

REQUEST FOR PROPOSALS



DEVELOPMENT AND PERFORMANCE OF EXECUTIVE ASSESSMENTS AND EVALUATIONS R-09-030-MR

ADDENDUM #1 – 2:00 PM | December 10, 2009

This Addendum serves as notification of a change of the submission due date, and answers to questions received as of this addendum's publication date. Additionally, a job description attachment is provided within this addendum PDF document.

ANSWERS TO QUESTIONS

1. What tools or consulting firms/individuals are currently in place (or have been used in the past) to conduct Executive Assessments?
 - a. There are no consulting firms in place. Approximately, two years ago, the executive team did participate in an individual assessment with an outside firm and feedback on management styles were reported to those evaluated.
2. What is the frequency of these assessments if they have been conducted previously?
 - a. There is no established protocol.
3. Which positions are currently under the scope of this work?
 - a. **Executive Management Team members:**
 - Senior Vice President, Chief Financial Officer (CFO)
 - Senior Vice President, Chief Operation Officer (COO)
 - Senior Vice President, Engineering
 - Vice President, Administrative Services
 - Vice President, Human Resources
 - Vice President and General Counsel
 - Vice President, Customer Service
 - Vice President, Water Resources
 - Vice President, Distributions and Collections
 - Vice President, Governmental Affairs
 - Chief of Staff
4. Can we be provided a list of the SAWS core competencies?
 - a. Please refer to Attachment A of this Addendum to view SAWS' core competencies.
5. Is there an expectation that the assessments and coaching be tied to an existing leadership competency model?

- a. **Yes**
- 6. Is there a required completion date for this work?**
 - a. **Yes. The work should be completed no later than March 31, 2010.**
- 7. Could you share anything around your strategic plan and if it differs significantly from your historical direction?**
 - a. **The Strategic Plan focuses on Growth and Water acquisition.**

END ANSWERS TO QUESTIONS

No other items, dates, or deadlines for this RFQ are changed.

END ADDENDUM #1