Communication #1 NWFSC 2023-2024 Response Answers May 10, 2024

1) Does your firm allow any contractual relationships between the search firm and candidates for a position (e.g., but not limited to, guarantee placement, payment of fees upon placement, or bonus upon placement)?

Answer: GA&A does not contract with candidates to provide any search guarantees, payments, or bonuses upon placement.

GA&A has <u>existing</u> executive coaching contracts with a limited number of higher education executives; however, no information regarding coaching clients can be shared with GA&A recruiters. Most executive coaching contracts are with institutions on behalf of individuals, however, there have been rare occasions when an existing coaching client has become a candidate in an executive search awarded to GA&A.

2) Will your firm agree to forego and avoid any contractual relationships with candidates you would recommend for the NWFSC President position or who would be included in the pool for the NWFSC president position?

Answer: Yes, GA&A agrees to forego and avoid any contractual relationships directly with candidates during our engagement with NWFSC presidential search.

3) Does your firm offer social media and print media reviews on candidates? If yes, please describe the scope of such a review and whether there are any additional charges beyond those disclosed in your original submission.

Answer: GA&A offers both social media and print media review services for candidates. GA&A will use a two-tier media check system on potential candidates.

Tier 1: Before Round 1 interviews, our search team (i.e., GA&A employees) will check Google and Factiva (i.e., a news subscription service) to check for any negative or potentially concerning press related to the candidates that have been advanced to the first round of interviews. Those reports are provided to committee/BOT members and are included in the standard search fee.

Greenwood Asher & Associates

Communication #1 NWFSC 2023-2024 Response Answers May 10, 2024

• **Tier 2:** For candidates who are expected to participate in campus visits, we recommend engagement with our 3rd party vendor (Mintz) to perform a more comprehensive review of candidates' public persona, press coverage, web reputation and risk scan, and social media reputation. This formal background check is conducted by our third-party partner at an additional charge (see chart in Appendix A). Cost is dependent on how comprehensive a check our client pursues (i.e., 10 years back, 15 years back or 20 years back).

4) Describe the type and level of criminal background assessment your firm completes on candidates and, if applicable, whether there are any additional charges beyond those disclosed in your original submission.

Answer: Criminal background checks are conducted via our third-party partner, the Mintz Group. On page 12 of GA&A's formal proposal, we have included the price total to conduct three (3) basic background checks, which includes some criminal background assessment, for three (3) finalists totaling \$3,300 (see chart below). When conducting the basic background check, Mintz checks criminal litigation (going back 7 years in the current residential jurisdiction) and civil litigation (going back 7 years in the current residential jurisdiction). More in-depth options are available through Mintz as well, and we have included the full suite of options, including pricing, for background checks provided by Mintz in Appendix A for your

Basic (Quoted)

Mintz Group Background Checks	Cost
 Education verification Criminal litigation (going back 7 years in the current residential jurisdiction) Civil litigation (going back 7 years in the current residential jurisdiction) Credit check history Tax liens (going back 7 years in the current 	\$1,100 Per Candidate
residential jurisdiction) Bankruptcies (going back 7 years in the current residential jurisdiction) Driving	If you want to include press, web and social medi (adverse content naming the candidate), the cos is \$2,500 per candidate.

review.

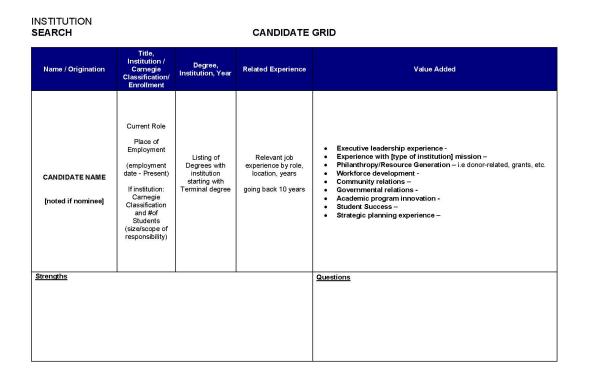
Communication #1 NWFSC 2023-2024 Response Answers May 10, 2024

5) Does your firm conduct any form of personal fiscal review on candidates? If yes, please describe the scope of such a review and whether there are any additional charges beyond those disclosed in your original submission.

Fiscal reviews are conducted via our third-party partner, the Mintz Group. On page 12 of GA&A's formal proposal, we have included the price total to conduct three (3) basic background checks, which includes some personal fiscal review, for three (3) finalists totaling \$3,300 (see chart below). In the basic background check, Mintz checks credit history, tax liens (going back 7 years in the current residential jurisdiction), and bankruptcies (going back 7 years in the current residential jurisdiction). More in-depth options are available through Mintz as well, and we have included the full suite of options, including pricing, for background checks provided by Mintz in Appendix A for your review.

6) Describe the type of report or data your firm will provide to the search committee and/or Board of Trustees regarding each candidate's experience.

Answer: GA&A provides a "snapshot" grid (sample below) that outlines the candidate's current experience, education attainment, relevant job experience going back 10 years and value-added items that correspond to criteria outlined in the position description as a tool for committee members and/or members of the Board of Trustees.



Greenwood Asher & Associates[•]

Communication #1 NWFSC 2023-2024

Response Answers

May 10, 2024

APPENDIX A

	Level III – High Risk
≈8 business davs	≈10 business days
i listed on bio	
H	inses not on bio
hips listed on bio	
AND search for current undisclosed emplo	nent and board memberships not on bio
	AND search for past undisclosed affiliations
	20 years back, naming candidate as a party
	AND deeper analysis of prior litigation
15 years back	20 years back
	20 years back, industry-specific federal and
rcement lists, political exposure, debarments, government	clusions and other global compliance sources
	20 years back, focused on both adverse and noteworthy content
15 years back	20 years back
of candidate	
e permitted)	
At current employer	AND at relevant nact employers
Headline controversies relevant to position	t current employers/boards
	AND at relevant past employers/boards
Dolitical contributions /athics proceedings	here normitted)
Follucal contributions/ etilles proceedings	Compensation (where permitted)
ternational Investigations	Expediting Options
e work globally, conducting research in levant local languages. Additional juntries covered upon request. Prices	 25% - 40% expediting fee, depending on level and timing Detailed interim undate: ±10%
	Level I - Low Risk S5,750 -6 business days Level II - Medium Risk S7,750 -6 business days Level S7,750 -1 Adress and D number tree ND search for degrees and professional licenses not on botover memberships listed on botover MD search for durrent undisclosed employment and board membership MD deeper analysis of ongoing litigation MD deeper analysis MD deeper beet MD dee