

**RFP 2025-16: Executive Recruitment
Questions and Answers**

Bidder Questions:	Covered CA - Response:
<p>Can you clarify what type of retention metrics you're looking for and if this is an absolute requirement to be considered as a vendor.</p>	<p>The retention metrics we are looking for include evidence of successful recruitment for executive positions at organizations. Specifically, we are interested in understanding the number of executive positions your organization has successfully recruited and the duration those individuals have remained in those positions. While providing retention metrics is not an absolute requirement to be considered as a vendor, it is a factor that will contribute to the overall evaluation score.</p>
<p>In paragraph 1.5 in the RFP that states:</p> <p><i>The total amount for the contract, including any optional extension periods, shall not exceed \$600,000.00. Proposers should be aware that the \$600,000.00 contract amount encompasses multiple recruitment efforts. Proposals that exceed this amount will not be considered for selection.</i></p> <p>It reads as if this contract could be for 5 recruitments or 25. Is there an anticipated number of recruitments that we would be expected to facilitate under this contract?</p>	<p>Covered California anticipates conducting no more than one to two recruitments per year under normal circumstances. However, we also want to be prepared for any unexpected vacancies that may arise. To ensure clarity and consistency, bidders are encouraged to provide an accurate cost estimate for performing the required work on a per-recruitment basis, assuming an average of one to two recruitments annually.</p>
<p>Regarding all of paragraph 2, we have 100 consultants across the firm and some with very specialized expertise such as Legal, Information Technology, Physician Executives, etc. So the team that would be assembled on any particular search, would depend on the particular area of focus of the recruitment and the team best suited to handle the recruitment. Would we need to list every potential member in the RFP</p>	<p>Covered California appreciates a firm's depth of expertise and specialized capabilities across various fields, including Legal, Information Technology, Physician Executives, and other areas of focus. While we do not require bidders to list every potential team member who might be involved in a recruitment effort, bidders must demonstrate that their firm has the appropriate expertise and capacity to conduct senior-level executive recruitments with confidence and success.</p> <p>Responses should highlight the qualifications, experience, and specialized expertise of key</p>

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<p>that might be called upon to conduct the recruitment needed by Covered California?</p>	<p>team members who would be assigned to Covered California's recruitments, as well as provide assurance of your firm's ability to assemble a tailored team based on the specific needs of each recruitment. This approach will help Covered California evaluate a firm's ability to successfully address executive-level positions across various disciplines, even if not every specific type of recruitment is addressed individually in your proposal.</p> <p>The primary goal is to ensure Covered California's confidence in your ability to provide high-quality recruitment services for senior-level executives across diverse fields, regardless of the specific recruitment focus that may arise.</p>