

HBEX3-Executive Recruitment Bid Extension: Questions and Response:

Please note that the Exchange is no longer seeking support for the recruitment of the Information Technology Project Director for the CalHEERS Project. This brings the number of positions to be recruited under the contract to seven. There is no change in the solicitation's maximum of \$300,000. this is reflected in the HBEX3 Solicitation Document on the Exchange's website.

Bidder Questions as of January 5, 2012:

The proposed project timeline in the Statement of Work presumes only a ten and a half week period to complete the recruitment project-from February 15 through April 30. Is that correct?

Yes-that is our expectation for the timeframe and what should be reflected under 13.E, which requires potential contractors to submit a work plan.. Depending on the proposed strategies for recruitment, a final time frame may be developed during negotiations with finalists, but the project will remain on a fast track.

Where will the face to face interviews between candidates and exchange officials be conducted?

Interviews will take place at the Exchange's Office in Sacramento.

Will the State of California reimburse or cover interview travel cost?

Yes-an estimated encumbrance for travel will be added to the contract. The Executive Recruitment firm will reimburse the candidates and bill the Exchange through the contract.

Where is office the candidates will work out of?

The Exchange is currently in temporary offices in Sacramento. We are seeking a permanent office, also in Sacramento and expect to be in that office within three to six months.

Can candidates work remotely?

No-these are high level management positions, who will need to interact on an ongoing basis with other management and staff.

Will the exchange cover relocation cost?

This is still being determined.

If yes, what is the policy on relocation cost and reimbursement?

This is still being determined, but, when allowed, will follow the general State of California guidelines on relocation. These will guidelines will be shared with the successful contractor.

Have salary ranges been targeted for each position?

What is the salary range for each position?

The Exchange has a contractor, Towers/Watson/Delaware, to do salary surveys for key positions. Of the seven positions being recruited through the solicitation, Towers/Watson has done or will do surveys for five of the positions and these will be shared with the successful contractor when available. In the interim, the Exchange has cost estimates, used for developing the Exchange budget, for all the listed positions.

Here is the estimated monthly salary for each position being recruited: Some of these are subject to revision based on the salary surveys being conducted by Towers/Watson/Delaware:

Chief Financial Officer: \$15,000
Chief Technology Officer: \$17,083
Director, SHOP Exchange: \$15,000
Director of Health Plan Contracting: \$15,000
Director of Public Relations and Communications: \$12,000
Director of Individual Sales and Marketing: \$15,000
Director of SHOP Sales and Marketing: \$15,000

Does the Exchange have any plan for using bonuses or incentive payments as part of the compensation for the two positions involved in sales marketing?

Not at this time. These positions will not be managing an Exchange sales staff, but rather provide policy direction and oversight for sales functions, which will be done by out side insurance brokers and application assistors.