses upon pacement. CAAA has estiding esecución costarios gontracta with a limite number of higher education escolates. Downer, to inferendo respecto questing delera des or the shakes, to inferendo respecto questing delera del con the shakes por inferendo respecto, por carbon galante para para with mistalizars on half of individuals, however, there have been one concesso when me service the shake para concessos when me service search escalador on the concessor search escalador of the concessor search escalador search escalador search escalador search escalador search escalador search escalador search escalador search escalador search escalador search escalador search escalador search escalador search escalador search escalador escalado	relationships descript with candidated during our engagement with NAVPSC presidential warch.	DAA Alle his house of the property of the prop	Order belagging of the base consider in an an industry system. In the local case, O report Life of the hard to the control of the local case of the local ca	Facial riverse are conducted sin on Prind-only patters. But Micro Cropco. Open girl of JuliAns from proposed, we have included by price label to conduct these (1) leads to bedge rated in the price label to conduct these (1) leads to bedge rated by the price label to conduct these (1) leads to be label to	DAS All provide balls for achieves for concluded coursely appearance, education delicroses coverage (all descriptions in charles for concluded coursely and concluded in a charle for concluded coursely concluded in a charle for concluded coursely concluded and charles for concluded coursely concluded and charles for concluded coursely concluded and charles for the product of the found of Trackets.
Myers McRae Consulting LLC	We do not allow any contractual relationships between our firm and candidates for a position.	Yes, Myers McRae agrees to forego and socid any contractual relationships with carefidates we would recommend for the NWFSC President position or who would be included in the pool for the NWFSC President position.	Myers NcThe conducts media reviews of candidates at two stages of the search. The first review is done of any candidate that are recommended for review by the search committee. An additional review is done on the finalish. There are no additional charges for these reviews.	these resisess. These include: Federal Criminal; Felony, Mindermanor, and others; Motor Vehicle; and National Sex Chlender Registry.	past ten years, including loans, student loans, home mortgages, car loans, and credit cards. There are no additional charges for these reviews.	Myers McRes supplies the search committee/Board of Trustees with a welling report combining deballs on the mentioned items, along with references for each finalist.
Ramino Consulting LLC	We do not allow contractual errangements between our search firm and candidates. We represent only the interests of our customers, universities and colleges	765.	Yes. This is standard service we provide which we believe gives us great insight in candidates, and which protects our customer. Our standard perchage includes in \$1 dates each of selection standard perchage includes in \$1 dates each of selection standard perchanges. In the design according a time for a standard artifact, in a stating of forms proficious makes for the fort sound, we always give this or for soling through the standard artifact, and the standard artifact in the standard artifa	Yes. Remire Consulting conducts an in-depth background check which includes criminal records. There is no addition cost.	Yes. As part of our standard procedure, Rentiro Consulling obtains information related to credit scores, financial history, and term. There is no addition cost.	Resints Consulting will compile a forwardy desider on all our top condidates and greatest heat to the search committee. Each closest will include deliveral analyses of their parties play performance beard on interviews, an analysis of their professional work nutries recinciently, and an analysis of their public sillements and accid models history, in addition, each disease that also includes our contradjust of their sheep, wealness, and that it is the position. Our goal is to make this process as smooth and easy as possible for the search committee.
Renahance Search and Consulting (RSC)	with considerates.	candidates.	These according through exist meals and prior made review or conditional for no additional change. The imaging of the training with a presented through a general commany as well as specific, exemple of any bodype of media.	This is greater an investigate and consists and of minister. For our sets by any of previous was also used to a set of the consistency of the con	Cur was 4th Tringlet Dispose include a Recult releave or condition. Again was facultied no up called the could for the called	Resources General of provise a pattle case on helical mich of include on excellent sommer, should excellent excellent sommer, should excellent exc
Spelman Johnson	Spelmes Johnson has no contribution of middlending was condicitions any personal residence in execution was per the requirements of the Netional Association of Executive Placculation of which was are a member,	Not applicable as we have no contracted relationships with conditioning.	The Cycles Andrews contacts dainy interest, and controlled any interest, and the same are controlled and of an enterplace flower for the property design of the company of the controlled and the controlle	Comp Commer Commerce	A credit history notice is performed as part of the complete bediepand chack. These code are part of the complete bedgesand chack expense described in the response to question #3.	Speller, John von verbar present present, water side part for each combination of freely transport of the present pre
ZRG Pertners, LLC.	No, we do not offer carefidates any such relationship or partnership.	Whe still acid any conhectual relationships with the anelocidal cardiolist. Those not mixed provide in the search process may be confaciled for future opportunities elsewhere.	recluder in on the in a 14-point indepared or hole considing of treases, cremely, made, social reduction (large emillicities, 14-bit boundary) exemite the subgroupe of the selection closelities. We have additionally considered to the contraction of the contraction of the contraction of the self-with the additional country. The contraction of the contraction of the contraction of the self-with the additional country.	As exect done, a full and complete report regarding the conditions control background heavy will be provided at no additional cost by you. We daile our regulation on the scoracy; of these reports.	As stated above in 14, the report you will receive on the valleched concluded will go in your adopt of the candidative personal references. You will have a complete breakdown of their debte, bank accounts, etc. This is included in our fee.	The Board Security of the Companies of t